



LINCOLN UNIVERSITY

BA 494 – Graduate Internship and Report in Human Resources Management Course Syllabus

CREDIT:	4 units (135 hours of internship + 30 hours of research)
ADVISOR:	To be selected by students and approved by the Program Director or the Chief Academic Officer
CONTACT INFORMATION & HOURS:	To be arranged by the advisor
COURSE TIME & LOCATION:	Self-Study Internship
PREREQUISITES:	Advisor's approval is required.
TEXT & MATERIALS:	Research materials appropriate for the internship analysis
REFERENCE MATERIALS:	As internship demands

COURSE DESCRIPTION:

A detailed report analyzing the internship work must be submitted upon completion of the assignment and reported to the student's internship advisor and the graduate committee. The choice of employment must be directly related to the student's area of concentration in the DBA program and advising faculty approval is required. The student should regularly confer with the faculty advisor. (4 units) *Advisor's approval is required. CR/NC*

COURSE REQUIREMENT:

This is a required internship course for students in the DBA candidacy standing with a concentration in Human Resources Management. The internship activities will require the preparation of a research based analytical written report submitted to the student's faculty advisor at the completion of their internship assignment. The report's topic and the choice of employment for the internship must be related to the student's area of concentration, be approved by the Program Director, and be supervised by the student's internship advisor.

COURSE LEARNING OUTCOMES:

1. Demonstration of mastery of the DBA coursework in an area of concentration.
2. Application of academic learning to the practical problems and situations of a business workplace.
3. Training in professional report writing under supervision.
4. Development of professional-level problem assessment skills, with experience in making professional recommendations.

Assessment is based on the written internship report.

COURSE PROCESS AND STRUCTURE:

1. During the initial registration, students taking a graduate internship course should submit the following documents to the Records Office:

A). **Proposal Approval Form** filled in by the student and by the proposed LU faculty advisor (The form is available at the Records Office);

B)*. A **job offer letter** from the host organization with the name, title, full contact information, and signature of a person responsible for hiring in the company;

C)*. Completed **Agreement for Internship** signed by the work supervisor and the LU faculty advisor.

***NOTE:** The **Job Offer Letter** and **Agreement for Internship** form must be submitted within **30 days** after the classes begin. Failure to submit these documents at appropriate time may result in cancellation of the internship. These documents are not required for registration if the actual work was performed earlier and only the report should be written.

2. During the internship terms, students should submit the **Progress Form** to the Records Office twice at the appropriate times (described in the form), filled in and signed by the LU faculty advisor. (The form is available at the Records Office.)
3. The internship report shall have three components: descriptive, analytical, and documentary. Each of these components must be complete. The analytical component will be weighted as 50% of the grade for the report, with the descriptive and documentary components each weighted as 25% of the grade for the report. Grades are assigned by the advisor as **CR or NC**.
4. The student's advisor must sign-off certifying the completion of the internship requirements and grade the student's written report.
5. The student's advisor may request the student to make corrections or revisions to their written report before assigning a grade.
6. The extension of the internship to the second term is allowed only if at least 60% of the work has been completed at the end of the initial internship term. If the achieved percentage is less than 60%, a grade **Y** (no basis for grade) or **NC** (no credit) will be given for the internship course. In such cases, students wishing to continue the internship in the subsequent academic term will have to re-register this course (4 units) in that term.
7. If the students change either the internship employer (company) or LU faculty advisor, they must re-register the course as stated above in 6.
8. If the achieved percentage is 60% or above in the first internship term, and if the student wishes to continue working with the same employer and LU faculty advisor, the course can be extended for one additional term with 1 unit.

9. If the internship is continuing with the same company and the original job offer did not specify the expiration date of the work, a new job offer letter is not required for the next term with the student's personal statement declaring that it is the same company internship.
10. The **Intern's Evaluation** form should be submitted to the Records Office after completion of this course.

COMPONENTS OF THE REPORT:

Descriptive Component:

The report's descriptive component should introduce the report and be brief in relation to the central analytical component of the work. These questions should be addressed in the introductory descriptive summary: What is the background and specific business of the company and/or department in which the internship was performed? What work was performed for the company? What was the intern's job title? What were the internship duties, work assignments, and projects completed? Why/how were these tasks important to the organization? Why were they assigned? Why are they significant? What courses completed at Lincoln University were the most or the least applicable to the internship? What distinctions between classroom education and on-the-job internship experience would you make? Finally, how did the internship contribute to the student's career goals? The faculty advisor may require additional descriptive text.

Analytical Component:

The analytical component, the major focus of the report, requires the student to address a specific topic, subject, issue, question, or problem related to the work of their internship placement. This topic may be based on work assigned the student by the internship supervisor or on an additional analysis of an issue related to the internship. This topic must be selected in consultation with the faculty internship report advisor by the end of the first month of the internship. The analytical component should relate academic knowledge to practical experience. Its purpose is to help the student develop written and analytical skills. The student will not only gather information but interpret, organize and present it clearly and understandably. Whatever style of analysis is undertaken with the approval of the faculty advisor, the analytical component must conclude with specific practical recommendations related to the matter analyzed.

