Introduction

Dear students, community partners, alumni, and friends of Princeton Internships in Civic Service (PICS),

Greetings from Princeton, where we have been especially excited to welcome back our undergraduate students on campus after an unusual year of upheaval. Amidst all the ongoing challenges of this time, we are more committed than ever to our goal of offering Princeton undergraduates paid and mentored summer internships in community service and civic engagement. Year after year, we see how these opportunities seed connections, learning, and growth -- and we are honored to be part of this process.

We offer this annual report to share our excitement about all that our alumni, students, and community partners made possible this year, and to invite you to be a part of the difference PICS internships make.

With Tiger cheers,

Chuck Freyer ’69
PICS Friends Group
Executive Committee Chairman

Emily Sharples
Class of 1969 PICS Program Director

Rose Holton
PICS Program Coordinator
2021 in Review

Bridge from 2020 to 2021

In 2020, the pandemic forced a good number of our community partners to cancel their internships, as the only safe option that year was a remote one, and some were not able to make that pivot. The original slate of 180 internships was reduced to 96 all-remote opportunities - certainly a respectable number, given the challenges and uncertainties we faced.

What did PICS 2021 look like? Compared to the 96 all-remote internships in 2020, we were able to offer 188 total internships in 2021. Of these, 140 were remote, 11 were hybrid (part remote, part in person) and 37 were able to operate safely in person.

<table>
<thead>
<tr>
<th>Princeton Internships in Civic Service (PICS)</th>
<th>2020</th>
<th>2021</th>
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</thead>
<tbody>
<tr>
<td>Remote</td>
<td>96</td>
<td>140</td>
</tr>
<tr>
<td>Hybrid</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td>In-person</td>
<td>0</td>
<td>37</td>
</tr>
<tr>
<td>Total internships</td>
<td>96</td>
<td>188</td>
</tr>
</tbody>
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PICS Interns By the Numbers

Fortified by our permanent home within the John H. Pace ’39 Center for Civic Engagement, we have been able to reach and attract a large, diverse, and well-prepared pool of applicants. The PICS program in recent years has attracted over 500 student applicants, and despite the unusual pandemic circumstances of last year, was able to attract 478 students.

At PICS we share the University’s commitment to expanding the diversity of its student body and to increasing access to opportunities for underrepresented students. We have strived to work closely with campus partners to reach a diverse group of students, and are proud that 25% of our selected student interns in 2021 identified as first-generation or low-income (for reference, 22% of incoming Princeton students identify as first-generation).
Interns were fairly well distributed across all class years, with rising numbers by class. Approximately 24% came from the Class of 2022, 35% from the Class of 2023 and the largest portion came from the Class of 2024, at 41%.

The top five majors among our 2021 interns account for 99 of the 188 cohort as follows: Princeton School of Public and International Affairs (SPIA) at 47, Economics at 15, Sociology at 15, Computer Science at 12 and Operations Research and Financial Engineering (ORFE) at 10. Of interest is the fact that along with SPIA majors, students majoring in STEM subjects of Computer Science and ORFE appeared in this top five list.
Highlights

New Program Director

PICS navigated a sea of changes in 2021. Prominent among them was the hiring of a new Program Director. When presented with a fantastic professional opportunity, Caroline Savage left the PICS team in June of 2021. After an expansive search, the Pace Center welcomed Emily Sharples as the new Program Director in late October. Emily joins PICS from Princeton’s School of Public and International Affairs, where she worked on the Graduate Program Office’s Career Development and Alumni Relations team. Welcome, Emily!

