

# PRINCETON INTERNSHIPS IN CIVIC SERVICE (PICS)

HOW REGIONAL ASSOCIATIONS  
CAN HELP BRING STUDENTS, ALUMNI,  
AND NONPROFITS TOGETHER IN SERVICE

*T-QUAD Presentation*  
*February 20, 2025*  
*12:00-1:00 p.m. ET*

**Jennifer Daniels '93 S92 P24 P26**

**h69 h79 h02**

Chair, Friends of PICS  
President, Class of 1993

**Yung Bong Lim '87 P24 P25**

Vice Chair, Friends of PICS  
President, Princeton Club of Chicago  
Member, CORA



*“The PICS Program is such a tremendous example of this University’s commitment to be in the Nation’s Service and the Service of Humanity”*

- President Christopher L. Eisgruber '83, October 2020



# PICS HISTORY

**1995:** Class of 1969 proposes to establish the Class of '69 Community Service Fund using funds resulting from its 25th Reunion; program launches in 1996 with 13 interns

**1998:** Class of '69 Community Service Fund obtains 501(c)(3) status; 20 interns

**2006:** Project 55 summer internship program is folded into PICS; Class of '69 Community Service Fund is renamed Princeton Internships in Civic Service, to broaden its outreach

**2018:** 187 interns



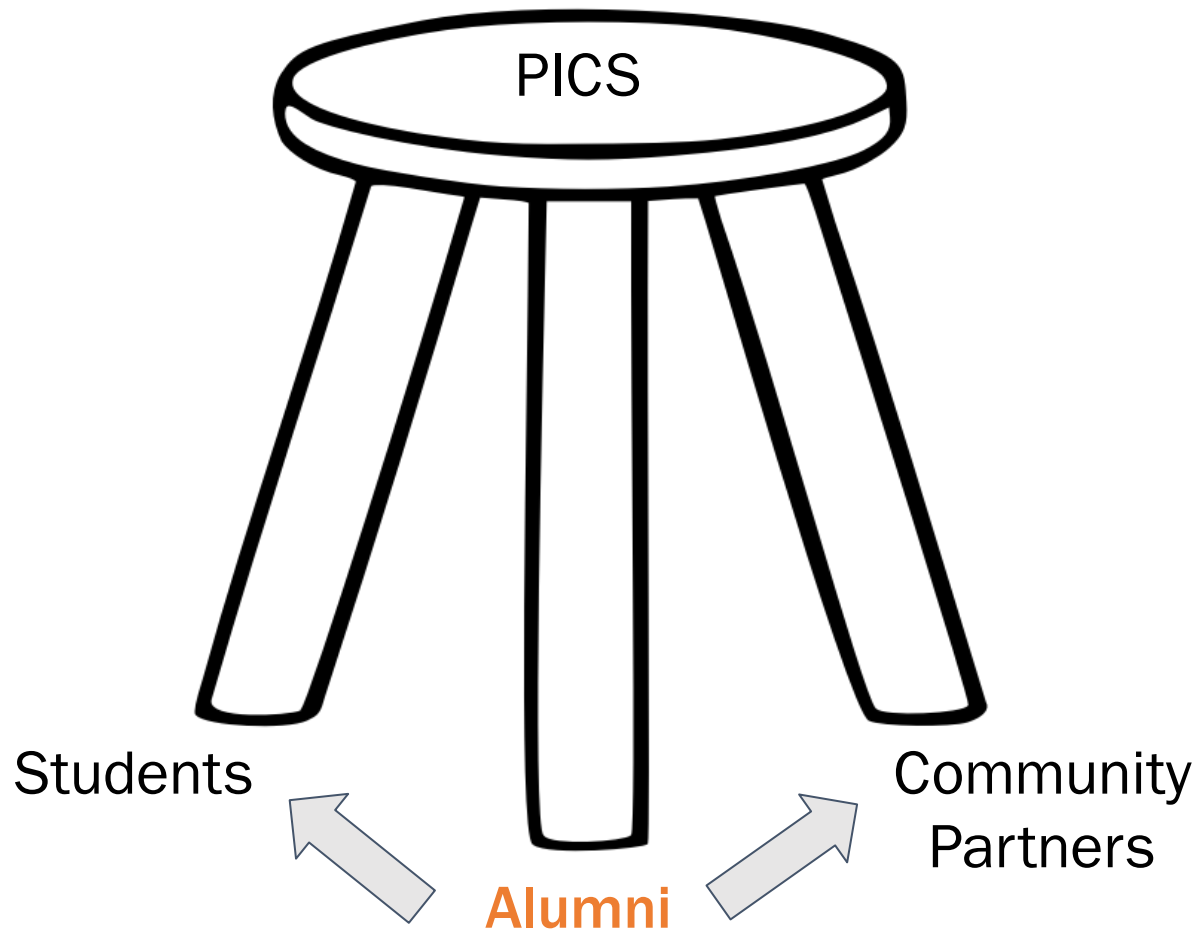
**2019:** PICS transitions from being a separate 501(c)(3) to being integrated into the University, under the Pace Center; 96 interns in Summer 2020

