



## FEMA's 23rd Annual Emergency Management Higher Education (HiEd) Symposium

In partnership with the Emergency Management Institute (EMI)  
and the Center for Homeland Defense and Security (CHDS)

June 8 – 10, 2021  
(Zoom virtual delivery)

### Participant Evaluation Summary

#### Summary

In partnership with the Emergency Management Institute (EMI) and the Center for Homeland Defense and Security (CHDS), FEMA's National Training and Education Division conducted the 23<sup>rd</sup> Annual Emergency Management Higher Education (HiEd) Symposium on June 8 - 10, 2021, through the Zoom virtual platform. At the conclusion of the Symposium, participants were asked to evaluate their overall impressions of the three-day event. Additionally, Zoom polls were launched at the conclusion of each session to capture condensed session feedback. This report summarizes evaluations and feedback from symposium participants.

#### Overall Symposium Evaluation (captured by Survey Monkey):

##### 1. How many times have you attended this annual symposium? (173 responses)

- First symposium 46% (80 participants)
- 2-3 times 27% (46 participants)
- 4-6 times 13% (22 participants)
- 7+ times 15% (25 participants)

##### 2. Please select the sector which most closely describes your position/professional affiliation. (174 responses)

- Academic 57% (99 participants)
- Federal/State/Local/Tribal 21% (37 participants)
- FEMA employee 11% (19 participants)
- Private Sector 6% (11 participants)
- College/Graduate Student 5% (7 participants)

##### 3. How long have you been in your current position? (174 responses)

- 3 years or less 34% (59 participants)
- 4-6 years 21% (36 participants)
- 7-10 years 12% (21 participants)
- 11-15 years 12% (21 participants)
- 16 years or more 21% (37 participants)

**4. Please select your FEMA Region** (165 responses listed in descending order)

- Region IV 19% (31 participants)
- Region III 15% (24 participants)
- Region IX 15% (24 participants)
- Region VI 13% (21 participants)
- Region II 12% (20 participants)
- FEMA HQ 6% (10 participants)
- Region V 5% (9 participants)
- Region X 5% (9 participants)
- Region I 4% (7 participants)
- Region VIII 3% (6 participants)
- Region VII 2% (4 participants)

**5. What was your overall impression of the Symposium?** (171 responses)

**Good** (Average 4.3 out of 5)

**6. If you attended four or more sessions throughout the Symposium, please select two that were most beneficial to you.** (The top six most beneficial sessions are listed in descending order below from 172 responses.)

- |   |                       |
|---|-----------------------|
| 1. The Future of HiEd (Day 1)                             | 34% (59 participants) |
| 2. Understanding the Reality of Terrorist Attacks (Day 2) | 30% (51 participants) |
| 3. FEMA NPD Training and Education Update (Day 1)         | 29% (49 participants) |
| 4. HiEd Program Update (Day 1)                            | 28% (48 participants) |
| 5. READ is a Four-letter Word (Day 3)                     | 23% (40 participants) |
| 6. 2021 State of the Community (Day 2)                    | 23% (39 participants) |

**7. Looking back at the entirety of the Symposium, what stood out and why?** (105 responses)

Pros:

- The level of professionalism.
- The Symposium was well organized with good transitions.
- The Symposium flowed well.
- The Symposium was organized, and the transitions to the next topic were seamless.
- The effort that FEMA personnel put in to make the conference relevant, interesting, and an overall unique learning experience.
- All of the research and planning that was done over the last year.
- Excellent job by the Zoom technician!
- Despite the usual technical issues, the Symposium went well for a virtual event.
- Excellent Symposium. I look forward to next year. Thank you to the entire HiEd team.