Guggenheim Internships

The Oscar S. Straus II Fellows in Criminal Justice program provides opportunities for Princeton undergraduate students to develop a real-world understanding of legal issues in criminal justice, to learn about policy innovations, to explore their passions for justice, and to consider future careers in fields related to criminal justice. Created in 1996, this program is made possible by the generous support of the Daniel and Florence Guggenheim Foundation. All internships are located in the New York/New Jersey area. In 2021, PICS welcomed this program into its internship roster. New community partners to join the PICS family include:

| Center for Alternative Sentencing and Employment Services (CASES) |
| Correctional Association of New York |
| New Jersey Institute for Social Justice |
| New York Legal Assistance Group |
| Newark Community Solutions |
| Vera Institute of Justice |

Summer Engagement

We aim to provide our students with ongoing support and opportunities to connect with peers and alumni as desired throughout the summer. In summer 2021, students received a minimum of three email communications containing pertinent information, key dates and required projects to be completed. In addition, we piloted a SLACK Workspace which served as the primary communications platform for both formal and informal modes of communication over the summer.
A highlight of our opportunities for engagement with alumni was a series of virtual *Coffee Chats*, featuring alumni from various fields in conversation with students. Co-mingled with some informal sessions, these coffee chats rounded out our interns’ summer experience:

- 6/15 Networking over Dessert with Shirley Wu ’15
- 6/17 PICS Game Night
- 7/7 PICS Cooking Class with Farm School Cooking
- 7/15 Coffee Chat with Brett Dakin ’98 - law, strategy and public policy
- 7/19 Coffee Chat with Christine Chen ’97 - arts administration
- 8/2 Coffee Chat with Laura Harder ’15 - criminal justice/law
- 8/3 PICS Craft Study Break
- 8/12 Coffee Chat with Dr. Michael McCrory '00 - medical school

We thank our alumni for making the time to engage with students informally over the summer and enriching their overall PICS experience.

**Alignment with the Pace Center**

Having found a permanent home with the University through the Pace Center for Civic Engagement, the PICS program has thrived. The breadth and depth of access to students, community partners and the resources to prepare them well has provided PICS with a strong foundation for growth and success. Situated within a place that values student learning through service and values alumni knowledge and lived experiences through service, PICS is activating students’ civic responsibility and engagement. With Princeton undergraduate demand increasing for service internships, the PICS program is the exemplar of programs to sustain and enhance paid summer service internships. Alignment with the Campus Life and Pace Center 2020-2025 Strategic Plan goals to develop students for a life of meaning and service empowers PICS to fulfill those goals through the substantive and diverse internship experiences it offers and continues to seek out with the support of its strong alumni network. We are confident that this coming year will prove yet again that PICS is a hallmark of the University’s informal motto, *in the nation’s service and the service of humanity*.

**PICS Student Stories of Impact**

PICS students reflected that their internships allowed them to grow both 1) professionally by gaining practical job-relevant skills as well as 2) personally, becoming more attuned to their own values and gaining a clearer vision for their career path beyond Princeton.

CHW
"[My best work experience was] The opportunity to lead a coaching call with a county for the HEALing Communities Study. For weeks, my team and I had been working diligently to migrate over data to a new software (which we were instrumental in designing, with community feedback) -- and I had the opportunity to not only create a User's Guide for the new tool which counties could use, but also teach the counties how to use the new tool.

“I was quite nervous before the meeting as I had never done anything like this before, but my postdoc told me 'Don't doubt yourself. You know this tool inside and out.'

“Weeks later, I found out from a few colleagues that the community members we had trained found the training incredibly helpful and were excited to use the new tool. I felt really amazing, but more than anything, I was grateful that I could put my efforts and expertise towards helping counties reduce opioid overdose fatalities.”

- Anika Buch Class of 2024, Montefiore Medical Center - Epidemiology & Population Health

Schaeffer

“While a lot has happened in the past year and a half or so that I’m sure will show up in future history books, I think what was most remarkable to me was the office’s ability to continue functioning and showing up for the people it is supposed to represent, adapting as necessary to changes along the way. I was honored to learn more about what people in New Jersey and across the country were going through and play a small part in helping them get what they needed.”

- Henry Slater Class of 2022, The Office of Congresswoman Bonnie Watson Coleman

HMEI

"[My best work experience was] In short: everything. I valued being able to perform hands-on conservation work after over a year of quarantine; I valued being able to work with indigenous peoples (particularly Hawaiian elders) and uplift their voices within the environmental realm; I valued working with incredibly powerful wāhine (women) who showed me how mentally, emotionally, and physically strong women can be; I valued living in a community that was full of people who share my skin color and ancestral roots; and so much more.”