**2024:** 562 applicants, 246 interns, 204 Community Partners, and over 180 Alumni Mentors

**PICS has supported more than 2,500 interns since its inception!**



# PICS UNITES ALUMNI, STUDENTS, AND SERVICE ORGANIZATIONS



Alumni are critical to the ongoing success of the PICS program in:

- Suggesting Community Partners they think will be a good fit
- Supporting students as Alumni Mentors
- Providing regional engagement opportunities for summer interns



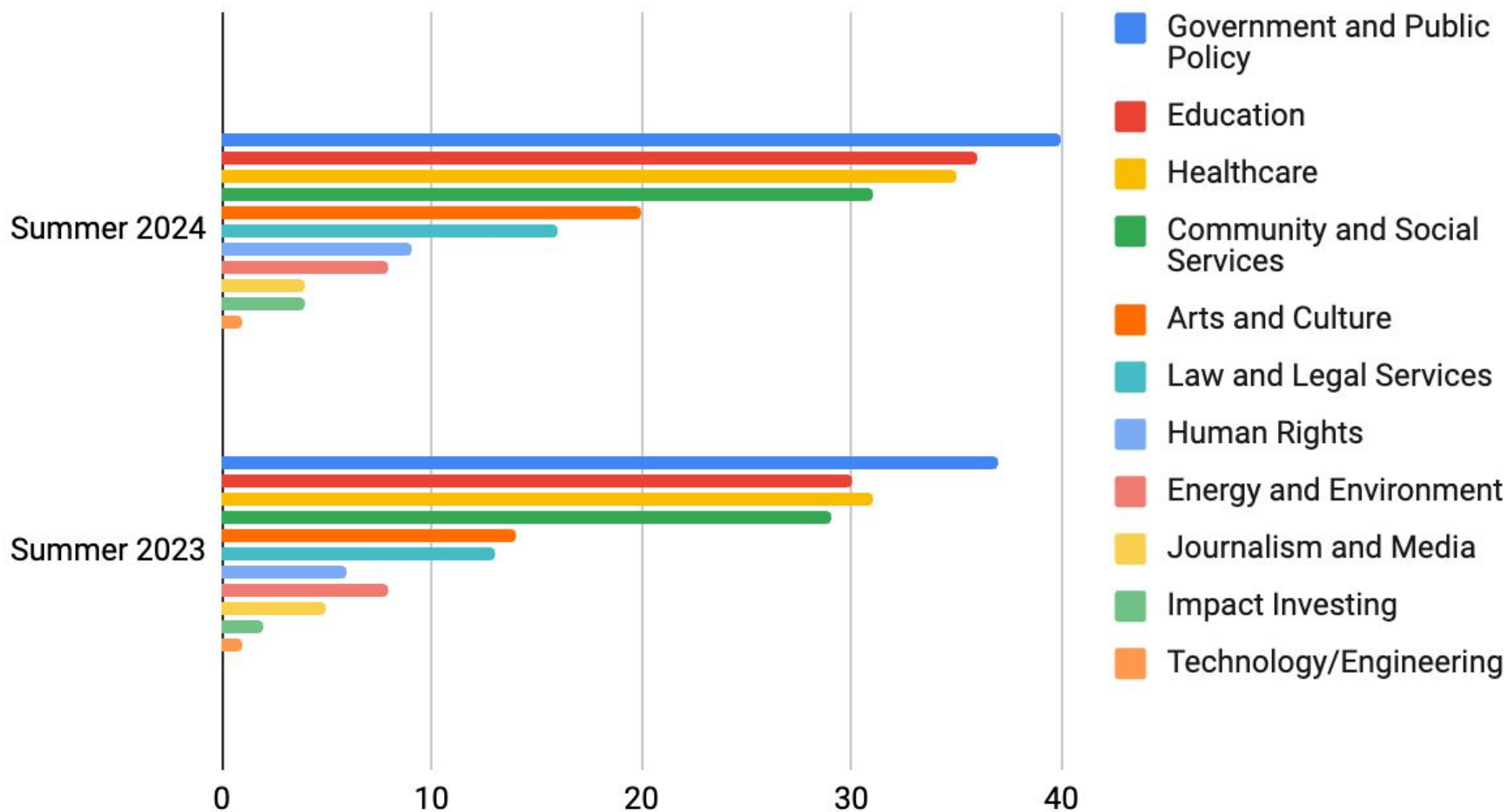
