MESSAGE FROM THE DIRECTOR

While the Smithsonian (SI) works to increase and diffuse knowledge in so many different ways, my favorite is academic appointments: internships, fellowships and research associate appointments.

The legacy of Smithsonian Interns, Fellows, and Research Associates as a force for the increase and diffusion of knowledge is great. In FY19, that legacy became even greater!

As Interns engaged in guided learning, Fellows dived into independent research and study, and Research Associates advanced scholarly affiliation, SI academic appointment programs thrived in FY19. A variety of units hosted more academic appointees in FY19 than they ever have before and institution-wide, SI hosted a record breaking 2391 interns.

This massive and ongoing impact made through SI academic appointments is the direct result of steadfast efforts by so many who work hard to support these programs. If you are among the mentors, advisors, sponsors, or others who helped make SI academic appointments great in FY19, I hope you will read this report with pride, as I do. Thank you for all you do to make SI academic appointment programs the very best!

Eric Woodard
Director of Fellowships and Internships
Smithsonian Institution

This report is interactive. Please be sure to click around!
IMPACT IN FY19:
4,368 Academic Appointees
Over $13.99M In Stipends Awarded

2391 Interns
Guided by a Smithsonian mentor, Smithsonian Internships are workplace-based learning opportunities related to the intern’s academic or career goals.

858 Fellows
Smithsonian Fellowships offer opportunities for independent study or research related to Smithsonian collections, facilities, or experts.

1119 Research Associates
Research Associates are professionals that maintain formal scholarly affiliations with the Smithsonian.
A Smithsonian Internship is a workplace learning experience guided by an SI mentor, relating to an intern’s academic or career goals.

2391 Interns Hosted by SI in FY19 (20% increase from FY18)

713 SI Mentors in FY19

1039 Interns that Received Some Form of Stipend from SI in FY19: (43%)
Where Did FY19 Smithsonian Interns Come From? (Click Map)
Who Did FY19 SI Interns Represent?

55 Countries
Top 5: USA, Panama, Colombia, Canada, China

51 States, DC, & PR
Top 5: VA, MD, DC, CA, NY

753 Colleges, Universities and High Schools
Top 5: George Washington, George Mason University, American University, Georgetown University, University of Maryland

FY19 SI Interns Academic Levels

- Undergraduate: 66.7%
- Masters: 21.0%
- Law Student: 0.6%
- Pre-Doctoral: 4.6%
- Professional/Other: 1.1%
- Highschool: 5.9%

3.87% of FY19 Interns reported they had a disability

Average Intern Age: 26.98
FY 19 OFI Annual Report

FY19 SI Interns By Race
- American Indian/Alaskan Native (AI/AN): 0.4%
- Asian American (AS): 9.6%
- Native Hawaiian/Pacific Islander (NH/PI): 0.1%
- African American (AA): 25.4%
- White (W): 50.6%
- Hispanic: 13.2%

FY19 SI Interns By Ethnicity
- Non-Hispanic: 82.2%
- Hispanic: 17.8%

FY19 SI Interns By Gender
- Female: 73.0%
- Male: 26.0%
Where Did FY19 SI Interns Go?

462 Interns at NMNH (National Museum of Natural History)
342 Interns at NZP (National Zoological Park)
255 Interns at NMAH (National Museum of American History)
194 Interns at STRI (Smithsonian Tropical Research Institute)
127 Interns at CFCH (Center for Folklife & Cultural Heritage)
92 Interns at NASM (National Air & Space Museum)
80 Interns at OIR (Office of International Relations)
68 Interns at SERC (Smithsonian Environmental Research Center)
67 Interns at SAAM (Smithsonian American Art Museum)
66 Interns at FSGA (Freer Sackler Gallery of Art)
When Were FY19 SI Interns Here?
CIBA enriches museum conservation by enabling a diverse set of early professionals to pursue their career interests. CIBA interns’ unique experiences allow for the creation and facilitation of new perspectives and ideas needed in the field of museum conservation. This year, 14 individuals were chosen for the 2019 CIBA.

