

Communication Internship

COMM 3670-3672 Syllabus

Introduction

The communication internship is designed to give you professional experience in your chosen area of study. You should look at it as an opportunity rather than work. You will earn academic credit but will probably not be paid by the organization for which you intern. However, you will be richly rewarded in other ways. The internship should give you:

1. A chance to work with the employer of your dreams.
2. An opportunity to network. You will meet influential leaders in your field who can later guide you and help you reach your goals.
3. Apprentice knowledge. At your internship, you should practice the skills you have learned in the classroom and better understand what would be required in an entry-level job in the field of your study.
4. Possible job offers. Either in your internship company or through the influence of those you meet, you may well find your first career job.

The internship will count for 1 or 2 hours of academic credit, based on your needs. The requirements for the internship are the same, whether you take it for 1 or 2 hours.

The requirements to complete your internship are listed below. *All of the requirements must be met in order to earn a passing grade in the internship class.*

Catalog Description

The internship, supervised in a commercial or educational setting, provides opportunity for observation and practice of fundamentals in a professional setting. The internship must be approved by the department chair before the student begins working. The student's grade will be based on criteria including successful completion of the internship's required hours, the internship supervisor's evaluation of the student, and the student's reflection paper. A total of 2 hours may be earned in COMM 3670-3672.

Outline of Responsibilities

1. Responsibilities of the student:
 - Request help from your faculty adviser.
 - Choose and pursue an internship outlet. The internship should have a full-time supervisor who functions in a communication role.

- Complete and submit the Internship Pre-Approval Form to the Department of Communication office *after* having it signed by your adviser and supervisor. The department's administrative assistant will enroll you in the internship class. You must submit the pre-approval form and be enrolled in the internship BEFORE you start working the internship. Academic credit for internships will not be given retroactively.
 - Work the internship (160 hours are required)
 - Write a thank-you letter to the company at completion of internship.
 - Deliver the Internship Evaluation Form to your immediate internship supervisor. Your supervisor should complete the evaluation form and return it to the Department of Communication either via email communication@harding.edu, fax 501-279-4065, **or** Department of Communication Harding University Box 10765 Searcy, AR 72149.
 - Write internship paper following guidelines listed in this packet.
 - Submit completed internship credit form on Canvas.
 - Submit your internship paper on Canvas.
 - Schedule and complete a debriefing meeting with your adviser.
2. Responsibilities of the Faculty Adviser:
- Provide intern with information.
 - Advise intern with suggestions and answers to questions.
 - Hold a debriefing meeting scheduled by the student and recommend a grade on the debriefing form.
3. Responsibilities of the Department/Instructor:
- Provide internship packet and forms online and in Canvas.
 - Provide access to a database of internship locations where students in the Department of Communication have worked.
 - Submit the pre-approval form to the registrar's office in order to be added to the course
 - Send letter to companies that officially request internship/documentation.
 - After completion, course instructor submits final grade to the registrar.

Performance Requirements

The Department of Communication expects you to represent Harding well. Please consider the following:

Your work (Time management)

For the actual internship, you must complete at least 160 hours of work with your assigned organization. This course is usually completed during the summer but may be taken during any academic session. The 160 hours may be accrued with any schedule that is agreed to with your internship organization. For example, you could work 32 hours for 5 weeks, 20 hours for 8 weeks, or 16 hours for 10 weeks. Please keep in mind the requirements of your supervisor.

You are to treat this internship as you would any employment. Follow the working rules of the company and be prompt with your scheduling. If you are to arrive at 9 a.m., don't come in at 9:15. Similarly don't be a "clock watcher." Remember, the hours you work are for your benefit – the more hours, the more benefit.

Do everything within your power to learn every aspect of the business. Ask for extra work; seek other areas of service; knock on your supervisor's door and keep him or her apprised of your growth. Make every moment count. Look for growth experiences, while showing willingness even with the mundane. Look for work. You will be repaid tenfold. Talk to people who are in a position to help you find the job you are looking for. If you want a job with the internship organization, say so. Many interns find work with the company where they interned.

The Paper

Don't look at it as a term paper to be dreaded. Rather, it should be a recounting of the experiences you've had in the Department of Communication and with the internship organization. We value your open comments and use them as an assessment tool to help us improve. This paper is to be submitted on Canvas at least one week before the last day of the semester in which you are enrolled. If you are still fulfilling the requirements of your internship at this time, you must communicate with your adviser and the course instructor.

Your paper should represent the work of a college senior who has taken English and writing classes. It should be grammatically correct and neat in appearance. It should be about 2500-3000 words in length (12-point normal type face). Keep a daily log of your experience and you will easily be able to recall your experiences for the paper.

The paper should include the following five parts:

1. Describe the work performed during the internship.
2. Evaluate the practical knowledge and experience gained during the internship, using specific examples.
3. Evaluate the adequacy or inadequacy of the Department's program at Harding to prepare you for the internship.

4. Evaluate the way Harding has or has not prepared you for your future career.
5. Provide a general reaction and suggestions about the internship program.

Grading

The written assignments and forms should be submitted to Canvas. Grading rubrics are included on Canvas. All assignments must be completed in order for the student to receive a passing grade. Your internship grade will be based on the completion and/or timely submission of the following assignments.

1. 100 points – 2500-3000 word paper reflecting on your internship experience.
2. 10 points – Schedule and attend a debriefing meeting with your adviser.
3. 200 points – Internship supervisor evaluation and record of 160 hours of the internship
4. 40 points – Submission of credit form

Academic Integrity

Honesty and integrity are characteristics consistent with Christian faith and practice. Dishonesty will result in sanctions up to and including dismissal from the course with a failing grade.

The use of generative AI tools is not permitted for any assigned work in this class and constitutes a violation of Harding's Academic Integrity Policy.