# PICS PROGRAM OVERVIEW

- 8-10 week paid internships at Community Partners (CPs) throughout the U.S.; All CPs are 501(c)(3)s, elected government officials, or government agencies
- Internships can be in-person, virtual, or hybrid
- Open to all rising sophomores, juniors, and seniors - including international students
- All interns are paired with an Alumni Mentor
- Financial support for student stipends provided by endowments, term gifts, Community Partners, Pace Center and other campus centers, and the LENS Initiative



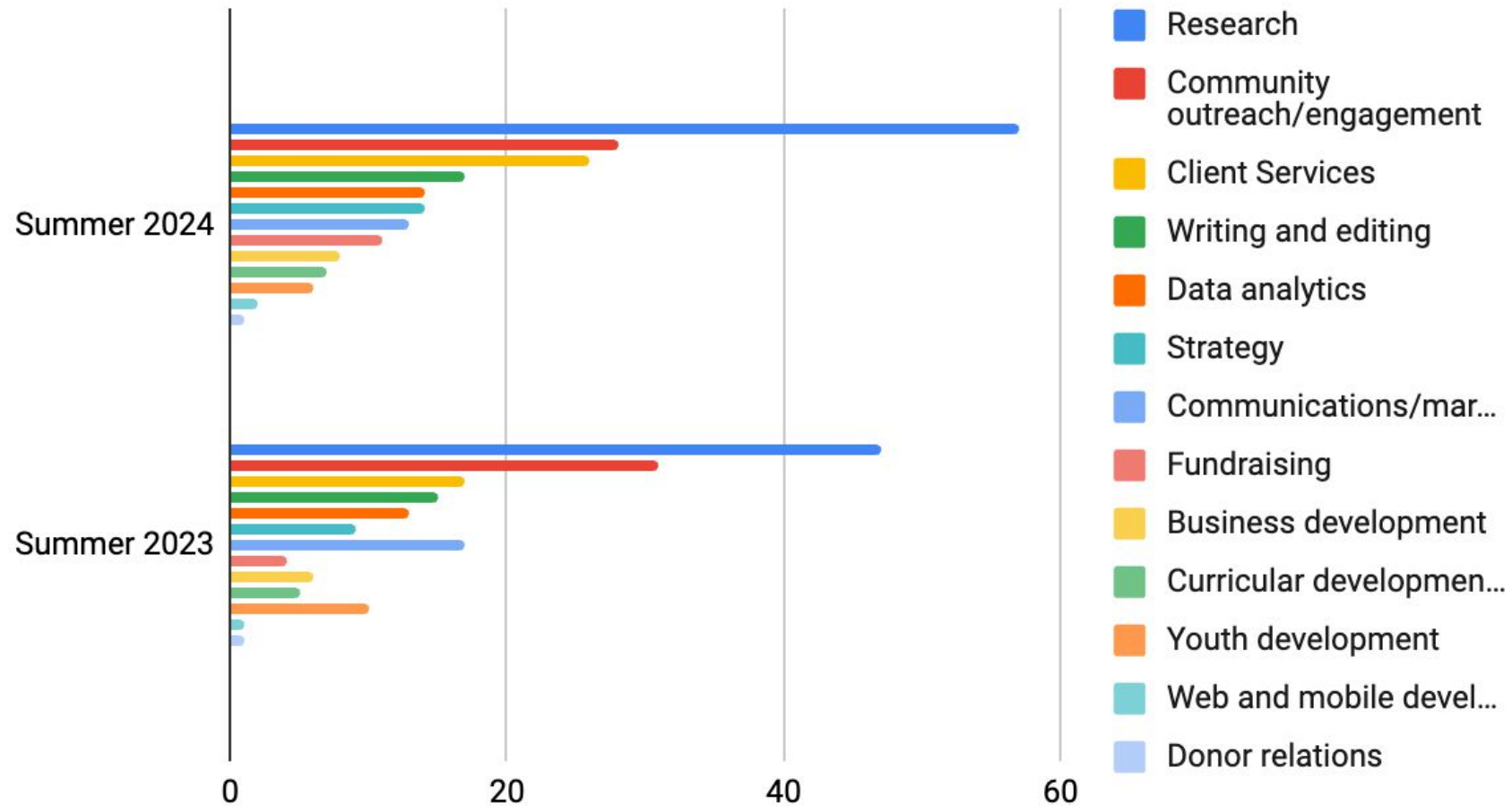
# PICS CPs REPRESENT MANY SECTORS...