Welcome to the Smithsonian, 2019 CIBA cohort!
The Smithsonian’s Internship to Fellowship (I2F) Program is a two-tiered learning experience designed to introduce recent college graduates to the diversity of career opportunities within the fields of museum sciences and support. Selected candidates embark on a 15-week internship where they are placed with a mentor and spend time as a cohort learning about the Smithsonian, its facilities, collections, staff, and its role in the global museum and research fields.

As part of the program, all interns develop a fellowship proposal. Interns with accepted proposals are welcomed as fellows who work with their chosen advisors to complete their independent projects over the course of a 15-week fellowship. The program concludes with a symposium where fellows present their work.

On May 3rd, 2019 the first cohort completed their I2F journeys. What became abundantly clear during their final presentations was that each of these Fellows searched for themselves within the Smithsonian. What they found was that part, if not most, of their identities were not fully represented. Their research utilized the resources within the Smithsonian but also highlighted elements that were missing. They used their fellowships to understand themselves better and in doing so helped the Smithsonian understand them better, too. OFI is proud to report several of them took their next careers steps within the Smithsonian.

On September 9, 2019, the Smithsonian welcomed the second I2F Cohort with seventeen interns placed across nine different Smithsonian units and offices, including two appointments at the Marine Station in Ft. Pierce.
Intern Sofia Gerrard at the National Museum of African Art (NMAfA)

Intern Julien Kearns at the National Air & Space Museum (NASM)

CIBA Intern Verónica Mercado at the National Museum of American History (NMAH)

Interns Chess Charles and Mohammed Rahman from the Smithsonian-London Partnership Program (STEP)
A Smithsonian Fellowship is an opportunity for independent research or study related to Smithsonian facilities, collections or experts.

**858** Fellows Hosted by SI in FY19 (12.1% increase from FY18)

**321** SI Advisors in FY19 (12.4% increase from FY18)

**553** Fellows that Received Some Form of Stipend from SI in FY19: (64%)

Smithsonian Conservation Biology Institute’s (SCBI) Veterinary Research Fellow Dr. Maureen Wanjiku Kamau studying rhinoceroses in Kenya.

Smithsonian Institution Archives (SIA) International Placement Scheme Fellow Arran Rees investigates the institution’s historical approach to collecting born-digital and computer-based objects.
Where Did FY19 Smithsonian Fellows Come From? (Click Map)
Who Did FY19 SI Fellows Represent?

51 Countries
Top 5: USA, Brazil, UK, China, Canada

42 States, DC, & PR
Top 5: VA, DC, MD, CA, NY

421 Colleges and Universities
Top 5: George Washington University, George Mason University, American University, Georgetown University, Cornell University

- 1.8% of FY19 Fellows reported they had a disability
- Average Fellow Age: 35.4
FY19 SI Fellows By Race

- American Indian/Alaskan Native (AI/AN): 0.4%
- Asian American (AS): 9.6%
- Native Hawaiian/Pacific Islander (NH/PI): 0.1%
- African American (AA): 25.4%
- White (W): 50.6%
- Hispanic: 13.2%

FY19 SI Fellows By Ethnicity

- Non-Hispanic: 77.9%
- Hispanic: 22.1%

FY19 SI Fellows By Gender

- Male: 40.0%
- Female: 59.0%
- Other: 1.0%
When Were FY19 SI Fellows Here?
Where Did FY19 SI Fellows Go?

- 306 Fellows at **NMNH** (National Museum of Natural History)
- 125 Fellows at **NZP** (National Zoological Park)
- 103 Fellows at **STRI** (Smithsonian Tropical Research Institute)
- 46 Fellows at **NMAH** (National Museum of American History)
- 38 Fellows at **SAAM** (Smithsonian American Art Museum)
- 25 Fellows at **CFCH** (Center for Folklife & Cultural Heritage)
- 25 Fellows at **FSGA** (Freer Sackler Gallery of Art)
- 25 Fellows at **SERC** (Smithsonian Environmental Research Center)
Smithsonian Tropical Research Institute (STRI) Postdoctoral Fellow and paleobiologist Dr. Mónica Carvalho studying fossil leaves in Columbia.

