

INTERNSHIP PROGRAM OVERVIEW FOR PUBLIC AND PRIVATE ORGANIZATIONS

The Internship Philosophy

The Internship Program at Lincoln Christian University has been developed to be an integral part of the student's training for their degree. It requires a strong partnership between the University and the Internship Sites/Field Mentors to provide meaningful internship experiences for the student. Therefore, all four-year degree students at Lincoln are required to complete an internship (varies from 3 – 12 hrs, based on the degree) usually during their senior year. These internships normally last between 2-6 months, depending on the degree program.

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 from this school. The students will benefit from their field mentors helping to teach insights and understandings that can, at times, be difficult to get across in the classroom. This chance to practice what the interns have learned in the classroom will be very beneficial to both the students and the internship sites. The interns will have the opportunity to reflect upon their experience with a mentor, to articulate insights which have been gained on the job, and to plan for the future utilizing the newly learned insights. This learning context will help the student integrate previous learning, formal and informal, which will enhance his/her total educational experience. Ideas learned in the classroom will be tried and evaluated in actual real-world settings.

The Internship Program is not just a requirement, but instead it is an integral part of the education process, directly related to the student's degree.

Internship Goals

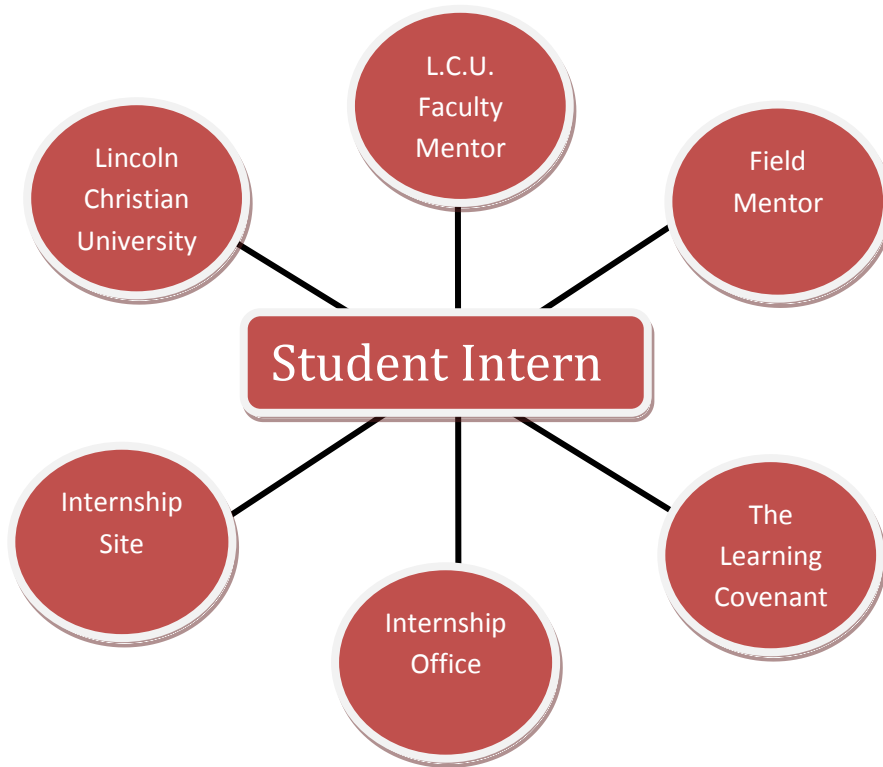
The primary goal of the Internship Program is to help students to grow in the integration of practical skills, service, academics, and personal faith previously learned in the classroom. This goal can be met by helping the student to develop leadership skills, to reflect intellectually on his/her tasks, to grow in his/her self-understanding, and to grow in his/her relationship with mentors and co-workers. This primary goal will be accomplished in relationship with the Field Mentor, individuals at the Internship Site, the student's Faculty Mentor.