- Marissa Mejia Class of 2023, Ka Honua Momona International

Guggenheim
“My best experience was talking to clients in their native language. I often felt like I was able to help people feel more comfortable as a native speaker, and the lawyers agreed that it helped some people open up more.”

- Ricardo Salas Murillo Class of 2022, New York Legal Assistance Group

Paul Haaga ‘70 funded intern

“I honestly cannot pick my best work experience, because I had such a blast every single day at my internship! From learning more about local flora and fauna on hikes to working with volunteers to remove invasive species, I had such a great time interning and leaving a positive impact on the community. I would say that some of my favorite memories would be setting up rodent traps near a beach in Malibu, visiting the LA Arboretum, hiking up Millard Falls, doing trail work in Millard Canyon, and spending time with the other interns.”

- Akaneh Wang Class of 2024, Arroyos & Foothills Conservancy

University of Washington

“I used to not like humanities because I am a STEM person, but I realized how important it is to have both. You need data to analyze the situation to come up with the solution, and historical context to see the trends, how the situation happened and why we're doing research in the first place.”

- Julia Kashimura Class of 2024, University of Washington (funded by Class of ’75)

Yung Bong Lim

“Because my internship was virtual, I was only able to go into the office once this Summer. Working from home, it was somewhat difficult to see the impact of the job. But, when I saw the kids I was helping in class - taking tests, discussing books or home life - I realized the true importance of High Jump and the tasks I was completing virtually. It was really beautiful.”

- Lily Feinerman Class of 2024, High Jump

CHOP

“It was very effective having an alumni partner who I could connect with during my internship experience. Having Dr. McCrory as my alumni partner was especially helpful to me because he is a physician, and I also want to be a physician in the future. The conversations we had were very helpful for my future career plans, and it was very interesting getting to learn from him and his experiences.”

- Brad Luo Class of 2023, Children's Hospital of Philadelphia - Strategy & Business Innovation
New Door Ventures

“Getting to know my coworkers and feeling like a part of the team! On my first day, I got to know my coworkers on a casual Zoom where I discovered I was reading my supervisor’s favorite book. Our relationship only improved from there and was especially strengthened by getting to work in-person together for the second half of my internship. I received practical design advice from my supervisor, was taught Salesforce by one colleague and became close with another coworker who taught me a lot about San Francisco and her plans to go to business school. We even drove to Marin County together to pick up an in-kind donation of wine I had secured and stopped for coffee and a walk along the Sausalitno harbor on the way back!”

- Grace Rocker Class of 2023, New Door Ventures

Field Museum

“Through this internship experience I was able to engage in conversation with many different scientists and museum leaders which I found to be very enriching. The Field Museum Institutional Advancement team was incredibly kind and welcoming. I felt very supported by my coworkers throughout all my projects. On my first day I was quickly welcomed into meetings with our directors and managers. By the end, I felt very much like a coworker, not necessarily an intern.”

- Jaimee Simwinga Class of 2023, Field Museum

Our Donors

We are so grateful to generous supporters who made the 2021 PICS program possible. Thank you for your inspirational support of young Tigers and community partners!

Affiliation ledger: P = Parents of a graduate; F = Friend of Princeton; S = Spouse; h = Honorary member of class

Lyle Andrews ’93
Hon W. Gerard Asher ’63 P95
Robert Axelrod ’69
Jaromir Babicka ’69
Thomas Baker ’76
Robert Bank ’69
Katherine Bellin ’02
William Benjamin ’69
Victor Berlin F69
Dr. Joshua Bilenker ’94
Dr. Ralph ’70 and Barbara Binder S70
Marc Brahaney ’77 *86
Dina ’88 S*90 and Paul Brewer *90 S88

