

**Effective:** October 1997

**Academic Program: Undergraduate Studies  
CREDIT-BEARING INTERNSHIP PROGRAM**

**Approved:** October 1997  
Reviewed: June 4, 2007  
Deans' Council, Faculty Senate  
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Internships are learning experiences that take place in a professional work setting rather than in a classroom. Credit-bearing internships are the result of partnerships between the University and employers in business, industry, government and community-based organizations. Students may participate in a credit-bearing internship locally, nationally or internationally.

A credit-bearing internship experience becomes part of the total learning experience, giving the student's academic program a sense of reality and relevance. As a result of the credit-bearing internship program, students in any major can receive professional experience, earn income and apply learned theories. Internships also provide opportunities for students to gain greater insight into their chosen career, allowing them to explore different professional environments and organizational cultures, providing them with the environment to learn how to interact with diverse personalities, and assisting them with strengthening or redirecting their career choices.

Sophomores and juniors are highly encouraged to take the first steps to find out more about credit-bearing internships by completing an online orientation through Experiential Learning and Career Management. In order to register an internship for academic credit, students complete paperwork with ELCM and obtain approval from the appropriate departmental faculty and school dean. Students must complete this registration process by the end of the drop/add period.

At the discretion of the department, a minimum of three (3) credits up to a maximum of twelve (12) credits (no more than maximum of four (4) internship experiences) may be counted in the major/minor or as electives toward normal graduation requirements. Additional credits will be counted over and above the normal graduation requirements. As with any course, there are academic requirements as well as appropriate tuition for each experience.

The Credit-Bearing Internship Program is optional for most Millersville University majors. Students must, however, meet the following minimum criteria for participation:

1. Be enrolled in a degree program at Millersville University (MU); declared a major and/or minor.
2. Transfer and second degree students must successfully complete 12 credits at MU.
3. New first-time, undergraduate students must successfully complete at least 24 credits at MU.
4. A minimum CGPA and major/minor GPA of at least 2.0 is required (departments may stipulate higher CGPA/major/minor GPA requirements).
5. Departments may have additional credit or course prerequisites.
6. Have approval from the appropriate academic department to participate.
7. All credit-bearing internship assignments must be approved by the appropriate College/School dean.

#### Program Requirements:

Students in Millersville University Credit-Bearing Internship Program earn academic credits for the internship experience. This means that the student must complete some minimum requirements in order to earn those credits:

1. Academic internships are generally completed for a minimum of 3 credits on campus or off campus.
2. Participation in a credit-bearing internship generally occurs over a period of 12 to 15 weeks during the fall, spring or summer terms for a minimum of 120 hours, or generally 40 hours per credit, unless otherwise approved by the department and College/School dean. Individual departments may require more hours for the internship experience. The focus is on learning and educational objectives, not the number of hours accrued at the employer site.
3. Internship credits will not be awarded retroactively for internship hours performed at an earlier time, meaning a student cannot complete an internship in summer and register it for internship credit for the following fall semester.
4. Students must pay tuition (including summer internships).
5. Students must earn a favorable evaluation from the employer.
6. Students must initiate and have a minimum of five (5) communications/meetings with the faculty internship supervisor establishing learning objectives, goal setting, providing progress reports and evaluating the experience. One of these communications/meetings should be a site visit as long as the company or organization is within 100 miles radius of Millersville University.
7. Departments and supervisors may require students to successfully complete and pass formative and summative assessments.
8. Complete any additional departmental assignments.
9. Complete an evaluation/assessment of the academic internship experience.
10. Graduation may be deferred in order to do an academic internship, but students cannot participate in a credit-bearing internship after graduation.