

**MINNEAPOLIS
COLLEGE of ART and DESIGN**

INTERNSHIP INFORMATION

Internships are academic learning experiences where students work under the mentorship of an experienced professional. They give students the opportunity to learn about a career interest and gain valuable knowledge and experience in a particular field. While working on site, students apply their knowledge to professional projects while learning about the industry, enhancing their skills, networking, building their portfolio, and increasing employability. Career Development facilitates the registration process by which students earn academic credit for internships.

INTERNSHIP SITE CRITERIA

Eligible internship sites must:

- Be an established business, organization, or professional artist. For businesses and cultural organizations, this means having a business location and a demonstrated (two year minimum) history of providing products, services, or public engagement. For professional artists, being recognized as 'established' may be demonstrated by said artist displaying and/or engaging in the following professional initiatives for at least two years: maintaining a professional studio and consistently participating in grants, residencies, commissions, publications, teaching appointments, ongoing exhibitions, programs, or events.
- Provide an internship site supervisor who will guide and mentor the student in professional and ethical practices throughout the duration of the internship. The site supervisor must be an expert in the subject of the internship and possess at least two years of professional working experience in that subject, i.e., the site supervisor for a graphic design-focused internship must be a professional graphic designer/art director who has been working within that subject for two or more years.
 - A site supervisor may only supervise a maximum of two MCAD interns at a site per semester.
 - An immediate family member may not serve as an intern's site supervisor.
 - If the site supervisor is an MCAD faculty member, the student cannot be enrolled in a course taught by (or independent study sponsored by) the faculty member hosting the intern and serving as site supervisor concurrent with the internship experience; i.e. the dates of the prospective internship cannot overlap whatsoever with the dates of a class or independent study in which the student would receive a grade from the faculty member.
 - An unpaid internship with an MCAD faculty or staff member cannot be approved, as it conflicts with the MCAD policy outlined in the Staff and Faculty Handbooks: "Employees must not have a personal interest, financial interest, or potential gain in an MCAD transaction." An unpaid internship falls into that category. If a faculty or staff member would like to host an MCAD intern, they must provide the intern with financial compensation at either an hourly or project rate.
 - As peers, an MCAD student serving as a site supervisor for a fellow student who is seeking academic credit for an internship does not align with the mentor/mentee dynamic required throughout an internship. Consequently, no student enrolled at MCAD may serve as an internship site supervisor for another MCAD student at any point during a registered internship.
- Provide projects and assignments that expand on and apply knowledge and skills that students have gained in the classroom. At least 50% of the intern's tasks must be related to their field of study.
- Provide all necessary resources, facilities, equipment, and software for the

internship. Internship sites are not permitted to rely upon or utilize MCAD resources, facilities, equipment, and/or technology (inclusive of software licenses).

- The internship must be conducted at a business location, on location (i.e. for a film shoot or art installation), or remotely (hybrid roles are also permitted). Internships cannot take place at a residential location.
- The site supervisor must be willing to submit two evaluations, the mid-progress and the final, and verify and sign the final time sheet.
- The site must be able to provide enough work hours for at least one academic credit (1 credit= 40 hours of work at the site).
- Internships may be paid or unpaid, but we strongly encourage employers to offer some compensation.

ACADEMIC REQUIREMENTS

- Transfer students must complete a minimum of one semester before they are eligible for credit-bearing internships.
- Students must declare a major prior to registering an internship.
- Undergraduates are strongly discouraged from completing their internship during the last semester of their senior year.
- Internships may start at any time during the calendar year.
- Students must complete the required online internship orientation **prior** to starting work at the site.
- Students must participate in a brief conversation with Career Development about their internship progress following completion of their mid progress self-evaluation.
- Credits and hours: **one internship credit = 40 hours**
 - For a three-credit internship, students must complete 120 hours
- Grading Criteria (for all majors and programs)
 - Adherence to all arrangements outlined within the initial internship submission which was approved on Handshake, including working all scheduled hours and satisfactory completion of projects.
 - Mid-Progress Self and Site Evaluations submitted via Handshake
 - Midpoint conversation with Career Development
 - Final Self and Site Evaluations submitted via Handshake
 - Updated copy of resume uploaded to Handshake for review. Whether or not edits are suggested, the requirement will be considered fulfilled.
 - Time Log reflecting dates and hours worked, as well as a brief description of the work completed during each work period. Ensure that the hours worked are recorded and totaled accurately (check your math) and that your site supervisor has reviewed, signed, and dated it. A digital signature is acceptable. Please email this to careers@mcad.edu.
 - ALL MATERIALS MUST BE SUBMITTED WITHIN TWO WEEKS OF THE FINAL DAY OF THE INTERNSHIP.
 - Program-specific grading procedures are listed below.

Bachelor of Fine Arts

- Internships are optional for BFA students. The maximum number of internship credits allowed per BFA student is six. Additional internship credits (any beyond the first three) fulfill studio elective requirements. To register for more than six credits, students must seek prior approval from their department chair.
- Grading: pass or fail
 - A passing grade will not impact a student's GPA, but a failing grade will.