Jill Broder ’85
Jeffrey Caso ’69
J. William ’69 and Anne S. Charrier h69
Teddy Chung ’76
Sanford and Susan Criner P02
Sally Voehl Dailey ’93
Jennifer ’93 S92 h70 h02 and Keith Daniels ’92 S93
Deborah Danker ’75
Edwin Davisson ’06
Ricardo DeLeon ’86
Kathryn Ditmars ’87
Sarah Dobkin '06
Robert and Maura Dughi F69
Richard Edwards '69
Dr. Martin Eichelberger '67
Dr. Kimberly McCrudden Erickson '93
Lois Chiles F
Shirley Sarna F
Dr. Evan Fieldston '98
Thomas Fleming, Jr. '69
William Frist '93
G. Michael Gehret '69 P01
Joshua Greenhill '00
P. Michael Gummeson '78
Paul '70 & Heather Haaga h70 P03 P05
Randall Hack '69
Dr. Emily Henkelman '04
Jessica Hickok '02
James Hoeland '69 P05
Isabel Hsu '19
Earle Irwin '69
Dr. Stanley Nider Katz h1921 h80 h83 h85
Rault Kehlor '93
Richard '69 and Christine Kitto
Joseph Kochan '02
Maxine and Sam Kosofsky F69
Seva Jaffe Kramer h69
Scott Kruse '69
Sidney Lapidus '59
Grady Lee '93
Eve Lesser '77
Staughton Lewis '93
Yung Bong Lim '87 & Peggy Lim S87
Nancy Lin '77 S76 P10 h76
Robert Loveman '69
Holly Huffman MacDonald '02
Susan and James Manion
Dr. Julian Marshall '96 S96
Joseph Marshall, Jr. '69

Thomas Martin '70
John McCarthy, III '69
Suzanne McSorley '77
Marc Aaron Melzer '02
Lori Mihalich-Levin '01
Stephen Miller '93
Christopher '69 and Catherine Milton
S69 P98
Alan and Vivian Moore P20
Charlene Huang Olson '88
Tom W. Perlmutter '85
Mary Catherine Person '93
Wade Rakes II '02
Robert Raymar '69
Leo Roomets '69
John Rustum '87
Jonathan Savar '92
Leonard D. Schaeffer '69 P00
Stephanie Schragger '93
Jennifer Edelstein Scott '09
Frank Shannon, III '69
Ilya Shapiro '99
Hayden Smith, Jr. '69
Mary Strother Sullivan '90
Valerie Tomasello '93
Toni Yvette Townes-Whitley '85
Dr. Laura Dalston Tremblay '93
David Tukey, Ph.D. '02
Alex Volckhausen '93
David Waud '69
Charles Eduardo Whitehead II '69
Robert Wolk '91
Dr. James Yeh '87

We are additionally so grateful for the support of the following Princeton Clubs, Classes, and programs:

Alumni and Friends of Princeton ROTC
Charles C Freyer '69 and Judith D. Freyer through the Freyer Service Internship Fund
Our Alumni Mentors

The alumni mentor experience makes PICS a unique and indelible experience. Thank you so much to our alumni partners, who worked so hard to support our students this summer!

Scott Alvarez '77
Tom Amato '67
Sarah Avery '89
Robert Axelrod '69
Elizabeth Bailey '04
Cameron Bell '16
Kate Bellin '02
Bill Benjamin '69
Rachel Bernard '04
Dr. Ralph Binder '70
Gordon Bonnyman '69
Timothy Bowden '04
Marc Brahaney '77 *86
Bob Brown '69
Jessica Brubaker '98
Robert Burkhardt '62
James Chang '14
Christine Chen '97
Jacqueline Chu '15
Haylee Cohen '04
Gilbert Collins *99
Whitney Cornuke '04
Antoine Crepin-Heroux '17
Ogochukwu Ekwuabu '05
Robert Falk '85
David Fan '19
Molly Fisch-Friedman '16
Claus Frank '69
Charles Freyer '69
Mike Gummerson '78
Aditi Gupta '09
Paul Haaga '70
Rolfe Haas '90
Connie Hadley '92
Anya Hargil '20
Sara Hastings '09
Colton Hess '18
Yu-Sung Huang '12
Alex Joel '85
Janice Johnston '92
Kent Kim '09
Nadine Knight '99
Kristin Koernig '04
Katie Kuga Wenner '04
Dawn Leaness '06
Anthony Lee '92
Ayn Lever '88
Grace Li '14
Yung Bong Lim '87
Bob Loveman '69
Marilyn Machlowitz '74
Alice Maiden '19
Lauren Marlowe '04
Emily Master '04
Michael McCrory '00
John McPherson '89
Sue McSorley '77
Wendy McWeeny '92
Audrey Meng '16
Chris & Cathy Milton '69
Larry Morris '69
Sarah Mutinsky '01
Sam Norton '12
David Offensend '75
Charlene Olson '08
Mary Cate Opila '04
Jay Parikh '12
Marquis Parker '99
Avantika Prabhakara '04
Katherine Reilly '05
Howard Rosen '80
Miriam Rosenbaum '12
Jessica Rosenbaum '92
Laurie Rosenblatt '92
Amanda Samuel '92
Abdiel Santiago '16
Richard Schmel '75
Maureen Scott '75
Donald Seitz '79
Christina Shim '04
Eddie Skolnick '12
Bruce Sokler '71
Carlos Sotelo '17
Monique Stanton '15
John Stossel '69
Frank Strasburger '67
Hal Strelnick '70
Mary Strother Sullivan '90
Theo Tamayo '19
Victoria Tang '19
Sarah Tantillo '87
Amy Tien '19
Rich Tong '82
Thomas Tso '02
David Waud '69
Robert Wolk '91
Denise Wong '04
Shirley Wu '15
Jason Yau '04