## Community Partner Sector



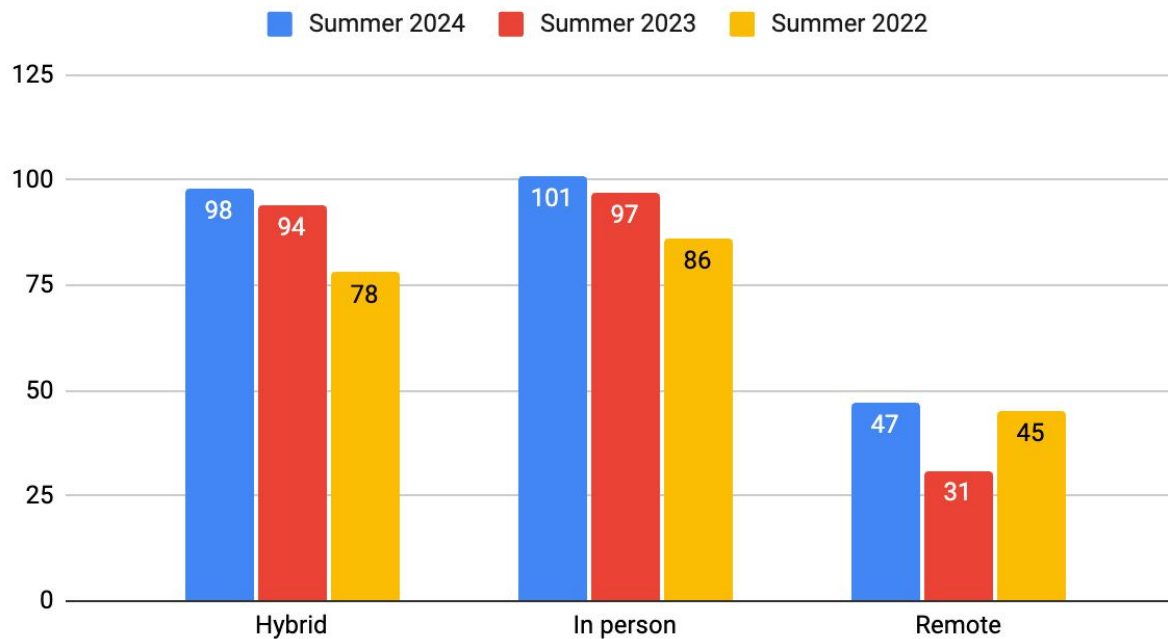
# ...AND PROMOTE ACCESS TO VARIED JOB FUNCTIONS

