

## **STUDENT INTERNSHIPS WITH PUBLIC AND PRIVATE ORGANIZATIONS**

### **The Internship Philosophy**

Internships at Lincoln Christian University (LCU) are often an integral part of the student's training for his or her degree. Internships require a strong partnership between the University and the on-site internship supervisors to provide meaningful internship experiences for the student. Most four-year degree students at LCU are NOT required, but encouraged, to complete an internship (varies from 1 – 6 credit hours, based on the degree), usually during their senior year.

LCU believes that students need an opportunity to experience situations in the workforce prior to graduation in order to reflect on how to directly use the education they have received. The students will benefit from their field mentors who can teach insights and understandings that can be difficult to explain in the classroom. This opportunity to practice what the interns have learned in the classroom will benefit both the students and the internship sites. The interns will have the opportunity to reflect upon their experience with a mentor, to articulate insights gained on the job, and to plan how to use the newly learned insights in the future. The internship experience will help the student integrate formal and informal learning, which will enhance his or her total educational experience.

### **Internship Goals**

The primary goal of an internship is to help students to grow in the integration of practical skills, service, academics, and personal faith previously learned in the classroom. This goal can be met by helping students develop leadership skills, reflect intellectually on tasks, grow in self-understanding, and grow in their relationships with mentors and co-workers. For each student, this goal will be accomplished in relationship with the on-site supervisor, individuals at the internship site, and the student's faculty supervisor.

The following four strategies will be used:

- **Developing Relational Skills:** The experiential learning provided by the internship will enhance the opportunities for the student to develop his or her relational skills with guidance and support from a mentor.
- **Reflecting Intellectually:** The student will be assisted in intellectual reflection upon the events which he or she experiences in the workplace setting.
- **Progressing through Academics:** Developing knowledge from the classroom and gaining real-life experiences from the internship.
- **Learning through Events:** Participation in the planning, recruiting, implementing and reviewing phases of work-related events will provide opportunities for integrating classroom learning and leadership opportunities.

#### **Internship Components**

Since LCU's goal is to prepare leaders for the world, we seek to use several components to make this goal a reality. Below is a diagram that illustrates how each internship component works with the others to help each student become an effective leader.

### **The Student Intern**

Most undergraduate degree-seeking students are NOT required to complete a supervised internship experience, but are encouraged to, in their areas of specialization. The internship requirements range from 1-6 credit hours, a minimum of 40-50 hours of experience and academic work required per credit hour earned. We encourage scheduling internships during the senior year.

### **The Internship Site and Supervisor**

The student, with appropriate assistance and approval, will select an internship site and supervisor for his or her internship. The on-site supervisor will enter into a Learning Covenant with the faculty supervisor and the student. This Learning Covenant will include clearly defined expectations.

### **The Faculty Supervisor**

A faculty member from the student's area of specialization will serve as his or her faculty supervisor during the internship experience. The faculty supervisor will work with the student in preparing for the internship experience. This includes reviewing any student assignments, communication, and assigning the final grades. Faculty supervisors may contact the on-site supervisor and intern to arrange a visit to the internship site. Since an internship must be directly related to the intern's field of study, the faculty supervisor in that field will approve or not approve each potential on-site supervisor (based on-site supervisor's qualifications and, most importantly, the students' academic and practical ministry needs).

### **The On-Site Internship Supervisor**

The person at the internship site to whom the student is most responsible will serve as the intern's on-site supervisor. He or she will be the primary model and mentor for the student and will assist with the integration of character and service. The supervisor will also help the student to reflect upon his or her internship experiences through weekly scheduled meetings as well as monthly Reflection Reports and a Final Evaluation Report to the faculty supervisor. The on-site supervisor will also grade the overall internship experience according to how the student met his or her individualized goals and school learning objectives as listed in the student's Learning Covenant.

### **The Learning Covenant**

An explicit, written covenant will be developed as a guide for the internship and for subsequent evaluation. The Learning Covenant must be completed before a student can be registered for the internship. The complete Learning Covenant will be sent via email to the student, faculty supervisor, on-site supervisor and academic dean. It must be approved via email by all parties within two weeks of its receipt and prior to the start of the internship. The covenant may be refined during the first two weeks of the internship. All changes must be communicated to the Faculty Supervisor.

### **What an LCU Internship Is and Is Not**

An LCU internship is a special relationship between an on-site supervisor, faculty supervisor, and the intern working together to shape the student to be a leader for the world. It is an opportunity to help a student learn new skills and apply the knowledge they have gained in the LCU classrooms. Although Lincoln Christian University students work hard on their internships, the purpose of an internship is not to provide inexpensive part-time help to fill gaps in the organization's staff. Internships required a

qualified on-site supervisor who is currently in the field directly related to the student's major (or focus) and who will mentor and invest in the life of the student.

### **Areas of Specialization**

LCU undergraduate students are required to study core classes in Bible and Theology. Students also choose a particular "major" or "specialization" that they believe best suits their gifts, interests, and call. Listed below, are the focus areas from which they may choose.

- Biblical Studies
- Business Administration
- Children's Ministry
- Christian ministry
- Communication Studies
- General Studies
- Intercultural Studies
- Psychology – Agency or Church-setting
- Philosophy
- Preaching
- Spiritual Formation and Ministry
- Youth and Family Ministry
- Worship Ministry