

**LEHMAN COLLEGE
OF THE
CITY UNIVERSITY OF NEW YORK**

DEPARTMENT OF ACCOUNTING

CURRICULUM CHANGE

1. **Type of change:** Change from Experimental Course to Permanent Course

2. **From:**

Department(s)	Accounting
Career	<input checked="" type="checkbox"/> Undergraduate <input type="checkbox"/> Graduate
Academic Level	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Compensatory <input type="checkbox"/> Developmental <input type="checkbox"/> Remedial
Subject Area	Accounting
Course Prefix & Number	ACC 371
Course Title	Applied Accounting Internship
Description	<p>Supervised internship in an accounting workplace setting, designed to provide students with practical, hands-on experience and develop key competencies</p> <p>NOTE: Students must enroll in credit hours based on the number of internship hours completed in one semester. Those completing up to:</p> <p>40 to 45 internship hours enroll in 1 credit hour; 80 to 90 internship hours enroll in 2 credit hours; 120 to 135 internship hours enroll in 3 credit hours; 160 to 180 internship hours enroll in 4 credit hours; 200 to 225 internship hours enroll in 5 credit hours; 240 to 270 internship hours enroll in 6 credit hours; 280 to 315 internship hours enroll in 7 credit hours; 320 to 359 internship hours enroll in 8 credit hours; 360 to 405 internship hours enroll in 9 credit hours.</p>
Pre/ Co Requisites	Departmental permission
Credits	1 to 9
Hours	3
Liberal Arts	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Course Attribute (e.g. Writing Intensive, WAC, etc)	Remove Experimental Course Attribute

General Education Component	<input checked="" type="checkbox"/> Not Applicable
	<input type="checkbox"/> Required
	<input type="checkbox"/> English Composition
	<input type="checkbox"/> Mathematics
	<input type="checkbox"/> Science
	<input type="checkbox"/> Flexible
	<input type="checkbox"/> World Cultures
	<input type="checkbox"/> US Experience in its Diversity
	<input type="checkbox"/> Creative Expression
	<input type="checkbox"/> Individual and Society
<input type="checkbox"/> Scientific World	

3. To:

Department(s)	Accounting
Career	<input checked="" type="checkbox"/> Undergraduate <input type="checkbox"/> Graduate
Academic Level	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Compensatory <input type="checkbox"/> Developmental <input type="checkbox"/> Remedial
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Pre/ Co Requisites	Departmental permission
Credits	1 to 9
Hours	3
Liberal Arts	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Course Attribute (e.g.	

Writing Intensive, WAC, etc)	
General Education Component	<input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> Required <input type="checkbox"/> English Composition <input type="checkbox"/> Mathematics <input type="checkbox"/> Science <input type="checkbox"/> Flexible <input type="checkbox"/> World Cultures <input type="checkbox"/> US Experience in its Diversity <input type="checkbox"/> Creative Expression <input type="checkbox"/> Individual and Society <input type="checkbox"/> Scientific World

4. Rationale:

Internships are a critical component of professional development, allowing students to explore different career paths, gain valuable work experience, and network with professionals in the field. These experiences significantly enhance a student’s competitiveness in the post-graduate job market.

According to the 2023 Student Survey by the National Association of Colleges and Employers (NACE), over half of the graduating class had participated in internships, although disparities based on gender, race, and socio-economic background persist. Minority and female students are underrepresented in both paid and unpaid internships, and first-generation students are disproportionately less likely to have participated in any internship opportunities. A staggering 25% of first-generation students have never had an internship, compared to 22% of all graduating seniors. These disparities underscore the importance of ensuring equitable access to paid internships, as they greatly increase a student’s likelihood of success after graduation. The data shows that paid interns receive, on average, 1.4 job offers, compared to 0.9 job offers for unpaid interns. Additionally, paid interns earn a median starting salary of \$67,500, whereas those who completed unpaid internships start with a median salary of \$45,000. (Sources: [NACE](#); [Diverse Education](#)).

At the School of Business, less than a quarter of our students have participated in an internship related to their studies before graduation. Recognizing this gap, the School of Business has secured funding from the CUNY Careers and Industry Partnerships to provide **paid embedded internship opportunities** for accounting majors. This initiative aims to create a pipeline of opportunities, particularly with large accounting firms such as the Big 4 (Deloitte, EY, PwC, and KPMG). These internships typically involve full-time (35 hours per week) onsite work for at least 12 weeks, allowing students to gain substantial real-world experience.

In line with these efforts, the department has aligned the Applied Accounting Internship Course with the internship experience. Students completing internships will earn credit hours according to the number of hours worked- such as:

- **80 to 90 hours:** 2 credit hours
- **120 to 135 hours:** 3 credit hours
- **240 to 270 hours:** 6 credit hours
- **360 to 405 hours:** 9 credit hours

This aligns with the New York State Dept of Education guideline of **40 to 45 internship hours per credit hour**, ensuring that students are compensated academically for the time invested in their professional development. The **45 hours per credit** standard for internships also aligns with best practices set by the **National Association of Colleges and Employers (NACE)**. NACE emphasizes that internships should provide structured, meaningful experiences that allow students to apply classroom learning in real-world settings. This standard ensures that students spend adequate time developing valuable skills and gaining professional exposure.

Using 45 hours per credit helps create high-quality internships that prepare students for the workforce, aligning with national expectations for experiential learning.

- NACE Internship Best Practices: <https://www.naceweb.org/talent-acquisition/internships/>
- NACE Resources on Internships: <https://www.naceweb.org> This standard ensures our students receive a comprehensive internship experience while earning academic credit.

This course may be repeatable for up to 9 credits, providing students with opportunities to explore diverse career options. For example, a student earning three credits in Fall 2025 for an internship may repeat this course in the Summer 2026 for up to three additional credits through a second internship. This allows students to use internships to test their interest in and aptitude for different career areas, enabling them to determine which professional career path best matches their interests and skills.

The faculty overseeing this course will be crucial in supporting and monitoring students' progress. They will serve as liaisons between employers and the department, facilitating valuable feedback on curriculum and identifying potential gaps in student competencies. This engagement ensures the ongoing refinement of academic programs to better prepare students for the workforce.

By pairing academic credit with internship experiences, this course incentivizes accounting students to participate in internships, accelerating their degree completion while gaining essential applied learning. This structure promotes long-term success, preparing students for competitive roles in the accounting field after graduation.

5. Learning Outcomes (By the end of the course students will be expected to):

By the end of this course, students will be able to:

1. Communicate effectively in writing and verbally within professional accounting settings.
2. Collaborate in teams to solve practical problems and complete workplace tasks.
3. Apply classroom knowledge to real-world accounting tasks and reflect on its relevance.
4. Demonstrate professionalism through ethical behavior, accountability, and time management.
5. Use accounting software and tools relevant to their internship role and explain their application.
6. Receive and incorporate supervisor feedback to improve performance and adapt to workplace standards.

6. **Date of Departmental Approval:** 2/13/2025