- This was one of the best and most organized symposiums I have ever attended.
- This was my first time attending, and the whole Symposium really stood out.
- Everything was perfect and important to emergency management.
- The virtual format was easy to follow.
- The virtual opportunity is appreciated. If this were in person, I'm not sure I would be able to attend.
- I appreciated the chat functionality. It allowed me to network with several people to help me with different issues.
- The ease of attending is appreciated.
- People and programs adapted well to the virtual setting.
- So much good content and so little time.
- The collegiality.
- The Symposium provided an opportunity to connect with other academic institutions and allowed us to build new lines of communication to encourage collaboration.
- The magnitude of participation! Even if we return to a live, in-person event at EMI, I recommend we incorporate the virtual component.
- The organization of the Symposium went well with the many participants.
- Great group of professionals.
- The presenters were well organized, presented interesting topics, and the entire Symposium was well run and stayed on schedule.
- Some of the presentations were excellent. This offered a great opportunity to listen to high-profile speakers.
- The quality of the presentations and knowledge of the speakers.
- The excellence of the presentations.
- The presentations were all very well done.
- The expertise of the speakers.
- The speakers were excellent.
- High-level credentials of the presenters.
- The main presentations were spectacular.
- There was a good selection of presenters that encompassed the whole community.
- I liked the variety of knowledge and experience that was shared by the presenters.
- The breadth and depth of the presentations and the expertise of the presenters.
- The variety of speakers in the latter two days was great.
- The quality of the posters was impressive.
- The commitment of the speakers and academic community for their passion and interest in their students and the opportunity for education in the field of emergency management and beyond.
- The passion from the speakers really helped show that they love what they are doing.
- I appreciate the experience of the speakers. I am always looking for innovative ways to motivate, teach, and lead my staff and develop my intern program.
- Most of the topics presented were of new and great interest to both academia and field practitioners.

- Instructors and participants shared challenges and successes of higher education during the COVID-19 pandemic.
- All of the discussions were applicable to my faculty position.
- The information presented was pertinent to today.
- The entire Symposium was all very informative, and I can use just about everything I learned.
- The pre-conference session by Dr. McIntire was exceptional.
- Dr. Wendy Walsh’s presentation offered enthusiasm, clarity, and depth.
- Edward Snowden’s session on terrorism response was exciting.
- Dr. James Ramsay’s presentation during “The Implications of COVID-19 and Public Health” stood out to me.
- Barbara Johnson was the star!
- Jim Ramsay and Nick LaLone were bold, transformational, and had great presentations with mind-expanding concepts!
- The short talks provided the right amount of information and insight.
- The short talks were great.
- The breakout sessions and short talks were excellent.
- The breakout groups were the most interesting since they allowed for more participation and interaction.
- The breakout groups were great to facilitate more interaction between attendees.
- The interactive regional discussion was the most interesting.
- I liked the sessions on the future of Higher Ed and internships.
- Excellent collaboration with difficult topics such as ethics and the lack of diversity in Emergency Management.
- The emphasis on ethics, marginalized people, and civil rights.
- The commitment to inclusion and the call to action at the end.
- I really enjoyed the sessions that discussed current research endeavors that individuals are participating in and the sessions that allowed for more participant engagement and takeaways to apply to the classroom.
- The Minority Report was the most fascinating topic, but the speakers had so little time it greatly diminished the effectiveness and impact of the session.
- The research and academic discussions helped improve the homeland security/emergency management curriculum.
- It was good to receive an update on recent Emergency Management trends.
- Wonderful to hear what is going on in Higher Ed for Emergency Management.
- The future of Emergency Management – what we should be focusing on as we move forward.
- The COVID-19 discussions were valuable.
- State of the Community discussion was valuable.
- The curriculum discussions were bold and new to me. Internships and creating champions to replace retiring personnel was impressive to see and build my holistic view of emergency management.
- The array of disaster response-related organizations.
- The teaching tools and topics that were discussed and presented.
- The symposium offered varied educational approaches to student learning.

- The variety of topics covered offered the ability to choose topics that had both an interest and relevancy to my current position.
- Great variety. I liked the book recommendations and chat recommendations.
- The updates by FEMA leaders were helpful.
- How FEMA is innovating and educating to provide better resources for students.
- The interest of academia connecting with practitioners.
- Overall collaboration from the curriculum writer to the practitioner level.
- It was great to hear how people are engaging.
- It was refreshing to see the world from a different viewpoint.
- Everything discussed was on-point.
- The focus on developing programs for critical thinking, especially related to wicked problems. We must educate students for their future roles in emergency management.
- The recognition of the need for multi-disciplinary integration into curriculum and public policy initiatives.
- I like the community and the questions generated from discussions. It will be great to have face-to-face for even more interaction among the participants.
- This Symposium was very different than the past few conferences I have attended.