Smithsonian Migratory Bird Center (SMBC) Postdoctoral Fellow Mike Hallworth was part of a research team that published the results of a comprehensive study about the green darner dragonfly’s full life cycle. (Photo: D.L. Narango)

Smithsonian Marine Station (SMS) George Burch Fellow Dr. Blake Ushijima is searching for the pathogenic causes of stony coral tissue loss disease. (Photo: Olivia Carmack)
Started through the generosity of past Smithsonian National Board Chair Paul Neely, the James Smithson Fellowship offers early career opportunities for post-doctoral researchers interested in gaining a better understanding about the interplay between scholarship and public policy through a Smithsonian lens.

Under the 2018 theme of History, Memory, and Authenticity, this past year Smithson Fellows participated in monthly group enrichment events as a cohort to enhance their fellowship experience. These activities culminated in a public lecture for each Fellow to present his/her research.

The 2018 James Smithson Fellowship Cohort (left to right):

Dr. Ben Davidson (NMAH) *Freedom’s Generation: Legacies of Civil War Childhood*

Dr. Tess Korobkin (NMAAH) *Memory and Monumentality in Augusta Savage’s Sculptural Bodies*

Dr. Sarah Beetham (SAAM) *Set in Stone: Civil War Monuments and the Paradox of*
Research Associates Hosted by SI in FY19

1119

Research Associates are professionals that maintain formal scholarly affiliations with the Smithsonian. In some cases Research Associates are given access to Smithsonian collections and facilities.

National Museum of Natural History (NMNH) Research Associate Dr. Chris Mah spoke with Time Magazine about the “Ravioli starfish.”

SI Advisors in FY19

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National Museum of Natural History (NMNH) Research Associate and Marine Biology Professor Dr. Christopher Marshall is part of a team that made a breakthrough in tracing the evolution of whales.
Where Did FY19 Smithsonian Research Associates Come From? (Click Map)
Who Did FY19 SI Research Associates Represent?

40 Countries
Top 5: USA, Brazil, France, Spain, Canada

49 States, DC, PR & GU
Top 5: MD, VA, DC, CA, FL

202 Colleges and Universities
Top 5: George Washington University, George Mason University, University of Maryland, Pennsylvania State University, University of Florida

FY19 SI Research Associate Academic Levels
- Post-Doctoral: 48.6%
- Professional/Other: 45.6%
- Masters: 3.1%

1% of FY19 Research Associates reported they had a disability

Average Research Associate Age: 56.9
FY19 SI Research Associates By Race

- AA: 2.1%
- AS: 5.2%
- W: 91.1%

FY19 SI Research Associates By Ethnicity

- American Indian/Alaskan Native (AI/AN): 0.4%
- Asian American (AS): 9.6%
- Native Hawaiian/Pacific Islander (NH/PI): 0.1%
- African American (AA): 25.4%
- White (W): 50.6%
- Hispanic: 13.2%

FY19 Civilian Labor Force

- American Indian/Alaskan Native (AI/AN): 0.4%
- Asian American (AS): 9.6%
- Native Hawaiian/Pacific Islander (NH/PI): 0.1%
- African American (AA): 25.4%
- White (W): 50.6%
- Hispanic: 13.2%
Who Did FY19 SI Research Associates Go?

786 RAs at **NMNH** (National Museum of Natural History)
106 RAs at **STRI** (Smithsonian Tropical Research Institute)
65 RAs at **NZP** (National Zoological Park)
49 RAs at **SAO** (Smithsonian Astrophysical Observatory)
37 RAs at **SERC** (Smithsonian Environmental Research Center)
23 Ras at **NASM** (National Air & Space Museum)
15 RAs at **CFCH** (Center for Folklife & Cultural Heritage)
In FY19, OFI increased the students it served through its partner programs. In its third year, the Smithsonian Open Doors Experience guided more than 35 students through our public and private spaces, and facilitated in-depth conversations with our staff. This year OFI was pleased to welcome a cohort supported by the London Legacy Development Corporation as part of a pilot experience called **STEP into the Smithsonian** which brings young creative Londoners to the US. The success of this program paves the way for more international and exchange-style engagement.

