INTERNSHIP LEARNING AGREEMENT
& STUDENT EVALUATIONS
In alignment with the mission of Macaulay Honors College to “offer exceptional students transformative opportunities to develop their potential beyond what they ever imagined,” the Career Development Office aims to advise students and alumnae:

- to build a meaningful academic or professional career based on their interests and skills
- to connect with professional development and employment resources that will help reach their goals and maximize community impact
- to empower and foster their talent in order to achieve their professional and post-graduation goals
Macaulay Honors College Definition of an Internship and Examples of Substantive Tasks

An internship is a carefully monitored, substantive preview of a career or profession with clear learning goals. To reach these learning goals, an internship encompasses:

- Defined expectations
- Orientation and training
- Supervision and mentoring
- Evaluation of the experience by both the student and the supervisor
- Meaningful work (less than 35% clerical).

Goals and Nature of Work

- Clearly defined learning goals and expectations discussed prior to and at the start of the internship and continuously reviewed through the experience.
- Tasks should be varied, involve decision-making and engage and develop the student’s abilities as an intern.
- While all entry-level positions involve clerical work, internships are learning experiences. Tasks are primarily substantive with less than 35% of duties clerical.

Substantive tasks may include:

- Research
- Copyediting and writing
- Creating a website
- Designing publications
- Developing procedures
- Performing lab tests
- Interviewing patients
- Conducting surveys
- Writing marketing plans
- Facilitating workshops
- Performing software/hardware revisions
- Community outreach
- Preparing legal briefs
- Creating financial forecasts and cost recovery reports

Orientation, Training/Supervision, and Evaluation

- Orientation covering mission, goals, organizational structure, and department procedures and policies.
- Training on technical systems and tasks the intern will conduct.
- Dedicated supervisor(s) giving continuous feedback and meeting regularly to discuss progress.

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● Dedicated mentor(s) (can be the same person as supervisor) promoting reflection, encouraging professional development, advising on the industry or field, and assisting in building skills.
● Opportunities to network with senior staff members.
● Written evaluations of intern performance during the middle and end of the experience.

Preferred Additional Activities

● Dedicated project(s) that students can work on during down-time.
● Team projects among interns in the company/organization.
● Presentation to staff members on activities.
● Opportunities to view or participate in the work of other departments.
● Extracurricular experiences with staff members such as staff outings.
● Staff meetings or workshops open for the intern to attend.
● Opportunities for increasing responsibility.

Internship Policies

To qualify for the internship portion of the internship/study abroad requirement, the internship must meet the following criteria:

Timing & Compensation

● Summer/Fall/Winter/Spring Semester Internships/Undergraduate Research: minimum of 100 hours

Students may use internships for which they are receiving payment/compensation or academic credit to satisfy the requirement.

Some internships may not provide financial compensation but nonetheless offer significant learning experiences. The Opportunities Fund may be used to cover the cost of an experience that meets the Macaulay Honors College definition of an internship but is unpaid and for which students do not receive academic credit. In some cases, the Opportunities Fund may be used to finance travel expenses associated with internships outside New York City.

Activities

● Internships must meet the internship definition above.
● Internships may include research assistantships and arts apprenticeships.
● Political campaigning may occur during internship hours so long as a CUNY campus did not choose the position for the student.
● Internships with religious organizations may qualify, if they meet all other criteria.
● Student-run organizations, charters, or student club activities will not qualify as internships.

**Supervision**

● Internships must meet the orientation, training/supervision, and evaluation criteria above.
● For family-owned businesses, the supervisor cannot be a family member.
● Students may participate in remote/off-site internships but only when they are able to meet with their supervisor in-person/virtually once a week.

**Guidance for Students**

To work towards satisfying the Macaulay requirement for completing an internship, we recommend that students:

● Prepare for internship experiences through résumé, interviewing, networking, and other workshops through their home campus and/or Macaulay Honors College.
● Conduct informational interviews with professionals to learn more about the field they are considering.
● Attend all one-on-one and group interactions with employers, alumni and other professionals (including interviews, information sessions, employer site visits, and fairs) that they have scheduled.
● Create and maintain a professional online presence (e.g. using LinkedIn or creating a portfolio of their work).
● Search for internships and research assistantships through the variety of resources listed through their campus or at Macaulay, in addition to their own networks.
● Identify a possible internship as early as possible, ideally, three months prior to the beginning of the term in which they will intern. *Please note that some industries have specific recruiting seasons that could be earlier than expected.*
● Discuss the potential internship with their Macaulay Advisor and submit an **Internship/Undergraduate Research Learning Agreement** once they secure the internship.
● Withdraw from internship search activities once they have accepted an offer for that particular semester.
● Report all internship experiences, even those undertaken subsequent to meeting the Macaulay Honors College requirements.
● Contact the Office of Career Development or their Macaulay Advisor during the internship if students have any concerns about the position or need assistance.

Updated 8/20/20
- Submit an online **Internship Evaluation Form**.

Throughout the academic year, Macaulay Honors College announces internship opportunities specifically for Macaulay Scholars, on our online job portal: CareerPath*, in Macaulay Monday student news, and through recruiting events. Macaulay also organizes visits to major companies so students can learn more about various careers and existing internship programs and requirements.

*All Macaulay students have access to CareerPath and receive a welcome message via email the second week of classes their freshman year with login information.

**Internship/Undergraduate Research Learning Agreement Form**

The purpose of this form is to create a detailed commitment between the student completing the internship or undergraduate research and the organization.

