HOW DO I RECRUIT MERAGE SCHOOL MBA INTERNS?

- CONTACT your industry sector account manager to discuss your needs (see below)
- POST opportunities directly online at merage.uci.edu/go/recruit
- REQUEST a resume referral tailored to your specific needs
- SCHEDULE interviews on campus
- CALL us today at 949.824.8464

Traci Diciaula, Associate Director
949.824.6984 | traci.diciaula@uci.edu
Biotech & Healthcare, Entertainment, Hospitality, Media, Retail, Sports/Leisure

Chris Kovitz, Senior Associate Director
949.824.1916 | ckovitz@uci.edu
Commercial & Investment Banking, Investment Management, Insurance, Private Equity, Real Estate, Venture Capital

Sharon Neill, Associate Director
949.824.6385 | sharon.neill@uci.edu
Consulting, Education, Government, Non-Profit, Software & Hardware Technology, Telecom

Lesli White, Associate Director
949.824.3888 | lesli.white@uci.edu
Consumer Products, Energy/Utilities, Logistics, Manufacturing, Transportation

Vickie Chicaul, Administrative Coordinator
949.824.8464 | vchicaul@uci.edu
General Inquiries and Campus Events

CONTACT INFORMATION
MBA Career Center
The Paul Merage School of Business
MPA 201
Irvine, CA 92697-3130
Tel: 949.824.8464
recruiting@merage.uci.edu
merage.uci.edu/go/recruit
WHAT IS AN MBA INTERNSHIP?

- a full-time summer job
- a part-time job during the school year
- a project (short or long)
- a training program for future employees

HOW DO MBA INTERNSHIPS DIFFER FROM UNDERGRADUATE INTERNSHIPS?

One important difference between an undergraduate internship and one requiring an MBA is the level of performance expected by employers. Merage School MBAs average five years of work experience and have completed a year of graduate-level study in leading edge business practices. They bring a high level of knowledge, life experience, and skill to their work. MBA interns are resourceful – they ask questions, identify crucial issues, and solve problems. They complete projects with a minimum of training or direction.

WHAT ARE THE SALARY EXPECTATIONS OF AN MBA INTERN?

The average pay for Merage School MBAs has been approximately $26.00 per hour. Salaries have ranged from $18-$50 per hour depending on the intern’s experience and the project requirements. The employer and the intern negotiate the rate of pay together.

HOW DO EMPLOYERS BENEFIT FROM HIRING AN MBA INTERN?

- Access to professionals with updated skills and knowledge to perform projects that you may not have the staff or time to complete.
- Identify and groom top MBA talent for future full-time recruitment needs.
- Raise the company’s profile among MBA candidates, the University, and the business community.

DO STUDENTS RECEIVE COURSE CREDIT FOR AN INTERNSHIP? CAN INTERNSHIPS BE NON-PAID?

Internships are an optional component of the MBA experience and course credit is not required. Students may earn academic credit through directed research if approved by a faculty member. Recent Federal and State Advisories regarding the Fair Labor Standards Act (FLSA) suggest that the level of skill and contribution that MBA interns provide to for-profit organizations may require them to be compensated for their work. For further details, check with your Human Resources department or visit dol.gov/whd/regs/compliance/whdfs71.htm.

The following six criteria must be applied when making this determination:

1. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
2. The internship experience is for the benefit of the intern;
3. The intern does not displace regular employees, but works under close supervision of existing staff;
4. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
5. The intern is not necessarily entitled to a job at the conclusion of the internship; and
6. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

WHEN SHOULD I START RECRUITING SUMMER INTERNS?

The Merage School MBA Career Center welcomes internship opportunities throughout the year. However, most recruitment for summer positions begins in January and continues through May. Students can work full-time during the summer and up to 20 hours per week during the second year of their program. Generally, the earlier the recruitment process starts, the greater the applicant pool.

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CONSULTING – Deloitte Consulting
Assessed issues and directed logistics to streamline on site client interaction. Software defects were evaluated for project teams to ensure accurate interpretations and resolutions for clients according to complex software specifications.

FINANCE – Cisco Systems
Created financial models for retailer and distributor sales plans that included the impact of transacting in US dollars versus local currency for several international locations. The results were used by management for fiscal year spending targets and business model reevaluation.

HUMAN RESOURCES – Amgen
Developed and implemented a leadership summit in which management teams discussed strategy, leadership expectations, and performance management; process improvement recommendations were provided to Operations leadership.

MARKETING – Mattel
Managed marketing and retail presence and participated in the development of P&L’s, Line Lists, and MO’s for several of Mattel’s collector brands.

STRATEGY – Abbott Labs
Researched and identified near billion dollar growth opportunities and recommended to C-level leadership a strategy to increase market shares by 10% in China and India.