



FINANCED INTERNSHIP
TRAINING AT RWU

What is FIT?

Summary

Roger Williams University will continue to sponsor the Financed Internship Training (FIT) project for undergraduate students. This employment-based program will provide a student with income and incorporate meaningful paid employment experiences into her or his academic program. Research has shown that this project will be unique in American higher education. Initially, the project involved a limited number of students and employers, but due to its success, the project has expanded to include an increased number of participants.

To continue the program, the University has dedicated a certain amount of its financial assistance resources to support this project. FIT allows a student, beginning in the sophomore year, to participate in a paid employment program connected to his or her chosen academic discipline. This employment program may involve a faculty and/or staff member and normally will continue for three years until graduation. Continued employment is subject to the student's sustained adherence to the student code of conduct, being otherwise in good academic standing, favorable evaluations by the academic leaders / employer, and continuation of adequate funding.

Read what current FIT Employers and recent FIT Graduates have to say about this program:

“Mentoring FIT interns to run the social networking in our Department has been transformative. The students have learned valuable skills that have gotten them into competitive jobs and internships. And the Department now has an active social networking site!”

Margaret Case, Professor of English Literature; Chair, Department of English Literature & Creative Writing

“The opportunity to work with three groups of FIT interns over the last several years has been invaluable to our department's projects, sense of community, and the success of our interns as they navigate the world beyond RWU. The FIT program provides invaluable experience for students to understand, apply, and market their "soft", transferable skills as well as develop their measurable, tangible "hard" skills. Our FIT interns have mighty resumes as a result, and we have much stronger programming and departmental successes.”

Rene Soto, Associate Professor of Creative Writing

“The FIT program has helped me realize my own strengths, develop a passion, and shown me how the work I do in my major translates to the professional world.”

Nicole Anderson, Class of 2019

“The FIT program truly changed and benefited my college experience. Through this program, I became involved in what was happening around my campus and what I wanted to change or heighten; I was actively participating in bettering the Creative Writing and English Language programs. I was able to find my voice, learn important skills I still use in the work environment, and learn the importance of working with a committed team. If I could do it all over again, I wouldn't think twice.”

Maggie Daubenspeck, Class of 2017



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Student Participation

- ❖ Students must apply to participate and proceed through a selection process
- ❖ Students will participate sophomore through senior years
 - Participation may begin in the summer (after July 1) following the conclusion of freshman year
 - Students may not participate beyond their graduation or enrollment
- ❖ Roles will increase in responsibility, which will be reflected through increased compensation
- ❖ Applications will be reviewed by the department to which students are applying to assure:
 - The student has the skills and capabilities necessary to succeed in the role
 - The student is prepared to commit to three years of employment and is interested in the role for which they are applying
 - The student is interested in and willing to accept and utilize constructive criticism
 - The student is committed to participating in the parallel program
 - The student is able to commit the time required to participate in the program
 - The student must work a minimum of five hours during each week; however, **no more than 20 hours per week during the academic year**

Department/Employer Participation

- ❖ Academic and Administrative Departments will apply for participation, submitting an application for each position
- ❖ Applications will be reviewed by the committee to assure:
 - That the department or employer is prepared to provide consistent and strong mentoring for individual students and is committed to a supervisor's role as mentor and manager
 - There is a clear plan for how the role will progress over the three years while maintaining ties to the student's academic experience
 - The employment role has clear ties to academics and, if not inherently academic, is approved by a faculty member
 - The department or employer will support the student's participation in the parallel program
 - Each department may have no more than two students in each class level
 - The student must work a minimum of five hours during each week; **however, no more than 20 hours per week during the academic year)**



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Program

- ❖ The program began in the 2014-2015 academic year with 20 students across a minimum of 10 departments
- ❖ This program is designed to support a student's development as a professional during his or her participation
- ❖ This program is offered in concert with the workshops provided by the Center for Career & Professional Development. It will also provide additional guidance for students and their development under the premise that the employment they have assumed are professional roles
- ❖ Contact with instructors will serve to introduce students to faculty and staff, other than their academic department and employer, who have an interest in their development and may act as mentor
- ❖ A series of seminars is offered by the Center for Career and Professional Development

Career Planning Seminar (CPS)

Preparedness is key when seeking and obtaining an internship, professional job or graduate school acceptance. By attending this 10-week Career Planning Seminar, students will enhance their understanding of the following:

- Personal Branding Materials
- Job/Internship Search
- Internship Registration
- Networking
- Digital Identity & LinkedIn
- Interview Skills
- Application Process
- Professional Expectations
- Budgeting & Negotiation
- Career Values

CPS is a 0-credit pre-requisite for all students doing a credit bearing internship.

Please contact the Center for Career & Professional Development at 401.254.3224 or careers@rwu.edu.

Application Process

- ❖ Applications from both departments and students will be reviewed by Enrollment Management & Marketing
- ❖ Each selected hiring department will choose the appropriate candidate that meets their department's needs
- ❖ An application schedule for new participants will be set, adhered to and post online