Discussion: What would the ideal internship support system accomplish or provide for the students, the university, the community, and/or others?

> *(Note: This an attempt to capture comments made during the discussion, not an agreed upon set of recommendations.)*

For students
- Provide a practical experience for students that can be advertised to potential students
- Provide room in the curriculum for internships to count toward graduation
- Promote internship opportunities on campus to our students
- NMU/department helps student find community connection for internships
- Students need to know where to look for internships
- Decentralized in order for students to be processed
- Provide an internship posting system with a critical mass of internship opportunities with a predictable schedule so that it's useful for students to look at a specific time (e.g., fall internships are posted during this window of time)
- Provide the opportunities to put internships on transcripts (*Note: This already exists*)
- Ensure that internships have identifiable goals, especially with internships in private sector (depending on the goal, student may need to be paid)

For employers
- Provide employers with an easy, streamlined process that minimizes bureaucracy
- Employers want to talk to someone.
- Connect academic departments and employers to encourage communication.
- Potential employer has to be able to get quickly to the right person and then get the right follow-through, otherwise the employer will leave. Provide a system that documents the follow-through (or reason the follow-through couldn't be delivered)
- Provide internal controls to make sure someone at NMU knows what happens when an employer is referred to someone at NMU.

For university internally
- Document the internships in order to document what is actually happening.
  - Track how alumni are involved in internships, alumni-facilitated internships
  - Document when an internship leads to a job offer
- Students from other universities who intern at NMU could get NMU credits, instead of (or in addition to?) credit at other universities
- Funding to encourage on-campus internships (paid interns go through HR like other employees)
- Provide training for NMU departments regarding on-campus internships, including the difference between student employment & internships
- Promotional value of internships (e.g., our students have internships at Google, Lenovo, other high-profile organizations)
- Provide guidelines for consistency of on-campus internship experiences and how work time counts toward credit hours

In general
- Legal compliance with employment & safety laws