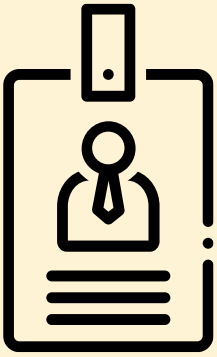
High-Impact Practice (HIP): Internships

- One-time work or service experience
- Working in professional settings under the supervision and monitoring of practicing professionals.
- Paid or unpaid
- May or may not receive academic credit



Documented Impacts of Internships

- Enhanced career readiness and employability
- Stronger employment outcomes after graduation
- Deeper integration of academic and practical Learning
- Increased academic motivation and retention
- Professional networking and mentorship
- Personal growth and identity development

Checklist for Internships

- ❑ Confirm eligibility of student and host site
- ❑ Verify experience type (Internship or Coop)
- ❑ Review and Approve Experience in Handshake
- ❑ Clarify expectations to intern and supervisor
- ❑ Ensure compliance with guiding principles
- ❑ Maintain academic oversight and communication

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High-Impact Practice (HIP): Internships

8 Elements of a HIP Experience

1. **Performance expectations set at appropriately high levels**
   Students apply course content to address community problems and are deeply engaged

2. **Significant investment of time and effort by students over an extended period of time**
   Students build skills and understanding over a significant period during the semester, starting with student preparation.

3. **Interaction with faculty and peers about substantive matters**
   Students have regular discussions with their faculty and peers about the service learning

4. **Experiences with diversity**
   Students engage with diverse community members and worldviews, fostering intercultural competence.

5. **Frequent, timely, and constructive feedback**
   Feedback from faculty and community partners help students refine their service and understanding of community needs

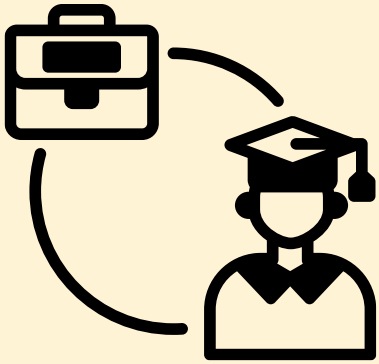
6. **Periodic, structured opportunities to reflect and integrate learning**
   Reflection before, during, and after to integrate into their academic learning

7. **Opportunities to discover relevance of learning through real-world applications**
   See relevance of academic learning through real-world applications to community issues

8. **Public demonstration of competence**
   Present their work, solutions, and impact to community, campus, or other professional settings

High-Impact Practice (HIP): Co-ops

- Multiple semesters
- Related to the student's major or career goal
- Alternate terms of full-time classroom study with terms of full-time, discipline related employment.
- Paid



Documented Impacts of Co-ops

- Enhanced career readiness and employability
- Stronger employment outcomes after graduation
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- Increased academic motivation and retention
- Professional networking and mentorship
- Personal growth and identity development

Checklist for Co-ops

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