Our Community Partners

Thank you to our amazing Community Partners who helped make this summer so enriching!

- Ada S. McKinley Community Services
- African Wildlife Foundation
- Amigos de las Americas
- Arm In Arm
- Arroyos & Foothills Conservancy
- Asian American/Pacific Islanders in Philanthropy
- Association for Community Affiliated Plans
- B-SAFE/St. Stephen's Youth Programs
- Baker Industries
- Ballet Theatre Foundation
- Blue Star Families
- Boston Children's Hospital
- Boston Health Care for the Homeless
- Boston Scores
- Bottom Line
- Break A Difference
- Breakthrough Miami
- By The Hand Club For Kids
• CASA of Los Angeles
• CATCH Global Foundation
• Cedars-Sinai Kerlan-Jobe Institute Santa Monica
• Center for Alternative Sentencing and Employment Services
• Center for Supportive Schools
• Chicago Children's Museum
• Chief Magistrate Judge Cheryl L. Pollak, Eastern District of New York
• Children's Defense Fund
• Children's Hospital of Philadelphia
• Children's Scholarship Fund Philadelphia
• Civic Consulting Alliance
• Correctional Association of New York
• Curtis Institute of Music
• Direct Relief
• DREAM
• Eleventh Judicial Circuit
• Epiphany School
• Facing History and Ourselves
• FAIR Health, Inc.
• Federal Energy Regulatory Commission - Office of Electric Reliability
• Federal Energy Regulatory Commission - Office of Energy Market Regulation
• Field Museum
• GlamourGals Foundation
• Golden Apple Foundation
• Groundwork Bridgeport
• Hackensack Meridian Health Carrier Clinic
• High Jump
• Holocaust Museum LA
• HomeWorks Trenton
• Human Rights Campaign
• James Wilson Bridges, MD Medical Society
• Japanese American Association of New York
• Jumpstart
• Ka Honua Momona International
• KIPP DC Public Schools
• Lawyers for Children
• Legacies of War
• Legal Services of New Jersey
• LIFT
• Live Like Blaine Foundation
• Los Angeles Center for Law and Justice
• Mabel Center for Immigrant Justice
• Make the Road New Jersey
• Massachusetts Attorney General's Office
• Montefiore Medical Center
• Montefiore-Einstein Center for Cancer Care - Clinical Pathways
• Museum at Eldridge Street
• Museum of Chinese in America
• My Friend's Place
• Nantucket Historical Association
• National Institutes of Health
• National LGBTQ Task Force
• National Network to End Domestic Violence
• Natural History Museum of Los Angeles County Foundation
• New Door Ventures
• New Hope Housing
• New Jersey Institute for Social Justice
• New York Foundation for the Arts
• New York Lawyers for the Public Interest
• New York Legal Assistance Group
• New-York Historical Society
• Newark Community Solutions
• NOAA Office for Coastal Management
• Office of Congressman Ken Buck '81
• Office of Congressman Raja Krishnamoorthi '95
• Office of Congressman Tom Malinowski
• Office of Congresswoman Bonnie Watson Coleman
• Office of Congresswoman Terri A. Sewell '86
• Office of Representative Andy Kim (NJ03)
• Office of Representative Mikie Sherrill
• Office of Senator Robert Menendez
• Office of U.S. Senator Richard Blumenthal
• Office of U.S. Senator Sherrod Brown
• One Heartland
• Partners for Women and Justice
• Partnership for Public Service
• Penn Center for Cancer Care Innovation
• Policy Matters Ohio
• Poverty and Race Research Action Council
• Princeton AlumniCorps
• Princeton Gerrymandering Project
• Princeton in Africa
• Princeton Summer Journalism Program
• Princeton-Blairstown Center
• Prosperity Now
• Quebec-Labrador Foundation
• Reinvent Stockton Foundation
• Smile Train
• Special Olympics International
• Springboard Collaborative
• Squash and Education Alliance
• StoryCorps
• STREB
• Student Sponsor Partners
• Supportive Housing Network of NY
• Tenant Law Center
PICS Leadership