Cons:

- I would like to hear more about diversity and inclusion.
- Increase the scholarly research component and international dimensions of this Symposium.
- This year's Symposium was more research-oriented and not as much practitioner-focused.
- I missed having more sessions focused on teaching, especially new innovations.
- It was frustrating not being able to see questions from other participants and the presenters answering questions without knowing the question they were asked. Also, not being able to ask questions verbally and having the questions and answers posted in the Q&A and chat board was frustrating. There was a lack of engagement with presenters and participants because there really was limited communication between the two. I understand that the webinar version of Zoom was used because of the number of participants, but there are ways to enable others to speak without being escalated or demoted.
- The intense focus on equity and the lack of sensitivity to Asian Americans, who are a larger percentage of the U.S. population than speakers stated. See 2020 U.S. Census.
- Some speakers read directly from texts, which was distracting.
- I did not like the shortened format of the presentations to 15 minutes. I think this devalues the worth of the presenters when we give them any less than 15 minutes. If the committee would like to add a Ted Talk format like IAEM and other conferences have done, that is fine. But if we keep reducing time for faculty, researcher presentations, we will continue to lose attendees to the natural hazards workshop.
- The schedule appeared to have no mid-day break. Any Zoom session for seven or eight hours was too much, considering we have our normal jobs to tend to. The face-to-face symposium offered a lunch break.
- Not having personal contact is terrible.
- I can no longer sit at the computer for Zoom learning.
- I am tired of Zoom. The material was good, but I need to attend in person.
- It is challenging to stay engaged in a multi-day event. I miss the on-site dynamics.

- I will be happy when it is back to face to face where you get the opportunity to visit with others in the field and on a personal level to find out the new and exciting ideas being explored.
- There was no opportunity to network.
- I must have misunderstood the purpose of the Symposium. I was under the belief that the Symposium was for Emergency Managers in Higher Education and not for instructing classes in higher education.
- The Symposium needed more (and longer) conversations such as Caroline Hackerott’s READ session and needs to avoid self-promotion advertising sessions such as the “Emergent Systems” session.
- The Symposium seemed very FEMA-promotional.
- The Symposium smacked of FEMA, FEMA, FEMA, FEMA all day. The FEMA show. I did not get any professional development for myself out of this conference or even anything I can take back to my program.

**8. Please rate the overall logistics and operations.** (172 responses)

- |   |   |
|---|---|
| – <b>Event Registration</b>                       | <b>Excellent</b> (Average 4.5 out of 5) |
| – <b>Pre-event Information and Communications</b> | <b>Good</b> (Average 4.3 out of 5)      |
| – <b>Zoom Operations throughout the Symposium</b> | <b>Excellent</b> (Average 4.5 out of 5) |

Comments:

- There was some misinformation leading up to the Symposium about whether it would be virtual or on-site. Conflicting emails should be minimized.
- There were many emails sent with mixed messages about online and in-residence formats that became a bit confusing.
- There were quite a few erroneous emails sent before the conference.
- We received the agenda late. It would be nice to plan our schedule in advance.
- The time zone difference was cumbersome (the USA vs. Australia – 18hrs).
- Discussions from organizers between sessions about non-attendees were distracting.
- The sidebar conversations between organizers during “passing periods” were entertaining.
- Some of the end-of-session polls came up late.
- The opening session of Day 1 had some audio issues, but it was fixed after the first session.
- I wish we could have seen how many participants were in the room.
- With the Zoom webinar platform, I didn’t love not being able to speak, but with the audience numbers, it seemed necessary.
- When switching from the Zoom webinar view to the interactive Zoom, it would have been helpful to receive the new link by invitation or in chat. The new link was posted on a slide and hard to manually enter.
- I lost connectivity when a breakout session had a different zoom link. The link did not seem to work.
- Breakout rooms didn’t work well.
- We lost connection during the final breakout session, but otherwise, connectivity seemed good throughout.
- I would encourage FEMA to consider two remote events per year and perhaps one of them solely virtual.
- We all look forward to the return of in-person symposiums.
- Having this Symposium hosted by Zoom was a great opportunity.

- Zoom was well organized, accessible, and properly managed.
- Great tech support.
- Great work with the Zoom platform. Kudos to the technology team!
- Thank you for working so diligently to make this happen.
- I experienced difficulties with my FEMA SID. Thanks to Barbara J. for her assistance in completing my registration. Excellent customer service!

**9. What topics would you like to see addressed next year?** (175 topics were listed. Below is a condensed list with the most mentioned topics listed first.)