## Job function



# PICS SUPPORTS MULTIPLE INTERNSHIP FORMATS

Format over the years



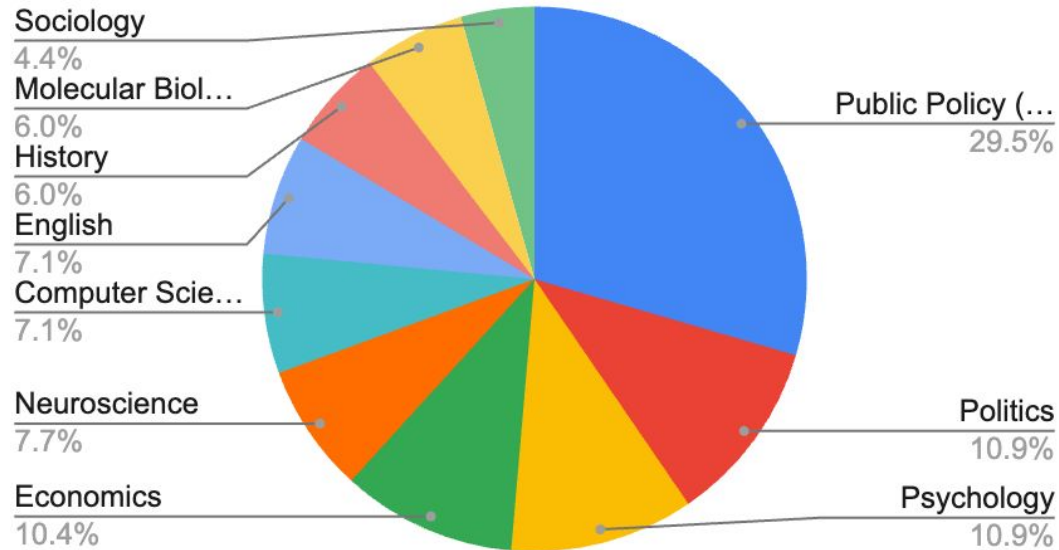
- Students select from remote, hybrid, and in-person opportunities when considering different internships
- PICS stipends are adjusted according to cost of living, enabling all students to participate in the program
- Through Orientation, Work and Learning Plans, and Alumni Mentorship, the PICS program equips students with the tools to successfully navigate these different professional settings