**Note:** If the student is using the Internship Learning Agreement form for their Opportunities Fund application, please find additional forms that will be needed for that application. If traveling abroad, students must submit the CUNY Independent Travel Notification, Waiver, and Emergency Contact Form along with their application. If traveling away (outside the 5 boroughs of New York City but within the 50 states of the United States), they must submit the CUNY Off-Campus Activity Participation, Waiver and Emergency Contact Form along with their application. If traveling to European Union Countries, they must submit the CUNY Acknowledgement and Consent Regarding Data Protection Form with their application.

**Application Instructions for Students**

**STEP 1:** The student should submit the **Internship Learning Agreement** online.*

*All students are provided with access to CareerPath between the first and second week of their freshman year. In order to login, please use the following guidelines:

**Username:** (Macaulay email address)

**Password:** (Date of Birth in the following format: YYYYMMDD)

Once you click the link above, and sign in, this will lead you directly to the “Forms/Evaluations” section of your account. The Internship Learning Agreement can also be found on CareerPath’s landing page under “My Shortcuts” by clicking on “Forms/Evaluations.”

*Updated 8/20/20*
To begin filling out the Internship/Undergraduate Research Learning Agreement, select “Add New Experience.”
Please note: Students can **save the form as draft**, to review with their advisor and continue editing it before submitting (changes cannot be made by the student once submitted and students cannot re-submit an already rejected form; only the advisor or the Career Development Office can re-open any rejected records).

Student can then click “edit draft” in the “Forms/Evaluations” tab to re-open.

**STEP 2:** The student should schedule an appointment with their Macaulay Honors College Advisor to review the form. The form **must** be approved by their Macaulay Advisor* and Supervisor prior to the first day of the internship**.

*Macaulay at Baruch students will be processed directly by the Office of Career Development at Macaulay Honors College.
**There is a two-week grace period for submitting this form for review to their Macaulay advisor after the student has begun their internship. The position will not meet the Internship Requirement and/or be eligible for the Opportunities Fund after the grace period has passed.**

Once the student submits the Internship/Undergraduate Research Learning Agreement, they will receive a notification to confirm receipt of the form.

**STEP 3:** The student must notify their supervisor to expect an electronic approval form via email before being approved by their Macaulay Advisor. *The electronic approval form is sent automatically once the form is approved by their advisor.*

Once approval is received from their Macaulay Advisor and Supervisor, it will then be reviewed by the Office of Career Development at Macaulay Honors College. Students should be on the lookout for final approval, sent via email, from the Office of Career Development at Macaulay.

The student must fill out the online *internship evaluation* at the end of the experience, which can be found under the Internship/Undergraduate Research Learning Agreement record on CareerPath.

**Revisions**

The student may be contacted, at any point in the process, if further information is needed. If the student is asked to revise the form, they will receive an email outlining the request.

*SAMPLE EMAIL*  
(bracketed areas are auto-filled from information on the form)

*Subject: Your Internship/Undergraduate Research Learning Agreement Form Requires More Information*

[date]

Dear [student_fullname]:

Your Internship/Undergraduate Research Learning Agreement Form for [job_title] requires more information. Please find details below:

Explanation

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[moreinfo_message]
Please follow up with your Macaulay Advisor for guidance.

Thank you,

Office of Career Development

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csm@macaulay.cuny.edu
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After the form has been reopened, the record will once again appear under “Forms / Evaluations.” Students can then resubmit the form.

Student Agreement Signature *

Demo Student

Notes from Career Center (Employer)
This is the employer's reason to reject

Resubmission Notes from Career Center
The advisor is requesting revisions to this form. Please fill out X, Y, Z.

Resubmit  Save As Draft  Delete  Cancel  Print  Copy To New Work Term

Tracking Hours

Students are able to track hours on approved experiences by going to the “Forms/Evaluations” page on CareerPath under the Internship/Undergraduate Research Learning Agreement record.
After clicking the “Track Hours” button, under that individual record, they may enter the number of hours per week they participated in each experience by selecting “Add Hours.”

The total hours for the experience will automatically calculate.

Employers are able to see and approve the hours that the student entered during the Employer evaluation.
Communication for Final Approval

After receiving final approval from the Career Center, students will receive an email with their Macaulay advisor cc’d on the communication.

Subject: Decision | Macaulay Internship Learning Agreement

Dear [student name],

Thank you again for completing your Internship Learning Agreement on CareerPath. It has received final approval from your supervisor and the process for your internship requirement is now considered to be complete.

You may have other requirements at your campus (insert home campus); this approval only applies to the Macaulay requirement.

We wish you academic success, but most importantly, health and safety!

All the best,

Gianina Chrisman  
Associate Director of Career Development

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Evaluations
Students may fill out a Student Evaluation (Note: Program Evaluation has been disabled). Employers fill out an Employer evaluation on the student’s performance. Automated messages go out to remind the student/employer to fill out an evaluation; these emails provide a link to submit the information without having to login. *These are sent a month after the semester ends, each a month apart.*

Self-Evaluations

Updated 8/20/20
Self-evaluations give the students the opportunity to rate themselves on the progress of their professional development during their experience. They can rate and comment on the learning objectives set prior to the experience. Students can submit their self-evaluation by going to the Forms/Application page on CareerPath under the Internship/Undergraduate Research Learning Agreement record and clicking “self-evaluation.”

**Employer Evaluations**
Employer evaluations give the employer the opportunity to rate the students on the skills and abilities of the student’s work performance. The employer evaluations are viewable by the student if the Show the Employer Evaluation Tab on Student Interface system setting is set to yes. Students can view their employer evaluation by going to Profile | Experiential Learning | Employer Evaluation.