Through our Grand Challenges programs, OFI placed 55+ students in internships around the institution. This included the third year of partnership with George Mason University’s Digital Public Humanities graduate certificate program, which includes virtual internships with the Smithsonian. The long-running University of Houston partnership sent a cohort of honors college students for the sixth year.

More information about our programs and ongoing partnerships can be found on our [Partnerships page](#).
While the Smithsonian and the J. William Fulbright Program have always worked in concert to support and host fellows, in April 2019 the Smithsonian, the U.S. Department of State and the Fulbright Board came together to solidify this relationship and re-sign a Memorandum of Understanding (MOU). The new MOU focuses on the intent to increase the number of Fulbright participants affiliated with the Smithsonian and to foster a more active Fulbright community among Smithsonian museums and research centers.

Throughout FY19, OFI, in cooperation with Smithsonian’s Office of International Relations (OIR), expanded the Smithsonian’s capacity to host Fulbright Fellows and support staff who are awarded Fulbright opportunities. OFI and OIR held several meetings with staff to gain a better understanding of the perks and challenges of partnering with Fulbright and hosted Fulbright program staff to educate the Smithsonian community on the multitude of opportunities.

Through the Fulbright partnership, OFI, NMNH and others across the Smithsonian hosted students impacted by the major fire at the Brazilian National Museum in September 2018. The Smithsonian welcomed 14 fellows, who were in danger of missing major degree milestones as the result of the losses due to the fire, to use our collections and expertise to continue their research.

Patricia Kenny and Fernando Sanchez-Migallon Cano at the Fulbright Awards Ceremony in Dublin Castle

OFI continued to support a partnership with the Fulbright Commission of Ireland. Fulbright Ireland sent two Fulbright Student Fellows to research at the Smithsonian in 2019. OFI also negotiated a new partnership with the Fulbright Commission of the United Kingdom to support a Fulbright Scholar award.
With colleagues from the Academic Appointment Diversity and Publicity Taskforce (AADAPT) in FY19, OFI engaged in over 20 different initiatives to strengthen diversity and inclusion at the Smithsonian through academic appointments.

These initiatives took the form of participation in a range of career center events, college/university visits, as well as pursuing prospective partnerships and the development of special programs. Some specific examples included:

- **Hispanic Association of Colleges and Universities** Annual Conference
- Historically Black College and Universities (HBCU) Career Development Marketplace
- The **Minority Award Internship and Fellowship Program**
- Smithsonian **Latino Initiative** Internship to Fellowship (I2F) Program
- Smithsonian **Asian Pacific American Initiative** Internship to Fellowship (I2F) Program
- Partnering to create opportunities through Smithsonian African American Association (SAAA) Internships
In 2019, the centrally supported flagship Smithsonian Institution Fellowship Program (SIFP), and affiliated programs received proposals from 496 senior, post-doctoral, pre-doctoral, and graduate student applicants.

72 fellowship awards were made through the 2019 SIFP Program.

ANTHRO: Anthropology
CONS: Conservatory Science
EASCI: Earth and Space Science
ENV: Environmental Research
ESB: Evolutionary and Systematic Biology
HART: History of Art
HST: History of Science and Technology
SCH: Social and Cultural History
TBC: Tropical Research
ZOO: Zoology
In August 2019 the Smithsonian were saddened by the sudden loss of our OFI colleague Gordon Bullock.

Gordon started at the Smithsonian (SI) in October of 1996 and during his nearly 23 years of service here he was an OFI mainstay, spearheading scores of programs that impacted so many. Over the years Gordon empowered thousands of interns, fellows, and colleagues from around the globe with opportunities to increase and diffuse knowledge in every imaginable field. So often, whenever people encountered roadblocks or had questions they would inevitably turn to Gordon, rightly thinking, “let’s call Gordon, he’ll be able to help us.”