- Diversity, equity, and inclusion in the emergency management profession (women, minorities, disabled, etc.)
- Instruction and delivery methods (how to teach, how students learn, using case studies, pedagogy, innovative teaching methodology, teaching virtually, capstone projects, etc.)
- Emerging technology in emergency management
- Collaboration between academia and practitioners
- Future of Emergency Management Higher Education
- Academic research (research priorities, research collaborations, research projects)
- Future emergency managers – from students to practitioners (increase student success, education vs. training)
- International emergency management (international response, international education systems)
- Community awareness (community outreach, community needs, vulnerable communities)
- Curriculum development and standardization
- Cyber-security
- Credentialing and Accreditation (micro-credentials, how FEMA course certifications may be used for E.M. degrees)
- Disparities in Disaster (disaster equity, disaster justice, health disparities)
- Field case studies (field research, case study application)
- Virtual education and educational resources (online resources, textbook resources)
- Experiential learning and Service Learning
- Assessment, evaluation, and standardization of Higher Education programs
- Internship programs
- Current and emerging trends
- Funding Higher Education (research funding, expanding HiEd programs, student education)
- Impacts of COVID-19
- Public health (preparedness, future of public health, international public health)
- Fundamentals of Emergency Management (all-hazards planning, preparedness/response/recovery, state and local government, evolving nature of E.M.)
- Scholarship of Teaching and Learning
- Crisis communications
- Ethics in Emergency Management

- FEMA program updates
- Regional collaboration and workgroups
- Utilization of drones in emergency management
- Networking opportunities at the Symposium

**10. Other comments you would like to share about this Symposium?**

- I would highly recommend this Symposium to my colleagues.
- The Symposium was well-organized and well run. Congratulations to the organizing team and the presenters/panelists! You all did an excellent job!
- Thank you – I appreciate the work of the team to put this together.
- Good job on the organization!
- This was a well-run symposium that was worth the time.
- I attended the Symposium in 2018 and 2019. This Symposium was the best!
- Great CHDS support!
- Thanks to NPS for supporting this event!
- Thank you for all of your hard work and dedication.
- I appreciate the hard work and organization of the Symposium. It was very well done.
- I really appreciate the efforts of everyone. FEMA has a great team.
- Great job. The virtual option worked great.
- Excellent. Great panelists, great topics. I am grateful to have attended such an important event.
- Thank you for hosting this Symposium!
- Excellent program support documents – attractive, well-designed, and easy to follow.
- I was impressed with the Symposium and the variety of topics covered.
- I enjoyed this Symposium and have a sound foundation to build on, as well as contacts for engagement.
- I have been a practitioner for 25 years but am now moving into academia. I appreciate all the information being shared.
- This Symposium is so helpful. Please continue to offer this important event in the future.
- The Symposium offered lots of good speakers, included a wide variety of topics, and the questions were moderated very well.
- Excellent panelists and topics.
- Keep up the great line-up of speakers and presenters.
- Overall, the speakers did a good job.
- Is it possible to have the Symposium recorded and shared to enable speakers to be viewed at a later time? Participants could log in and view presentations.
- I would like to have a roster of the participants. Can this be made available?
- Keep FEMA more involved.
- The majority of the presenters are the same presenters from past symposiums. It would be great to see some new



faces. Although there were a few this year, the majority of them were the same people.

- More diversity in the presenters/presentations is needed. It seems like we see the same speakers year after year, and it is getting stale. Also, some people are on more than one panel, which also makes it unfair. Honestly, I get very little from this academically.
- I know that diversity and inclusion is a hot topic now, but it seems as though the past two symposiums have focused many of the sessions directly or indirectly on this subject. There is too much focus on diversity and inclusion while other information is excluded.
- Comprehensive three days, albeit many speakers presented multiple times. If next year is in person at EMI, hopefully, the representation will be greater across academia and colleges/universities. We need greater diversity in the participants and universities that are represented.
- I would love to hear more specific comments about FEMA's new policy approaches and actions. Some of the presenters were a little generic, so I would love more details about what our federal government is doing.
- I appreciated a re-focusing on the SIGs.
- We need to have more time for presentations from the academic community.
- Please provide more time for academic presentations.
- I wish the presentations would have been allotted more time, particularly Dr. Hackerott's SoTL session. I have a concern about training being categorized as SoTL and whether all of the presentations had been peer-reviewed. Additionally, it is hard as an emergency management academician to have a FEMA administrator tell us what E.M. Higher Ed should be teaching. However, overall the Symposium went quite well and offered a variety of topics for utilizing in our courses.
- Incorporate into Higher Education the need to reach beyond our world. Knowledge is essential, and preparing students to take the knowledge out into their community keeps academia fresh and our world cognizant of threats and how to manage the crisis.
- Add more variety in speakers and moderators, and include more practitioner involvement in ethics and other issues impacting the profession as a whole.
- Please look for synergies between research and practice without denigrating either one.
- The regional session on Tuesday did not seem to have any purpose.
- I am disappointed. The Minority Report should have been on day one instead of the training focus and a session during which non-academics told us what academia should be doing.
- I encourage FEMA to pay more attention to diversity issues and show attendees that they are also a diverse agency.
- Multiple 10-minute breaks are too short over the course of the entire day, particularly when speakers run over their allotted time. I recognize the 10 minutes is needed to transition speaker groups. However, I suggest one 20-30 minute break for attendees.
- I got exhausted with COVID-19 discussions.
- Hopefully, we can do this in person next June 2022 at EMI.
- Hopefully, we can do this in person next year. It is extremely difficult to attend the workshops while working in the office.
- I hope we can return to the campus next year.
- I am looking forward to attending future symposia virtually and/or in person.
- I enjoyed the Symposium. Even if there is an in-person symposium next year, I advocate keeping a virtual option.
- Please keep the virtual option. Traveling is such an expense, hassle, and disruption of family time.
- I hope that there is an option to do more virtual training and classes in the future. I have wanted to join a

