Department of Planning, Public Policy and Management
Internship Posting

Organization Information

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<thead>
<tr>
<th>Name of Organization</th>
<th>Shelter Care</th>
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<tr>
<td>Street Address</td>
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<td>City, State Zip Code</td>
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<td>Web Site</td>
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Contact Information

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<tr>
<th>Site Supervisor &amp; Title</th>
<th>Gene Obersinner, Intern Coordinator</th>
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<tbody>
<tr>
<td>Work Phone</td>
<td>541-686-1262 ext 305</td>
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<tr>
<td>E-mail Address</td>
<td><a href="mailto:gobersinner@sheltercare.org">gobersinner@sheltercare.org</a></td>
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Description of Organization:

N/A

Internship Description:

HR Specialist/Intern
ShelterCare would like to work with a student intern from the University of Oregon to conduct a study of its “Positive Deviant Employees” in conjunction with the agency’s Recruitment and Retention Plan.

ShelterCare is a Lane County non-profit with 200 employees that serves families who are homeless or at risk of homelessness, as well as adults disabled by mental illness or brain injury. In anticipation of increased competition for qualified employees with the opening of the new Oregon State Hospital in Junction City in 2013, ShelterCare is developing a Recruitment and Retention Plan for the agency.

To start the plan development process, ShelterCare intends to gather data from a myriad of sources. One key data collection project is a study of the organization’s “positive deviant” employees.

Positive deviants are those people in a business or community whose behaviors or performance differ significantly from the norms of others in that same group in positive or honorable ways. The concept of positive deviance was first coined in the area of international development. It is seen in child malnutrition studies in which focus is aimed, not on the problems that lead to child malnutrition in a particular group of people, but on the few outlier families whose children are not malnourished. By examining what these outlier families do differently, other families were taught new behaviors to improve the health of their children, behaviors uniquely suited to that particular community since they are already being practiced there.

ShelterCare would like to better understand its own “positive deviant employees” – those successful employees with long-term tenure in positions that typically see high turnover. The study should help the organization in developing its Recruitment and Retention Plan by providing needed information about

- the type of people who commit to and thrive at ShelterCare and best fit the organization’s culture, values, and organizational structure;
- the organization’s strengths and weaknesses as identified by this unique cohort of employees.

The timeframe for the project is either Winter or Spring Term 2008. In other words, our goal is that the project would be completed within one term. Project activities would include development and implementation of the study and then reporting on key findings and recommendations to the Recruitment and Retention Committee. The study could consist of focus groups, surveys, and/or individual interviews, as decided by the intern and ShelterCare staff.

The open and neutral perspective of an intern who is removed from the daily operations and administration of ShelterCare programs is particularly valuable to ShelterCare. The intern would work closely with the following people: ShelterCare Volunteer/Intern Coordinator, Assistant Executive Director of Programs, and Human Resources Manager.
Minimum Qualifications: Describe the knowledge and skills required. Indicate if a particular skill is preferred or required.

General knowledge and skills required:
- Interest in and understanding of human resources issues, including recruitment and retention
- Interest in exploring issues of employee attitude and motivation as related to retention
- Experience in designing and implementing surveys and communicating results
- Understanding of or interest in learning about issues in non-profit human resources and around mental illness, homelessness, and brain injury

Hours: The academic term is 10 weeks.
Anticipated hours/week: 4-8

Pay: Indicate if internship is paid and whether the pay is an hourly wage or stipend.

Yes ☐ Hourly Wage: ☐ Stipend: ☐
No ☐

Term of Internship: Internships are offered on an academic term basis. Students secure their placements in the term prior to the start of the internship. Indicate the academic term(s) or “ongoing” if the internship is continually available.
☐ Fall (Aug. 15) ☒ Winter (Nov. 15) ☒ Spring (Feb. 15) ☐ Summer (May 15) ☐ Ongoing

Student Application Procedure & Deadline
☐ E-mail résumé to site supervisor ☐ Phone call to site supervisor
Other:
Anyone interested in this position should call Gene Obersinner, Volunteer/Intern Coordinator at ShelterCare, at 541-686-1262 ext 305 or e-mail him at: gobersinner@sheltercare.org.

Application Deadline: For Winter or Spring 08