Documentary Component:

All documentation necessary to demonstrate the fulfillment of all University and work place requirements should be attached to the report. This should include a copy of the original internship proposal as well as any assessment made of student work by student or others, especially if the student was given a formal written evaluation by their internship supervisor. A record of hours worked should be included. Samples of work completed during the internship may be included. A brief entry log of meetings or other communication with supervisors, mentors, advisors, and colleagues relevant to the internship report should be appended. Documentation that the internship supervisor has received a draft copy of the internship report and has had an opportunity to comment should also be attached. The faculty advisor may require other documentation.

ADDITIONAL REQUIREMENTS:

Style Standards

All written work submitted to Lincoln University must conform to the APA style, unless another style is approved by the faculty internship report advisor.

Proprietary Information

Only use the name, or other identifying information, of the business or agency where the internship was completed in the written report with the permission of the internship workplace supervisor. Proprietary information must at all times be respected. In case of any doubt, the student should consult the faculty internship report advisor before any distribution of the report.

Intellectual Property

All references to or use of any published or unpublished work of another person in the internship workplace or from any other professional or other source must be fully attributed. All quotations should be brief, minimal, necessary, and fully attributed. Reports will not be accepted that fail to meet this professional requirement, and a failing grade may be assigned in cases of plagiarism.

EVALUATION:

This report will be evaluated and graded by the advisor. A grade of **CR or NC only** will be given.

Graduate Internship Advisor List

<i>BA 391 (International Business)</i>	<i>BA 392 (Finance Management and Investments)</i>	<i>BA 393 (General Business)</i>	<i>BA 394 (Human Resources Management)</i>	<i>BA 395 (Management Information Systems)</i>
Dr. Sergey Aityan	Dr. Sergey Aityan	Dr. Sergey Aityan	Dr. Arthur Ashurov	Dr. Sergey Aityan
Dr. Alexander Anokhin	Dr. Marshall Burak	Dr. Alexander Anokhin	Dr. Pete Bogue	Dr. Harpal Dhillon
Dr. Arthur Ashurov	Dr. Aharon Hibshoosh	Dr. Arthur Ashurov	Dr. Marshall Burak	Dr. Walter Kruz
Dr. Pete Bogue	Prof. Albert Loh	Dr. Pete Bogue	Dr. Ken Germann	Dr. Miron Yoffe
Dr. Marshall Burak	Dr. Gary Mingle	Dr. Marshall Burak	Dr. Mike Guerra	
Dr. Harpal Dhillon	Prof. Dan Sevall	Dr. Harpal Dhillon	Dr. William Hess	
Dr. Ken Germann	Dr. Miron Yoffe	Dr. Ken Germann	Dr. Igor Himelfarb	
Dr. Mike Guerra		Dr. Mike Guerra	Dr. Tesfaye Ketsela	
Dr. Aharon Hibshoosh		Dr. William Hess	Dr. Walter Kruz	
Dr. Igor Himelfarb		Dr. Aharon Hibshoosh	Prof. Albert Loh	
Dr. Tesfaye Ketsela		Dr. Igor Himelfarb	Dr. Richard Rachlin	
Dr. William Musgrave		Dr. Tesfaye Ketsela		
Dr. Richard Rachlin		Dr. Walter Kruz		
Dr. Allan Samson		Prof. Albert Loh		
Dr. William Musgrave		Dr. William Musgrave		
Prof. Dan Sevall		Dr. Allan Samson		
Dr. William Hess		Prof. Dan Sevall		
		Dr. Miron Yoffe		

APPENDIX. Program and Institutional Learning Outcomes.

Institutional Learning Outcomes (ILOs)	
<i>DBA Graduates of Lincoln University should be able to:</i>	
1c	Incorporate various modes of thinking, among them: scientific thinking, mathematical thinking, historical thinking, anthropological thinking, economic thinking, and moral thinking.
2c	Operate within alternative systems of thought, recognizing and assessing the needs, with related assumptions, implications, and practical consequences; and being able to communicate results effectively with others in figuring out solutions to complex problems
3c	as exemplary business professionals, minimize the possibility of indirectly harming others by following accepted standards at local, national or international levels; to be able to assess the likelihood and physical and social consequences of any developed product's harm to others.
4c	Integrate collaboration into organizational workflows, create a supportive environment for collaboration and teamwork, and lead by example.
5c	Have perseverance to accomplish a goal despite potential obstacles, use sound judgments to make decisions at a right time, and make timely appropriate changes in thinking, plans, and methods in achieving organizational goals.
6c	Set up realistic goals for the organization, encourage innovative strategies, and convey a clear sense of future direction to employees.
7c	Formulate and arrange ideas, designs, or techniques, and apply them to specific issues and problems. They should be able to apply current research, scholarship and or/techniques in the field.

Program Level Outcomes (PLOs)	
<i>Students graduating our DBA program will be able to:</i>	
1	Demonstrate advanced knowledge and competence in the latest academic theories, concepts, and techniques in the field of business administration.
2	Demonstrate effective research skills including formulation of research problem; integration of previous literature into an appropriate literature review; design of a research study; data analysis; and summary and presentation of results.
3	Create and present advanced forms of oral and written communications, including teaching and advising.
4	Generate, evaluate and assess the ethical obligations and responsibilities of business for the purpose of responsible management.
5	Apply the knowledge from the area of specialization and provide consulting to other business industries or other fields.

Revised: August 28, 2017