

Defining On-Campus Opportunities: Student Employment, Internships, and Fellowships

Clear distinctions between on-campus student employment, internships, and fellowships ensure consistent terminology, shared definitions, and meaningful opportunities for students. Each role has distinct responsibilities and structures aligned with its purpose. Properly categorizing these opportunities fosters clear expectations and provides students with well-structured, impactful experiences.

Key differences in objectives, supervision, timing, compensation, and recruitment are outlined below.

On-Campus...	Student Employment	Internship/Fellowship
Objective	Support campus operations and provide students with practical work experience.	<p>Internship: Facilitate career exploration and on-the-job learning. Focus on professional development, skill-building, defined learning goals, and integrating theory with practice through regular reflection.</p> <p>Fellowship: Offer selective opportunities for advanced academic development or research, involving specialized projects.</p> <p>Internship/Fellowship: Involve close mentorship/supervision, independent work, and regular reflection. May fulfill an academic requirement.</p>
Responsibilities & Activities	<p>Task-oriented, operational roles (e.g., library assistant, food services, lifeguard).</p> <p>Must not overlap with the responsibilities of interns, fellows, leaders, or volunteers within the department.</p>	<p>Internship: Project-based work related to career interests and academic skills.</p> <p>Fellowship: High-level academic or professional projects focused on research or specialized initiatives.</p> <p>Internship/Fellowship: Must not overlap with the responsibilities of student workers, leaders, or volunteers within the department.</p>
Supervision	Minimal guidance; task-focused with occasional check-ins.	Close supervision and mentorship provided by professional staff or faculty through regular feedback, meetings, and guidance, with a focus on academic or professional growth.
Registration & Reflection	No formal registration or reflection required.	Enrollment in the INP/REXP program is recommended or required. Develop learning goals and engage in the reflective curriculum.
Length & Timing	Flexible, part-time during the semester; up to full-time in summer.	Structured, dates based on academic semester or summer term. Minimum of 8 weeks and 80 hours within one academic term (110 hours for DATA majors).
Compensation	Paid.	Paid (hourly) or unpaid.
Funding/Award Eligibility	Funded by work-study and/or departmental budget. Paid hourly and according to FLSA guidelines. 18-hour work limit applies.	Funded by donors, external grants, work-study and/or departmental budgets. If paid, position is classified in the highest student wage category, paid hourly and according to FLSA guidelines. 18-hour work limit applies.
Recruitment & Advertising	On-campus employment opportunities posted through Handshake.	Internship/fellowship opportunities posted through Handshake.