

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

DEPARTMENT OF MANAGEMENT AND BUSINESS INNOVATION

CURRICULUM CHANGE

1. **Type of change:** New Course

2.

Department(s)	Management and Business Innovation
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	Business
Course Prefix & Number	BBA 371
Course Title	Applied Business Internship
Description	<p>Supervised internship in a business 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)	

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. Rationale:

Internships play a pivotal role in professional development, offering students the opportunity to explore career paths, gain hands-on experience, and build valuable industry connections. These experiences significantly enhance a student’s competitiveness in the job market after graduation.

According to the 2023 Student Survey by the National Association of Colleges and Employers (NACE), over half of graduating students participated in internships. However, disparities persist based on gender, race, and socio-economic background. Minority and female students remain underrepresented in both paid and unpaid internships, and first-generation students are disproportionately less likely to have internship experience. Notably, 25% of first-generation students have never had an internship, compared to 22% of all graduating seniors. These gaps highlight the urgent need for equitable access to paid internships, which substantially improve post-graduation employment outcomes. Data shows that paid interns receive, on average, 1.4 job offers—compared to 0.9 for unpaid interns—and command a median starting salary of \$67,500, versus \$45,000 for those who completed unpaid internships. (Sources: NACE; Diverse Education).

At the School of Business, fewer than 25% of students have participated in an internship related to their studies before graduation. To bridge this gap, and with support from the CUNY Office of Careers and Industry Partnerships, the School of Business is expanding partnerships with employers to develop paid, embedded internship opportunities for business majors. For example, beginning Spring 2025, Lincoln Hospital will offer five paid, on-site internships for business students, requiring 20 hours per week for at least 15 weeks. Furthermore, Lincoln Hospital has committed to making ten internship positions available to Lehman business students each semester.

To complement these efforts, the MBI Department has aligned the Applied Business Internship Course with internship experiences, ensuring that students earn academic credit for their professional development and experience. Following the New York State Department of Education and NACE guidelines, students will receive one academic credit for every 45 hours of internship work. This structure ensures that internships provide

meaningful, structured experiences where students can apply classroom learning in real-world settings. By adhering to these national best practices, we help students develop the critical skills and professional exposure needed to succeed in today's job market.

NACE Internship Best Practices: <https://www.nacweb.org/talent-acquisition/internships/>

NACE Resources on Internships: <https://www.nacweb.org>

This course may be repeatable for up to 9 credits, providing students 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.

Faculty overseeing the Applied Business Internship Course will play a vital role in monitoring student progress, acting as a bridge between employers and the department. Their engagement will provide valuable feedback on curriculum alignment and help identify any gaps in student competencies, ensuring that our academic programs continuously evolve to meet workforce demands.

By integrating academic credit with internship experiences, this course incentivizes participation while accelerating degree completion. More importantly, it equips students with the practical skills and industry exposure necessary for competitive roles in business and accounting, setting them up for long-term career success.

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

5. Date of Departmental Approval: 2/13/2025