symposium in the past but have not been able to take time off. This was a great opportunity.

- I loved that this was virtual, even in a non-pandemic time. I would not have been able to attend an in-person symposium.
- Great progress on the virtual format compared to last year.

## Individual Session Evaluations (captured by Zoom polling):

### FEMA NPD Training and Education Update (177 responses) Day 1 – Tuesday, June 8, 2021

Terry Pruitt (NTED), Chris Chesney (CPD), Mike Sharon (EMI), Steve Recca (CHDS), Deyvon Cooper (LSU), Julie Wilson (CRD)

Moderator: Lisa Lofton (NTED)

I found this session interesting.	Agree	Average 4.0 out of 5
I learned something that I will apply in the future.	Agree	Average 3.9 out of 5
This session tied into the overall symposium theme.	Agree	Average 4.2 out of 5
This was well presented.	Agree	Average 4.3 out of 5

### HiEd Program Update (154 responses) Day 1 – Tuesday, June 8, 2021

Michelle Norphlet (NTED)

Moderator: Lisa Lofton (NTED)

I found this session interesting.	Agree	Average 4.1 out of 5
I learned something that I will apply in the future.	Agree	Average 4.0 out of 5
This session tied into the overall symposium theme.	Agree	Average 4.2 out of 5
This was well presented.	Agree	Average 4.2 out of 5

### The Future of HiEd (129 responses) Day 1 – Tuesday, June 8, 2021

Dr. Jeff Stern (EMI), Jillian Rodriguez (IAEM), Nick Sporer (IAEM)

Moderator: Lisa Lofton (NTED)

I found this session interesting.	Strongly Agree	Average 4.5 out of 5
I learned something that I will apply in the future.	Agree	Average 4.3 out of 5
This session tied into the overall symposium theme.	Strongly Agree	Average 4.5 out of 5
This was well presented.	Strongly Agree	Average 4.5 out of 5

### 2021 State of the Community (118 responses) Day 2 – Wednesday, June 9, 2021

Dr. DeeDee Bennett Gayle

Moderator: Patrick Cowhey (NTED)

I found this session interesting.	Agree	Average 4.4 out of 5
I learned something that I will apply in the future.	Agree	Average 4.2 out of 5
This session tied into the overall symposium theme.	Strongly Agree	Average 4.5 out of 5
This was well presented.	Strongly Agree	Average 4.5 out of 5

**Understanding the Reality of Terrorist Attacks (97 responses)** Day 2 – Wednesday, June 9, 2021

Dr. Jack Rozdilsky, Edward Snowden

Moderator: Steve Recca (CHDS)

I found this session interesting.	Strongly Agree	Average 4.5 out of 5
I learned something that I will apply in the future.	Agree	Average 4.3 out of 5
This session tied into the overall symposium theme.	Agree	Average 4.4 out of 5
This was well presented.	Strongly Agree	Average 4.5 out of 5

**Ethics SIG: E.M. Ethical Standard Draft Presentation (83 responses)** Day 2 – Wednesday, June 9, 2021

Dr. Shirley Feldmann-Jensen, Dr. Sandy Smith, Dr. Alyssa Provencio, Dr. Andrea Adams

Moderator: Dr. Sandy Smith

I found this session interesting.	Agree	Average 4.3 out of 5
I learned something that I will apply in the future.	Agree	Average 4.3 out of 5
This session tied into the overall symposium theme.	Agree	Average 4.4 out of 5
This was well presented.	Agree	Average 4.4 out of 5

