

PROMISE 2017 PROGRAM REVISION

PROMISE will implement changes to the program structure and process to better meet the needs of mentors and interns, program outcomes, and adhere to human resource guidelines. We aim to build upon the existing program and retain core goals. By aligning the structure of the program with our values, we hope to create a meaningful experience through each stage of the process for all participants. Review proposed changes outlined below:

BEFORE	2017 CHANGES
Student compensated as an employee - \$4,000 with taxes for traditional 40 hour work week. Sites contributed 50% plus other personnel expenses.	Student given an Experiential Learning Award (scholarship) of \$4,200. Sites contribute \$2,500
Employer controls and directs intern's work during work time	Mentor facilitates learning by providing direction
Paid by payroll	Award deposited in student account
Traditional application and interview process. Candidates apply, sites conduct separate interviews, and rank order preferences	Students meet with prospective mentors prior to applying for the internship to build rapport and co-create internship experience. Students will apply to chosen mentor/project.
Sites accepted with one or multiple supervisor-mentors	Mentors apply and are then selected based on alignment with criteria
Ten week program beginning late-June	Eight week program, beginning in late-June (session 3)
No course credit requirement	1 credit course, paid by DCE (E & G) (scholarship requirement)
Partnership program with Office of Equity and Inclusion and Diversity & Cultural Engagement	Program administered by Diversity & Cultural Engagement

BENEFITS

- Transformative learning internship which includes professional development curriculum
- Students have greater agency in selecting projects and mentors to enhance and match desired experience and investment in project
- Focus on developing the professional capacities of interns through mentorship and intentional planning
- Change the language from supervisor-mentor to mentor to be reflective of the role and expectations

CLARIFYING POINTS

- We encourage faculty participation, however academic research projects are reserved for Undergraduate Research (URSA)
- Projects need to be of sufficient size and scope to warrant the award