As an official Princeton University Program, PICS is now housed in the John H. Pace Jr. '39 Center for Civic Engagement. PICS is directed by Class of 1969 PICS Program Director Emily Sharples, and managed by PICS Program Coordinator Rose Holton. PICS is supported by its Friends Group, which consists of more than 2,500 members, and is steered by the Executive Committee:

**Chair:** Chuck Freyer '69

**Vice Chair:** Bill Charrier '69

**Secretary:** Dina Brewer '88

**Treasurer:** Eve Lesser '77

**Communications Chair:**

Jennifer Daniels '93

**Development Co-Chairs:**

Duncan Van Dusen '92 and Kate Bellin '02

**Operations Co-Chairs:**

Dr. Ralph Binder '70 and Yung Bong Lim '87
Looking Ahead: 2022

While the summer of 2021 began to look more like pre-pandemic summers, our hopes are high that the summer of 2022 will move even closer to pre-pandemic life. At the time of this writing, we expect to offer 200 internships for the summer of 2022 - a PICS record. The majority of these internships are slated to be in person, but there will remain a number of remote options, something that will be of interest to students looking for a remote experience.

Once again, we have a strong interest from medical service community partners, and are seeing an uptick in community partners in the tech and infosec sectors, as well as a small uptick in the government service sector. With a record number of internship offerings, we are confident student interests will be met, with increased excitement and fervor.

The Pace Center and the University continue to signal their strong belief that service is integral to a Princeton student's education, and PICS is proud to be a leading program in this vein. We’re excited that gifts to PICS will continue to support so many Princeton undergraduates in internships that provide them with real-world learning and a professional experience to respond directly to community needs. We rely on generous Princeton alumni and friends so that all Princeton students have an equal opportunity to benefit from the program, regardless of financial aid status or family circumstances. Your gifts to PICS are so appreciated, and they are essential to ensuring that we can continue to offer these transformative experiences to students and community partners alike.
How You Can Help

Whether you’re a student, community partner, or Princeton alumnus, we’d be delighted to have you partner with PICS to celebrate and share what our community of service can make possible.

- **Students** can [apply to PICS internships](#) each fall.
- **Community Partners** can [apply to host a Princeton student](#) each summer.
- **Alumni** have a [variety of opportunities for getting involved throughout the year](#).

As a Princeton alumnus, you can:

- **Support an internship** by funding a paid summer civic service experience for Princeton undergraduates
- **Serve as an alumni partner** by mentoring a student during their summer internship
- **Suggest an internship** by connecting us to nonprofit organizations interested in hosting an intern
- **Serve as a regional volunteer** by helping to connect interns with resources and events

In Closing

We are so grateful to you for your participation in making PICS the wonderful program that it is. The entire PICS team is filled with gratitude for the time, gifts, commitment to students, and commitment to the University you made this year. The impact of your support resounds across generations and touches so many lives, perhaps best expressed in the words of our students.

Truly, thank you for being a part of the PICS community as we all grow in service together.