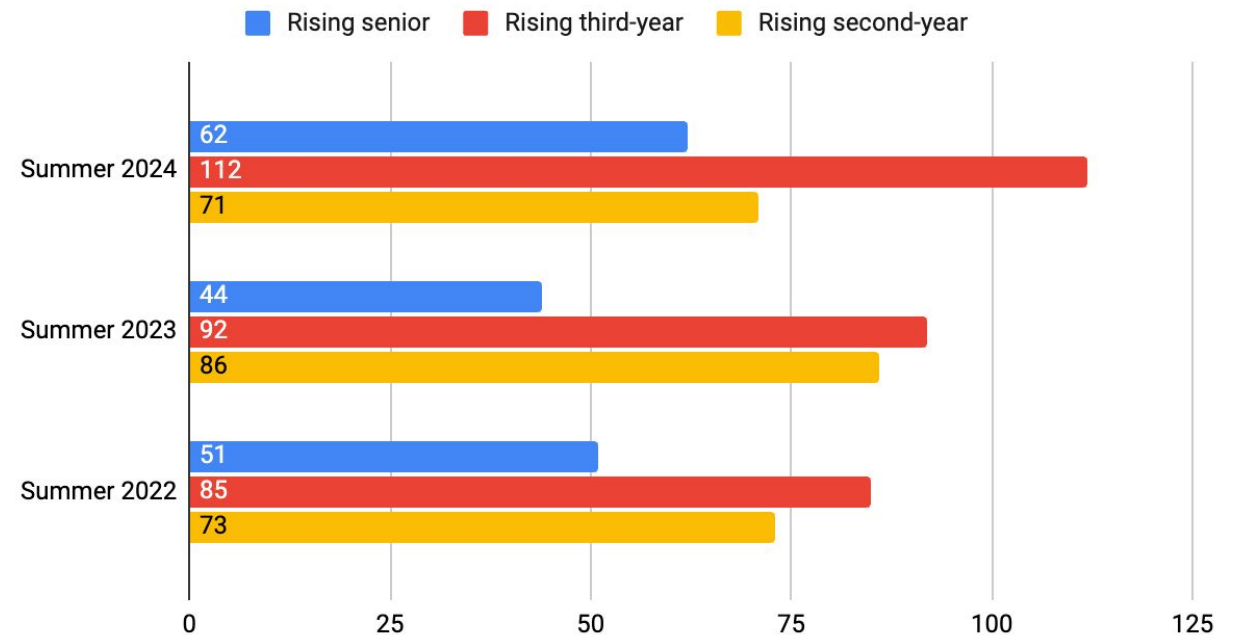


# PICS ATTRACTS STUDENTS FROM ALL CLASS YEARS AND MANY MAJORS

## Top 10 participant majors



## Class year over time



In most years, PICS has had almost double the number of applicants compared to the positions available.



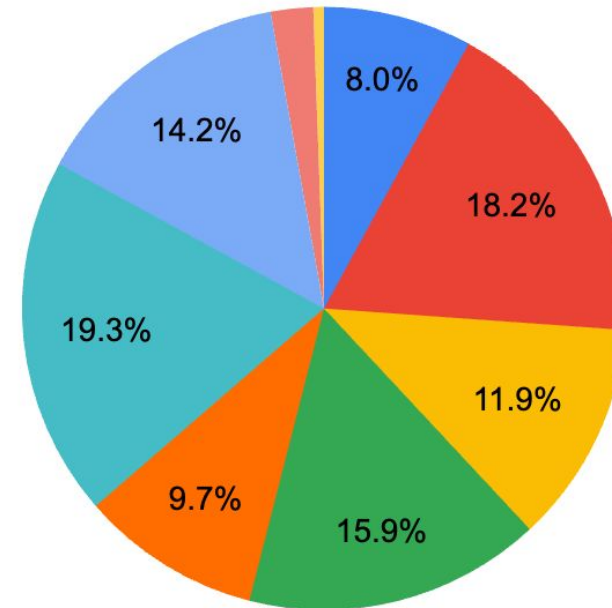
# ALUMNI MENTORSHIP IS WHAT SETS PICS APART

## PICS Alumni Mentors:

- Come from numerous Princeton classes and decades.
- Are friends, listeners, guides, and advocates for PICS interns. For many students, PICS is their first professional work opportunity, and sharing your life and leadership skills helps position the student and their community organization for success.
- Introduce students to the life-long networking benefits of being a Princeton graduate.

## Alumni Mentor by Decade

● 1960-1969 ● 1970-1979 ● 1980-1989 ● 1990-1999 ● 2000-2009 ● 2010-2019  
● 2020-2029 ● Graduate ● Spouse



**PICS is the only University service program with an alumni mentorship component.**



# REGIONAL ASSOCIATION ENGAGEMENT WITH PICS

## Princeton Club of Chicago - Direct PICS Support

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- Active volunteering
  - Interview student applicants
  - Serve as Alumni Mentors
  - Source internships
- Allocation of PCC's community service funds
  - Provide term funding to PICS from Club's budget
  - Established The Princeton Club of Chicago PICS Endowment



