

Internship Guide for Employers

What is an internship?

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

How do MBA & undergraduate internships differ?

One important difference is the level of performance expected by employers. Merage School MBAs average 5 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 and they complete projects with minimal training or direction. Undergraduate interns bring a high level of energy and enthusiasm to learning while on the job. They too are studying leading edge business practices but require greater guidance and supervision due to a limited amount of real world business experience.

What are the salary expectations of an intern?

Our MBAs average \$44 per hour with a range of \$25-\$70 per hour depending on experience and the project requirements. Our undergraduates average \$20 per hour with a range of \$16-\$28 depending on their class year and the skills needed. The employer and intern may negotiate the rate of pay together.

How do employers benefit from hiring an MBA intern?

- Access to a vibrant talent pool with updated skills and knowledge to perform projects that you may not have the staff or time to complete.
- Identify and groom top business school talent for future full-time recruitment needs.
- Raise the company's profile among students, 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 our degree programs and course credit is not required. Students may earn academic credit through directed research if the work shows a high level of academic rigor, and it is approved by a faculty member. Federal and State Advisories regarding

the Fair Labor Standards Act (FLSA) suggest that the level of skill and contribution that interns provide often require them to be compensated for their work. For further details, check with your Human Resources department or visit: [dol.gov/agencies/whd/fact-sheets/71-flsa-internships](https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships).

We also adhere to NACE's *Position Statement on Unpaid Internships* available here: [naceweb.org/about-us/advocacy/position-statements/position-statement-us-internships](https://www.naceweb.org/about-us/advocacy/position-statements/position-statement-us-internships).

Apply the following *U.S. Department of Labor* criteria when deciding on unpaid internships:

1. The extent to which the intern and employer clearly understand that there is no expectation of compensation. Any promise of compensation, express or implied, suggests that the intern is an employee—and vice versa.
2. The extent to which the internship provides training that would be similar to that which would be given in an educational environment, including the clinical and other hands-on training provided by educational institutions.
3. The extent to which the internship is tied to the intern's formal education program by integrated coursework or receipt of academic credit.
4. The extent to which the internship accommodates the intern's academic commitments by corresponding to the academic calendar.
5. The extent to which the internship's duration is limited to the period in which the internship provides the intern with beneficial learning.
6. The extent to which the intern's work complements, rather than displaces, the work of paid employees while providing significant educational benefits to the intern.
7. The extent to which the intern and employer understand that the internship is conducted without entitlement to a paid job at the conclusion of the internship.

When should I start recruiting summer interns?

The Merage School 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 beginning with the second year of their program. Generally, the earlier the recruitment process starts, the greater the applicant pool.



Recent Internship Projects

CONSULTING – Deloitte

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

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

MARKETING – Mattel

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

How do I recruit Merage School MBA interns?

- **CONTACT** your program/industry account manager to discuss your needs (see below)
- **POST** opportunities directly online at: merage-uci.12twenty.com/hire
- **REQUEST** a resume referral tailored to your specific needs
- **SCHEDULE** interviews
- **CALL** us today at 949.824.8464

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For MBA opportunities

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For MBA opportunities

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For BA/SMP opportunities

Recent Internship Employers

AECOM	KPMG
AeroVironment	Liberty Mutual Group
Allergan	Life Technologies
Alliance HealthCare	Madiba
Amazon	Mattel
Apple	Mazda
ARRIS	Medtronic
AT&T	Merrill Lynch
Autodesk	Micron Technology
Badger Maps	Microsemi
Beckman Coulter	Microsoft
Blizzard Entertainment	NBC Universal
Broadcom	NetApp
Brocade	Niagara Bottling
Capital Group	Novatel Wireless
Cisco	Oracle
Corelogic	Pacific Dental Services
Cox Automotive	Pacific Life
Dell Software	Parallax Capital
Deloitte	PayPal
Digital Offering	Plantronics
DIRECTV	PWC
Dish Digital	ROTH Capital
Edwards Lifesciences	Samsung
EMC Corporation	Spectrum Brands
Ericsson	Spireon
Ernst & Young	SunPower
Eureka Capital	Taco Bell
Experian	Telogis
Gallup	The Walt Disney Company
Google	T-Mobile
HireRight	Toyota
Holman Capital	Union Bank
Honeywell	VeriFone
Hyundai Capital	Viasat
IBM	Village Capital
Ingram Micro	Warner Brothers
Kareo	Western Digital
Kia	Yahoo!