The following four strategies will be utilized in achieving the goal:

- **Developing Relational Skills:** The experiential learning provided by the internship will enhance the opportunities for the student to develop his/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/she experiences in the workplace setting.
- **Progressing through Academics:** Developing the knowledge from the classroom to and real-life experiences gained from the internship.
- **Learning through Events:** Participation in the planning, recruiting, implementation and reviewing phases of work-related events will provide opportunities for integration of 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)

Each degree-seeking student is required to complete a supervised internship experience in his/her area of specialization. The 12-hour internship will preferably run from June to December, the fall semester of the student's senior year (August to December and January to May internships are also options). The student must complete a minimum of 4 months, including at least 600 hours of experience. The student will receive 12 hours of credit for the internship. The majors which require a 12-hour internship are: Preaching, Children and Family Ministry, Christian Spiritual Formation, Youth Ministry, Youth & Preaching, and Intercultural Studies and General Ministry.

The 6-hour internship can be done during the summer or during a semester. The student must complete a minimum of 3 months, including at least 300 hours of experience. The majors that require a 6-hour internship are: Psychology, Biblical Exposition and Worship Ministry.

Intercultural Studies students have the option to complete a four-hour internship experience during the summer usually, but sometimes during the semester. The student must complete a minimum of 2 months, including at least 200 hours of experience.

Business, Philosophy, and General Studies students are required to complete a 3-hour supervised internship experience. The student must complete a minimum of 2 months, including at least 150 hours of experience.

The Internship Site and Field Mentor

The student, with appropriate assistance and approval, will select a Field Mentor/Internship Site for his/her internship. The Field Mentor and the internship site will enter into a Learning Covenant with the Faculty Mentor and the student. This Learning Covenant will include clearly defined expectations.

The Faculty Mentor

A faculty member from the student's area of specialization will serve as his/her Faculty Mentor during the internship experience. The Faculty Mentor will work with the student in preparing for the internship through an orientation class and supervise students during the entire internship experience. This includes reviewing student reports, communication, and assigning the final grades. The Faculty Mentor will, as the budget and schedule allows, contact the Field Mentor 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 Mentor in that field will approve or not approve each potential Field Mentor (based on Field Mentor Qualifications and, most importantly, the students' academic and practical ministry needs).

The Field Mentor

The person at the internship site to whom the student is most responsible will serve as the intern's Field Mentor. He/She will be the primary model for the student and will assist him/her with the integration of character and service. The mentor will help the student to reflect upon his/her internship experiences through weekly scheduled meetings, Monthly Reflection Reports, and a Final Evaluation Report. The Field Mentor will also grade the overall internship experience according to how the student met his/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 Mentor, and Field Mentor. 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 Mentor.

The Internship Office

As of June, 2011, the Internship Office consists of a part-time student worker. She will support the Faculty Mentor with whatever help they need with the internship process.

The University

Lincoln Christian University will provide direction for the students and Field Mentors through the process of selection, involvement, and evaluation. Resources are available for training and support. The Faculty Mentor will conduct on-site visits to provide encouragement and direction for each intern and Field Mentor, if the budget and schedule allows. Otherwise, other means of communication will be used.

What an LCU Internship Is and Is Not

An LCU internship is a special relationship between a Field Mentor, Faculty Mentor, and the Internship Department 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, an internship is not about getting some cheap part-time help to fill a few gaps in the organization's staff. There must be a qualified mentor who is currently in the field directly related to the student's major (or focus) and who will invest in the life of the student. For a more complete explanation of "what an internship is *not*" contact the Lincoln Christian University Internship Office.

Areas of Specialization

All students at LCU have a dual major -- Bible and Ministry. Students also choose a particular "major" or "specialization" that they believe best suits their gifts, interests, and call. Below are listed over a dozen such majors and/or focus areas from which one might choose.

- Biblical Exposition
- Children and Family Ministry
- Educational Leadership and Discipleship
- Communication – General Ministry
- General Studies
- Intercultural Studies (Missions)
- Psychology – Agency or Church-setting
- Philosophy
- Preaching
- Spiritual Formation and Ministry
- Youth Ministry (focuses on Campus Ministry, Camping, and Inner City)
- Youth & Preaching
- Business Administration
- Worship Ministry

