

Using Internships to Integrate Liberal Arts and Professional Programs

Emily Carpenter

Nazareth College

Director of Internships

ecarpen1@naz.edu

Searching for Solutions

Why do I have to take these general education courses?!

Why doesn't anyone come to campus to recruit history majors?!

Why are you dumping these unprepared millennials on the work force!

I'm losing majors and working twice as hard!

Get my college grad out of my basement!



ANGRY MOB OF STAKEHOLDERS

Overview

- What skills do our students need when they graduate and what does career development look like going forward?
- What are the barriers within higher education?
- How are we thinking about it at Nazareth?
- What does integration look like at various levels?
- What does integration look like on your campus?

Skills of the 21st Century Workforce

- Association of American Colleges & Universities (AAC&U)
 - 2007 study by Hart Research Associates (*Top Ten Things Employers Look for in New College Graduates*)
 - 2013 follow-up study (*It Takes More Than A Major*)
- National Association of Colleges & Employers (NACE)
 - 2014 Job Outlook Survey (*The Candidate Skills/Qualities That Employers Want*)

Growth is good



- *You're getting too big for those little pants!*
- Bureau of Labor Statistics indicates that the average college graduate spends 18 months in first job – and will have 15-20 jobs over the course of working life.
- Fisch and McLeod (*Shift Happens* – viral video) – “We are preparing students for jobs that don’t yet exist, using technologies that haven’t been invented, to solve problems we don’t know are problems yet.
- **To prepare students for that kind of change and growth, we need to model integration and interdisciplinary connections.**



Silos?



- Little support or resources for integrated programs
- Allegiance and expertise in one field or subject
- Sense of ownership over partnerships and relationships with employers
- Liberal arts faculty coming to table already nervous – losing ground (students and sway) and feeling like they have to justify existence.
- Professional faculty feeling incensed at the perception that they are not teaching students liberal arts skills (e.g., to be critical thinkers or problem solvers)



- Coeducational, religiously independent, classic suburban campus in Upstate NY
- ~2,000 undergrads and 800 graduate students.
- 60 majors in the fields of education, health and human services, liberal arts, management, math and science, and the visual and performing arts.
- ~200 students a year in centralized credit-bearing internship program (overseeing any non-license or non-certification-granting field work)

Separate yet Centrally-Coordinated Internship Program

- Allows for **strategic growth and development**. Employers work with one contact experienced in building partnerships who can encourage connections to happen across fields and majors.
- Has a degree of **academic consistency, equity and integrity** across campus. Student eligibility requirements, quality standards applied to internships, reflective and academic rigor all lend credibility to internships being a central part of our curriculum.
- Internships act as a **mirror for the integrative and interdisciplinary feel** of our new core curriculum, our 2020 strategic plan, the job market and the 21st century.

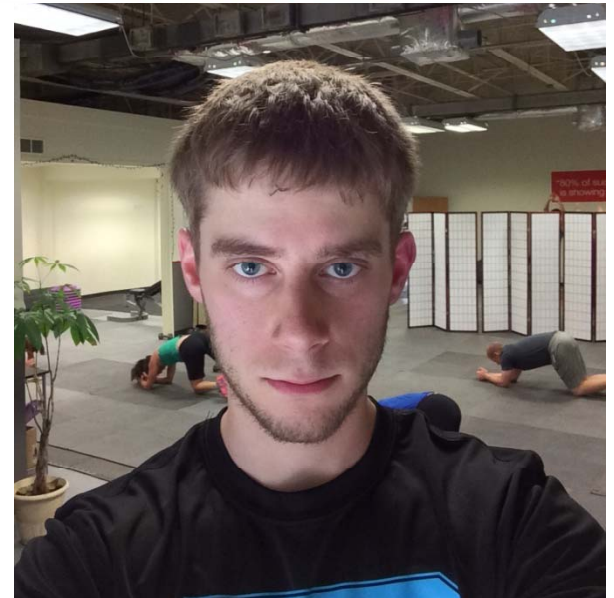
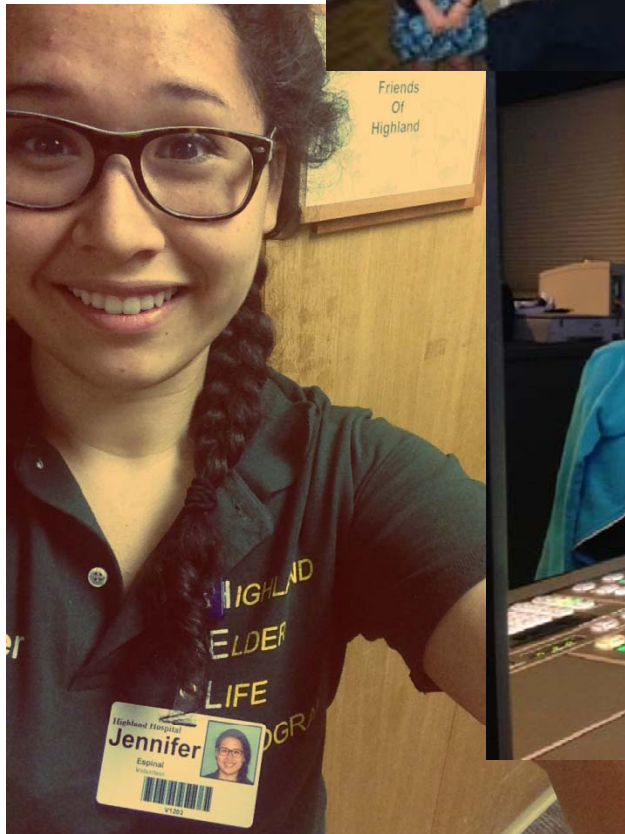
Integration at the College Level

- A new core curriculum
 - Includes Integrative Sequence Cluster
 - Required Experiential Learning
 - Core Milestone Experience
- A new Integrative Programs Team
 - Director of Core Curriculum, Internships, Civic Engagement and Career Services grouped together under Academic Affairs – reporting to VPAA
- Central coordination of internship program for College of Arts and Sciences and School of Mgmt
- NAC&U affiliation – commitment to integration

Integration at the Departmental Level

- Goal from VP - focus on the “preparation for life and work”
- Carrot or Stick?
- Attention, accolades, and marketing resources for programs exemplifying integration
- Academic Affairs Goal – every program will have an internship course on the books
- Integrated/Interdisciplinary programs that do exist already almost all have internship required - (Communication & Media, Graphic Design, Music Business, Gerontology, etc.)

At the Student Level



Parting thoughts

While common wisdom holds that we must first know what we want to do before we can act, this advice is backward. Knowing is the result of doing and experimenting. Career is not a straight path toward some predetermined identity, but a crooked journey along which we try on a host of "possible selves" we might become.

Herminia Ibarra, Working Identity