**Research Short Talks: 15 min each (77 responses)** Day 2 – Wednesday, June 9, 2021

Dr. Julia Crowley, Dr. Thomas Johnson (*Challenges and Best Practices for Integrating Research Methods*)

Dr. Shirley Feldmann-Jensen, Valerie Lucas-McEwen, Margaret Gutierrez, Jude Colle (*Translational Research as Culminating Student Research*)

Moderator: Dr. Ray Chang

I found this session interesting.	Agree	Average 4.3 out of 5
I learned something that I will apply in the future.	Agree	Average 4.2 out of 5
This session tied into the overall symposium theme.	Agree	Average 4.4 out of 5
This was well presented.	Agree	Average 4.4 out of 5

**The Implications of COVID-19, Public Health ... (76 responses)** Day 2 – Wednesday, June 9, 2021

Dr. James Ramsay, Dr. Terrence O'Sullivan, Dr. Shirley Feldmann-Jensen

Moderator: Dr. Sandy Smith

I found this session interesting.	Strongly Agree	Average 4.5 out of 5
I learned something that I will apply in the future.	Agree	Average 4.4 out of 5
This session tied into the overall symposium theme.	Strongly Agree	Average 4.5 out of 5
This was well presented.	Strongly Agree	Average 4.5 out of 5

**READ is a Four-Letter Word (98 responses)**

Day 3 – Thursday, June 10, 2021

Dr. Caroline Hackerott

Moderator: Alison Shuler

I found this session interesting.	Strongly Agree	Average 4.5 out of 5
I learned something that I will apply in the future.	Agree	Average 4.4 out of 5
This session tied into the overall symposium theme.	Strongly Agree	Average 4.5 out of 5
This was well presented.	Strongly Agree	Average 4.6 out of 5

**The Role of Emergent Systems in Identifying ... (75 responses)**

Day 3 – Thursday, June 10, 2021

Joshua DeVincenzo, Jeremy Brooks

Moderator: Alison Shuler

I found this session interesting.	Agree	Average 4.1 out of 5
I learned something that I will apply in the future.	Agree	Average 3.9 out of 5
This session tied into the overall symposium theme.	Agree	Average 4.1 out of 5
This was well presented.	Agree	Average 4.2 out of 5

**Innovation Short Talks: 15 min each (84 responses)**

Day 3 – Thursday, June 10, 2021

John Carr, Dr. Samantha Montano (*Disasterologists at the Movies*)Rosemary McDonnell (*Sufficiently Incorporating Vulnerable Populations*)Dr. Terrence O'Sullivan, Dr. James Ramsay (*Climate Change and Related Variables' Importance*)

Moderator: Dr. Claire Knox

I found this session interesting.	Strongly Agree	Average 4.5 out of 5
I learned something that I will apply in the future.	Agree	Average 4.3 out of 5
This session tied into the overall symposium theme.	Strongly Agree	Average 4.5 out of 5
This was well presented.	Strongly Agree	Average 4.5 out of 5

**Research Short Talks: 15 min each (79 responses)**

Day 3 – Thursday, June 10, 2021

Dr. David McIntire (*Responding to the Magna, Utah earthquake*)Dr. Wendy Walsh (*A New Framework for the Case Study Process*)Dr. Rebecca Stout, Samantha Kostamo (*Vicarious Trauma Experience*)

Moderator: Dr. Ray Chang

I found this session interesting.	Strongly Agree	Average 4.5 out of 5
I learned something that I will apply in the future.	Agree	Average 4.3 out of 5
This session tied into the overall symposium theme.	Strongly Agree	Average 4.5 out of 5
This was well presented.	Strongly Agree	Average 4.5 out of 5

**Simplifying the Process: Developing an Internship**

Day 3 – Thursday, June 10, 2021

Dr. Stacy Willett, Dr. Sandy Smith

Moderator: Dr. Stacy Willett

\*\*Polling was not posted for this session.

**Partnerships Evaluate Your Program**

Day 3 – Thursday, June 10, 2021

Kathy Francis, Stephen Carter

Moderator: Dr. Sandy Smith

\*\*Polling was not posted for this session.

**The Minority Report**

Day 3 – Thursday, June 10, 2021

Meldon Hollis, Dr. Oluponmile Olonilua, Dr. Steven Sano, Dr. Nicolas LaLone

Moderator: Danielle Cortes DeVito

\*\*Polling was not posted for this session.