What is an 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 & 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.

We also adhere to NACE’s Position Statement on Unpaid Internships available here: 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 financial 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&Ls, 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

Chris Kovitz, Senior Associate Director
949.824.1916, ckovitz@uci.edu
For MBA opportunities

Tonie Zhu, Associate Director
949.824.3888, txzhu@uci.edu
For MBA opportunities

Kelly Swanholm, Associate Director
949.824.5954, kelly.swanholm@uci.edu
For BA/SMP opportunities

Recent Internship Employers

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

Career Center
4293 Pereira Drive
SB1, Suite 4600
Irvine, CA 92697-3125
Tel: 949.824.8464
recruiting@merage.uci.edu
merage.uci.edu/recruit