Bachelor of Science (Creative Entrepreneurship)

- Creative Entrepreneurship students are required to complete two three-credit internships (six total credits). They may take up to four three-credit internships. BS students may begin interning after completion of their first year.
- Grading: pass or fail
 - A passing grade will not impact a student's GPA, but a failing grade will.

Master of Fine Arts in Visual Studies

- Internships are optional for MFA students. Internship credits will count toward the elective credit requirement for the MFA Program, which is a minimum of six credits over the course of the MFA program. MFA students can pursue internships for anywhere between one and six credits, to be determined in consultation with the MFA Director and the internship site supervisor.
- Internships should be pursued in consultation with the MFA Director, who as the primary academic advisor for the program will assure internship site fit for students' individual program goals and degree requirements toward graduation.
- Grading: high pass (HP), pass (P), or fail (F)
 - MFA Director will be listed as the faculty of record for the course, and will determine grade (high pass, pass, or fail) based on the student's adherence to the internship Grading Policies, as well as the Final Site Evaluation of the site supervisor and other evaluation materials produced by the student and by the internship site.

INTERNSHIP REGISTRATION OR WITHDRAWAL

- Students submit their internships for approval on the Career Development platform, Handshake.
 - Specific instructions and information can be found in the "Internship Registration" handout.
- **Students must submit their internship on Handshake before starting the internship. Internships will not be back-dated and hours worked prior to submission and approval will not count. The required online internship orientation must also be completed prior to work beginning.**
- When registering the internship, students will be asked which semester to apply the credits to (fall, spring, or summer). There must be an overlap of hours completed within the semester that the internship credits are applied to (i.e., if internship credits are to be applied to the spring semester, then there must be at least some hours completed within that semester). The only exception to this is for summer internships. If a student will be doing an internship during the summer term, those credits may be applied to the following fall semester with no overlap with fall dates.
- If a student tries to drop a course after Add/Drop, it counts as a withdrawal. Therefore, it is imperative to plan ahead and get an internship lined up and registered well ahead of the Add/Drop deadline. **Internships must be APPROVED before they can be processed by Records and Financial Aid (not just submitted).**

- If a student's financial aid requires a student to be enrolled for a specific number of credits, failure to submit the paperwork by the end of the Add/Drop period may result in losing financial aid. For complete information, contact the MCAD Financial Aid Office.
- **The deadline to add an internship for the semester is the same day to withdraw from a course.** Students must be aware of their total number of credits, as they may not go over 18 total credits for a semester without prior approval from their department chair. If an internship is registered after this deadline, the credits can be applied to the next immediate semester; however, the student must complete internship hours within that semester.
 - If an internship is registered but the student does not show up, then it may be canceled. Please note, however, that financial aid may be recalled because the credits were never actually attempted.
 - **Failure to complete an internship without formally withdrawing from it will result in an "F" letter grade, which will impact the student's GPA.**
- Juniors and seniors: It is imperative to plan ahead and get an internship lined up and registered before your last semester. Failure to do so could affect timely graduation and financial aid.

REVIEW AND APPROVAL PROCESS

- Once an internship is submitted via Handshake, it will be sent electronically to the site supervisor and department chair for review and approval. If an internship is not approved, the department chair will add comments as to why and Career Development will inform and work with the student to resolve the issue. **Internships must be submitted and approved prior to beginning work at the site.**
- Following approval by the site supervisor and department chair, the internship will be filed with Records and the credits will be added to the student's course load. Career Development will then send an email informing the student of the approval and their responsibilities throughout the internship.
- In addition to the approval notification email, Career Development will also send an email to the student containing instructions on how to self-enroll in the required online internship orientation, which is completed on Canvas. **This orientation must be completed prior to beginning work at the internship site.**

STUDENT RESPONSIBILITIES DURING THE INTERNSHIP

- Follow through on the duties/responsibilities established between the student and the internship site supervisor on the initial internship submission.
- Demonstrate the highest level of professionalism, which includes regular and on-time attendance, communicating effectively with the site supervisor about any issues, and following the policies and procedures of the organization.
- Maintain an up-to-date and accurate Time Log which shows the starting and ending times for each work period, as well as a brief description of the work performed that day.
- Promptly complete the Mid-Progress and Final Self Evaluations
 - Students are required to complete a Mid-Progress Self Evaluation and a Final Self Evaluation regarding their internship experience. These evaluations are sent via emails from Handshake and are used to assess the educational value of the internship and to track learning outcomes. Site supervisors will receive their evaluations digitally via Handshake emails sent by Career Development. However, it is the student's responsibility to ensure that all evaluations,

(including their site supervisor's) are submitted during and after the internship in accordance with stated deadlines. Failure to do so will result in a failing grade for the internship. Students will receive a copy of their supervisor's final evaluation.