# REGIONAL ASSOCIATION ENGAGEMENT WITH PICS

## Princeton Club of Chicago - Summer Outreach

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- Invite interns to all summer PCC events
- Be available to provide career advice and networking opportunities
- Hold PICS gathering for students, mentors, and former interns
- Co-host Summer City Connections with Center for Career Development
- Support Place-Based Justice Trip





# REGIONAL ASSOCIATION ENGAGEMENT WITH PICS

## Princeton Club of Chicago - Gatherings



# REGIONAL ASSOCIATION ENGAGEMENT WITH PICS

## Princeton Club of Chicago - Impact

*“My alumni mentor was one of the best parts of my summer experience. Peter helped connect me to a variety of people, groups, and events. Outside of my academic and career interests, we were able to develop a genuine relationship, and I feel really lucky to have him as a mentor!”*

- Jeannie Kim '26, former PICS intern (2023), The American Bar Association Center for Innovation

*“Being a PICS mentor is a rewarding opportunity to connect with a current Princeton student and become a part of their Tiger family while they are exploring and learning through their PICS internship. You have the chance to serve as a guide - offering advice about work, helping to think through challenges, or suggesting the best places in your hometown to visit or dine. You also have the wonderful opportunity to listen and re-discover what the on-campus experience is like today.”*

- Charlene Huang Olson '88 P19 P21, Alumni Mentor since 2015, Chicago Children's Museum

*“Our PICS interns have served with me participating in a variety of activities including political and community relations, grant writing, research, fundraising, and working directly to serve our students and families. These summers have resulted in \$3.5 million received from competitive grant applications.”*

- Andraya Yousfi, Chief of Partnerships and Development, By The Hand Club for Kids (PICS host since 2017)





# REGIONAL ASSOCIATION ENGAGEMENT WITH PICS

## Summer '25 - Direct PICS Support

- Encourage local alumni to:
  - Volunteer to be Alumni Mentors: **March-April**
  - Recommend Community Partners: **March-September**



# REGIONAL ASSOCIATION ENGAGEMENT WITH PICS

## Summer '25 Outreach

- Assign a PICS Liaison: **May**
  - *Do you have an alum in your club who might be interested in welcoming PICS interns and serving as a point of contact?*
- Offer local opportunities (e.g., events and networking): **May-August**
  - *Would it be possible to add the interns to the club's distribution list for the summer so they can be informed of any local events?*
  - *Would regional club leadership be interested in attending a summer gathering with PICS interns?*





# WHAT MAKES FOR A GOOD COMMUNITY PARTNER?

- Organizational culture that is welcoming to an intern
- Dedicated supervisor
- Clearly defined, meaningful project and/or set of responsibilities for the intern
- Opportunities to explore different aspects of the service organization, depending on intern's interests
- Reasonable access to housing and transportation options (for in-person and hybrid positions)
- If possible, a connection to a Princeton alum (e.g., board member)