It is fitting that Gordon was at SI for so long because he knew so much about so many things. Through both his own innate curiosity and all the interactions he had with researchers over the years, Gordon had a knack for always being right about seemingly random facts at the most definitely relevant times. Gordon was proud to work at SI and our nation and world are better because he did.
The following people advised a fellow, mentored an intern, or sponsored a research associate at SI in FY2019:

Acevedo, Pedro
Ackerson, Michael
Adams, Greg
Adamski, David
Adib, Marjan
Aiello, Annette
Akre, Thomas
Alexander, Jeremiah
Allee, Stephen
Allen, Herre
Allison, David
Altiery, Andrew
Alvarez, Marielba
Amador, Sabrina
Amos, Alcione
Anchin, Catherine
Anderson, Renee
Andrews, Judith
Arbolino, Risa
Arnoldi, Mary Jo
Arovas, Gentiana
Arteaga, Patricia
Asleson, Robyn
Aspari-Targhi, Mahboubeh
Atkinson, Nora
Aucoin, Jessie
Augustin, Laura
Austin, Lisa
Austreng, Heidi
Averyt, Katelynn
Aziz, Neel
Baird Burris, Marcia
Baldioli, Agustin
Baldwin, Carol
Ball, Ashton
Ballard, Mary
Banks, Sarah
Banks-Scott, Myra
Barack, Sarah
Barca, Kathryn
Barclay, Richard
Barden, Richard
Bartelt, Adam
Basset, Yves
Bastian, Meredith
Beasley, Erin
Beauchamp, Carrie
Bedi, Joyce
Behrensmeier, Anna
Belanus, Betty
Bell, Joshua
Bender, Randy
Benson, Margaret
Bercaw, Nancy
Bilgray, Adriana
Billeck, Bill
Biswa, Sumalika
Blachere, Brigitte
Black, Kaia
Blake, Caitlin
Blanchard, Katherine
Blankenship, Nelson
Blum, Julia
Blundell, Raymond
Bobrow, Carl
Bohlik, Laurie
Bolton, Amy
Bossa Bastidas, Diana
Bosser, Carol
Bosworth, Jenifer
Boudreau, Joan
Box, Stephen
Boyette, Jonathan
Bracchi, Jennifer
Brady, Sean
Braun, Michael
Braxton, Brad
Bricker, Emily
Briggs, Nigel
Broder, Kirk
Broders, Kirk
Brogdon-Granamham, Shafnon
Brown, Janine
Brunton, Bennie
Bruwelheide, Karin
Bryant, Haley
Buffington, Matt
Bugbee, Elizabth
Bullard, Kristen
Bunch, Lonnie
Burgess, Laurie
Burns, Shelby
Butler, Ryan
Butvin, Halle
Cadastral, Olivia
Cain, Emily
Cairns, Stephen
Calabrue, Justin
Campana, Michael
Campbell, Justin
Campbell Lilienfeld, Bonnie
Cannon, Daryl
Canty, Steven
Caragol, Taina
Cardello, Sara
Carillo, Melissa
Carrano, Matthew
Carroll, Colleen
Carter, Gerald
Castro, Jasmyn
Catanzariti, Antonietta
Cawood, Alison
Chaat Smith, Paul
Chair, Invertebrate Zoology
Chamorro, M. Lourdes
Chang, Andrew
Chapman, Jacqueline
Charlton, Denny
Charola, Elena
Chase, Ellen
Cheng, Liz
Chessar, Terry
Christal, Mark
Christen, Catherine
Clark, RuthAnn
Cleland, Timothy
Cochrane, Dorothy
Cohen, Kenneth
Cole, Daniel
Collin, Rachel
Collins, Allen
Collum, Malcolm
Coltharp, Cody
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Front Cover: Mionna Smith, a Project SEARCH intern hired by the Smithsonian, gets a hug from her supervisor Eather Underwood. (Photo: Katherine Frey/The Washington Post)

Back Cover: Internship to Fellowship (I2F) Program Cohort visits the Deep Time exhibit at NMNH. (Photo: Chris Wu)