- You must ensure that all required materials, including both of your site supervisor's evaluations, are submitted to Career Development **WITHIN TWO WEEKS OF THE FINAL DAY OF THE INTERNSHIP** (Example: The internship's end date is Tuesday, April 2nd. The deadline by which all materials must be submitted would be Tuesday, April 16th).
- Conduct a brief conversation with Career Development staff following the completion of your mid progress self-evaluation in order to ensure your internship experience is meeting the learning outcomes you outlined within your internship submission on Handshake. Once you complete the evaluation within Handshake, Career Development will contact you via email to schedule a meeting, which will take between 15-30 minutes. During this touch-base discussion, Career Development will ask you a few questions to ensure your internship is progressing adequately. It is also an opportunity for you to ask Career Development any questions you may have regarding your internship. This conversation is a requirement for completion of your internship.
- Inform Career Development immediately if there are any changes to your internship (end date, contact information, credits requested, etc.). Please email careers@mcad.edu.
- Seek out assistance from the site supervisor and/or Career Development should any issues arise.
- Treat the experience as a professional learning opportunity. This is a wonderful opportunity to gain experience, further your skills, learn new ones, and network for future opportunities!

GRADING POLICIES (ALL MAJORS AND PROGRAMS)

Internships are registered as for-credit courses, and thus all course grading policies are enforced.

- You must track your work time and work dates accurately, and you must work the required number of hours for the number of credits requested in order to receive a Pass.
 - One internship credit = 40 hours
 - For a three-credit internship, students must complete 120 hours
 - For a six-credit internship, students must complete 240 hours
- You must adhere to the approved start and end dates established upon the internship's registration via Handshake. Failure to complete all the required hours by the end date on file will result in a FAIL.
- An end date extension may be requested in writing prior to the end date on file under extenuating circumstances, such as a lack of work available at the internship site, but corroborating materials must be provided to Career Development in order for the extension to be approved.
- You must ensure all of the following required materials are submitted **WITHIN TWO WEEKS OF THE FINAL DAY OF THE INTERNSHIP** (Example: The internship's end date is Tuesday, April 2nd. The deadline by which all materials must be submitted would be Tuesday, April 16th):
 - **Mid-Progress Site Eval** (sent to the supervisor by Career Development via an email from Handshake)

- **Mid-Progress Self Eval** (sent to you by Career Development via an email from Handshake)
- **Midpoint Conversation** with Career Development (scheduled following completion of your mid-progress self eval)
- **Final Site Eval** (sent to the supervisor by Career Development via an email from Handshake)
- **Final Self Eval** (sent to you by Career Development via an email from Handshake. **This evaluation includes a 500 word reflective essay, so plan ahead to allow yourself enough time to complete this portion.**)
- **Final Time Log** (ensure the dates are accurate, you have included descriptions of what you worked on each work period, the hours are correctly totaled, and the site supervisor has reviewed, signed, and dated it. A digital signature is acceptable. This must be emailed to careers@mcad.edu)
- **Resume** (uploaded to Handshake for review. Whether or not edits are suggested, the requirement will be considered fulfilled)
- If you are terminated from your internship for cause (ex.: performance and/or attendance issues), the grade will be a FAIL.
- Non-attendance of a registered internship will result in a FAIL.
- Ceasing work at an internship without formally withdrawing will result in a FAIL.
- Failing to submit all required materials (including ensuring that your site supervisor submits theirs) within two weeks following the final day of the internship will result in a FAIL.
- All standard policies surrounding grade appeals (such as the statute of limitations on grade change and the procedure for requesting an appeal) apply to internships.

GRADING POLICY SCENARIO EXAMPLES

A student registers a Fall 2023 semester internship with a start date of 8/20/2023 and an end date of 12/4/2023. Starting on 8/20/23, the student begins tracking all hours worked. On the median date, they ensure both their own and their site supervisor's evaluations are submitted. By 12/9/23, both final evaluations have been submitted, they have uploaded their resume to Handshake, and have emailed their signed time log to Career Development.

This grade would be a Pass

A student registers a Fall 2023 semester internship with a start date of 8/6/2023 and an end date of 12/7/2023. Starting on 8/6/23, the student begins tracking all hours worked. On the median date, they ensure both their own and their site supervisor's evaluations are submitted. However, following the final day of the internship, they do not submit all of their materials within two weeks (before the end of the day on 12/21/2023).

Because all materials were not submitted within the two-week deadline, this would become a Fail. The student may appeal this grade in accordance with the standard policies outlined in the Student Handbook.

PAYMENT OF INTERNSHIPS: PART-TIME STUDENTS AND SUMMER INTERNSHIPS

- Part-time students and anyone completing an internship registered to the Summer semester must pay for internship credits before they will be registered. Payment can be made through the Student Accounts Office.

INSURANCE COVERAGE

- The college requires all students to have some form of health insurance.

QUESTIONS AND ADDITIONAL RESOURCES

- If you have any questions about the internship process or need assistance in finding an internship, please don't hesitate to contact Career Development. We are here to help you! We can assist you with your internship search. Call us at (612) 874-3721 or email us at careers@mcad.edu.