Assessment

Harding University, since its charter in 1924, has been strongly committed to providing the best resources and environment for the teaching-learning process. The board, administration, faculty and staff are wholeheartedly committed to full compliance with all Criteria of Accreditation of the Higher Learning Commission as well as standards of many discipline-specific specialty accrediting agencies. The university values continuous, rigorous assessment at every level for its potential to improve student learning and achievement and for its centrality in fulfilling the stated mission of Harding. Thus, a comprehensive assessment program has been developed that includes both the academic units and the administrative and educational support units. Course-specific student learning outcomes contribute to student achievement of program-specific learning outcomes that support student achievement of holistic university learning outcomes. All academic units design annual assessment plans centered on measuring student achievement of program learning outcomes used to sequentially improve teaching and learning processes. Additionally, a holistic assessment of student achievement of university learning outcomes is coordinated by the university Director of Assessment used to spur continuous improvement of teaching and learning.

Students with Disabilities

It is the policy for Harding University to accommodate students with disabilities, pursuant to federal and state law. Therefore, any student with a documented disability condition (e.g. physical, learning or psychological) who needs to arrange reasonable accommodations must contact the instructor and the Office of Disability Services and Educational Access at the beginning of each semester. If the diagnosis of the disability occurs during the academic year, the student must self-identify with the Office of Disability Services and Educational Access as soon as possible in order to get academic accommodations in place for the remainder of the semester. The Office of Student Disabilities and Educational Access is located in Room 239 in the Student Center, telephone, (501) 279-4019.

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Internship Pre-Approval Form

Submit to the Department's Office by the beginning of the internship term (*June 1st for summer internships*)

Your Name: _____
H Number: _____
Email: _____
Phone: _____
Instructor: _____
Semester & Year Enrolled: _____

CRN: _____
Course Subject & Number: _____
Course Title: _____
Credit Hours: _____
Internship Start Date: *(mm/dd/year)* _____
Internship End Date: *(mm/dd/year)* _____

Internship Details

Sponsoring Business or Organization: _____
Mailing Address: _____
On-site Supervisor & Title: _____
Email: _____ Phone: _____
Description of position, expected responsibilities, and mandatory academic criteria:

Internship Authorization

► **Student:** By signing, I agree to meet the terms of this internship, as stated above.

Student's Signature Date

► **On-site Supervisor:** By signing, I agree to supervise and evaluate the student named above during the stated internship period. Note: The internship requires that the student complete 240 hours of work.

On-site Supervisor's Signature Date

► **Adviser:** By signing, **(1)** I certify that this student meets our departmental/college prerequisites, **(2)** I will be responsible for the administrative duties regarding this internship.

Adviser's Signature Date

► **Dean or Department Chair:** By signing, I approve this internship according to the terms stated above.

Dean or Department Chair's Signature Date

YES **NO** I use federal loans to pay tuition and request that summer internship tuition charges be delayed until the fall semester when those federal funds are available.

YES **NO** I am a National Merit or Trustee Scholar.

Internship Evaluation Form

Please return this form to communication@harding.edu

Student's Name: _____

Internship Start Date: *(mm/dd/year)* _____

H Number: _____

Internship End Date: *(mm/dd/year)* _____

Sponsoring Business or Organization: _____

Mailing Address: _____

On-site Supervisor & Title: _____

Email: _____

Phone: _____

Instructions

Frequent performance reviews are encouraged throughout the internship period. This form is intended to be completed by the on-site supervisor near the end of the term and should be discussed with the intern. It is the student's responsibility to ensure that the completed form is returned to the appropriate faculty member in a timely manner. Please attach additional documentation if required.

Skills

Check the appropriate response

1. Possesses necessary technical knowledge and skill
2. Adapts to change work assignments and situations
3. Able to cooperate and work with other people

| Exceeds Standards | Meets Standards | Needs Improvement | Below Standards |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please comment on the student's skills: (strengths or weaknesses)

Performance

Check the appropriate response

4. Listens and carries out instructions
5. Works effectively without close supervision
6. Meets deadlines and schedules
7. Produces acceptable *quality* of work
8. Produces acceptable *quantity* of work
9. Demonstrates ability to make decisions with appropriate help
10. Shows problem-solving ability

| Exceeds Standards | Meets Standards | Needs Improvement | Below Standards |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please comment on the student's performance: (strengths or weaknesses)

Internship Evaluation Form

Please return this form to communication@harding.edu

Attitude

Check the appropriate response

11. Accepts responsibility and is a self-starter

12. Exhibits interest and enthusiasm about job

13. Maintains appropriate dress and grooming habits

14. Maintains good attendance

15. Adheres to organizational regulations

| Exceeds Standards | Meets Standards | Needs Improvement | Below Standards |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please comment on the student's attitude: (strengths or weaknesses)

Additional comments

On-site supervisor's overall evaluation of student's performance (please check one)

- Exceptional Performance. Student exceeded all expectations.
- Very Good Performance. Student performed as well as or better than expected.
- Average Performance. Student performed satisfactorily, though some improvement is needed in one or several areas.
- Marginal Performance. Student requires substantial improvement in one or several key areas.
- YES** **NO** The internship evaluation has been discussed with the student. (recommended)
- YES** **NO** The student completed 160 hours.

Supervisor's Signature

Date

Supervisor's Name (please print)

Internship Credit Form

(Submit this form with internship paper on Canvas)

Student _____

H# _____ Email _____

Major _____

Faculty advisor _____

Intern organization _____

Contact person _____

Address _____

Phone _____

Email _____

Was this a paid position? _____

Do you recommend this internship to other students? _____

How many hours did you work? _____

Type of work experience gained

How did you find out about this internship?
