

Name: Eva Friedlander
Working Title:
Payroll Title: BLANK AST 3

SIO's Marine Physical Laboratory (MPL) nominates Eva Friedlander as UCSD's EOY. Eva joined MPL in 2014 to provide administrative and research operations support to several large sea-going research groups. As part of her responsibilities, Eva coordinates MPL's summer internship program (<https://scripps.ucsd.edu/mpl/mpl-summer-internship-program>). In this role in particular, Eva has exemplified innovation and proactive leadership in growing and enhancing the program and in building relationships that directly resulted in a more diverse internship group and a richer educational experience.

Since 2005, MPL has hired undergraduate students from US universities for a ten-week research-driven internship program in ocean sciences and technology. The goal was to counter the trend of decreasing interest in STEM areas and also to counter the growth of nonpaying intern programs. Not only do students learn about MPL's exciting research programs, but they also experience firsthand that you can even get paid for the joy of doing science. For MPL PIs, successful interns provide a pool of zero risk applicants for our graduate program. Additionally, interns connect with graduate students and other Scripps faculty through weekly seminars and office hours.

It's hard to overstate Eva's impact on growing and enriching the program. The program has been in existence for about 15 years. It doubled in the first ten years starting with about 6 interns; since Eva took over 5 years ago, it has doubled again. Under her guidance, the program has evolved into so much more than a 10-week lab job. Eva immediately saw the value of encouraging the interns to go beyond their specific scientific research and explore Scripps and UCSD. Eva found unique opportunities for the interns to make the most of their time here, including working with a PI to spend a day aboard R/V Robert Gordon Sproul, organizing behind-the-scenes tours of Birch Aquarium at Scripps, and touring CalIT2, among others. The numbers speak for themselves: of the 192 interns MPL has had, 8 have gone on to enroll at SIO. Notably, 5 of those 8 interns enrolled in the last four years, which is a testament to Eva's enrichment of the overall experience. Also significant is that 31 former interns have been hired over the years into career positions (including 19 UCSD students) working in research labs at MPL. This year saw the highest ever number of applicants, with 222 total, and the largest to date intern group, with 23 students scheduled to be at MPL this summer.

Most importantly, Eva has made diversifying the program a priority. Working with SIO's Diversity Initiatives Director, Eva identified and reached out to over 100 schools (including HBCUs and HSIs) and school minority associations to publicize the program and encourage applications. In addition, Eva added UCSD's challenge course activity to help interns become more strongly engaged with each other and the program, as well as incorporated crossover activities with other STEM intern programs through new liaisons with those program directors.

Through these efforts, MPL had 3 self-identified diversity interns in 2019, up from none in 2015. In the words of MPL PIs "Eva has done an INCREDIBLE job bringing this program to where it is today! Would not be what is without all she has done!" and "The program is really great by all measures. Beyond the research group experience, Eva has worked hard to provide a number of additional opportunities for the students and that really broadens their understanding of SIO, UCSD, and what it means to be a graduate student." Finally this last year saw us add three more interns from the U.S. Naval Academy who had special scheduling issues per the Academy's requirements. Eva seamlessly integrated these students into the larger pool providing an even more diverse experience for all.

Eva brings this same passion for excellence to her other daily responsibilities, supporting her PIs in everything from setting up their travels around the globe, shipping field equipment, purchasing lab supplies and providing administrative support to allow research operations to be conducted smoothly. She does all of this with the highest of standards of responsiveness, civility and efficiency, always striving to perform her job with integrity, caring and respect. For these reasons and many more, Eva is deserving of UCSD's Exemplary Employee of the Year award.