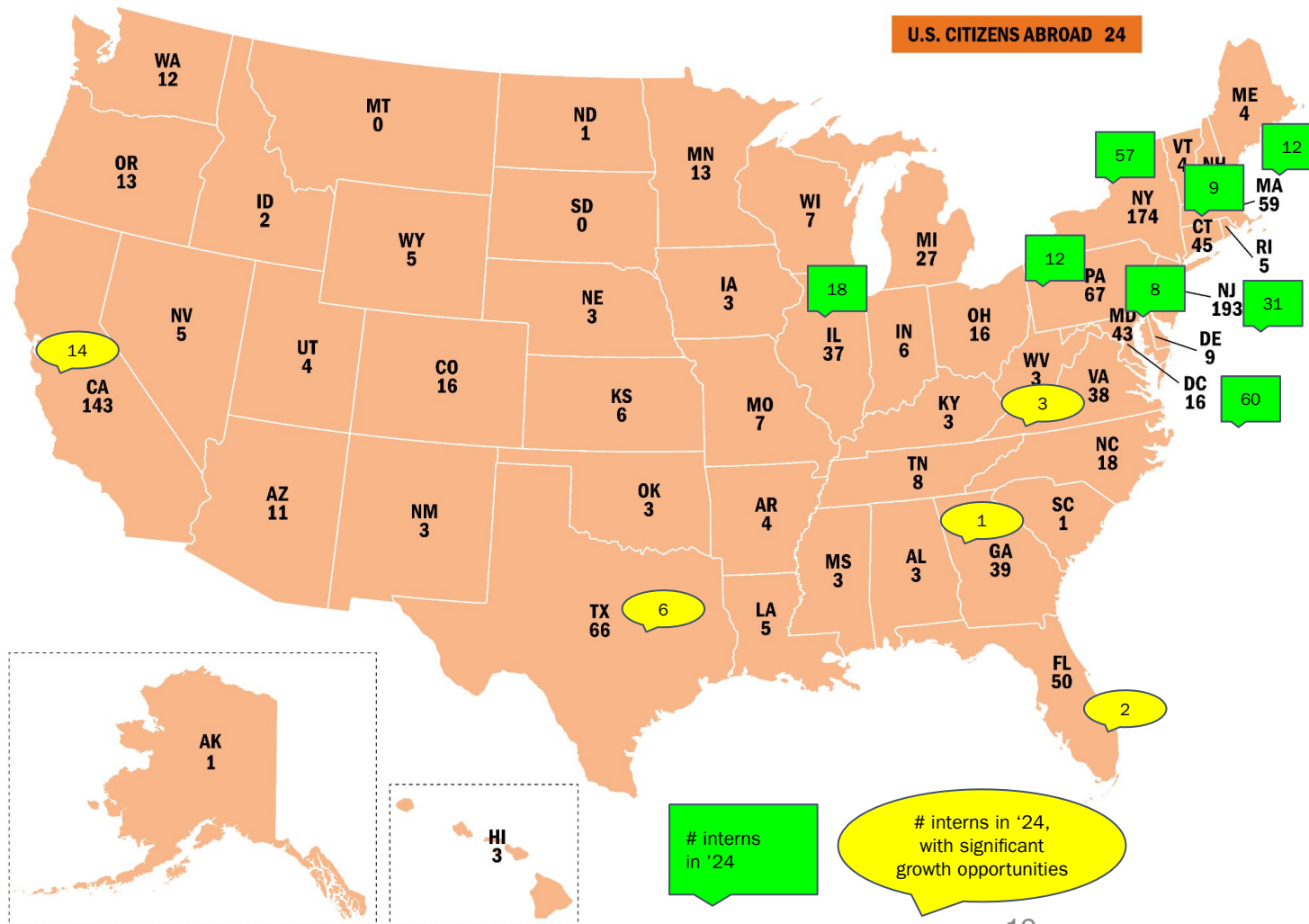
# INTERNSHIPS CAN BE QUITE DIVERSE!





# PICS IS LOOKING TO EXPAND OUR CP BASE

## Enrolled U.S. Students in Class of 2028



- Increase internships and create new regional hubs that align with student demographics
- Continue to offer a diverse slate of positions in a broad range of sectors and job functions, with particular focus on journalism, technology and engineering, impact investing, and human rights



# JOIN US!

*“PICS truly embodies the best of Princeton. It is truly a unique initiative that connects alumni and current students, providing opportunities to learn, grow and serve in ways that create life-changing experiences and life-long friendships.”*

- Joe Ramirez '07, former PICS intern



# QUESTIONS?

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For more information:

- Visit the PICS website: [pics.princeton.edu](https://pics.princeton.edu)
- Follow Friends of PICS on Instagram: [@friendsofpics](https://www.instagram.com/friendsofpics)
- Contact us directly:
  - Jennifer Daniels '93 S92 P24 P26 h69 h79 h02: [danielstigers@gmail.com](mailto:danielstigers@gmail.com)
  - Yung Bong Lim '87 P24 P25: [yungblim@alumni.princeton.edu](mailto:yungblim@alumni.princeton.edu)

