

## **Missouri S&T Leadership Development Externship Program**

The Missouri S&T Leadership Development Externship Program has been established to provide Missouri S&T students opportunities for leadership learning engagement in the corporate workplace. The externship program functions as a volunteer corporate partner-student "shadowing" opportunity for students to spend from one to five days during their spring break actively learning corporate leadership practices around specific work environment themes.

The theme for the 2010 Missouri S&T Externship Program will focus on the [Global Sullivan Principles](#). Consistent with this theme, the externship program seeks to provide students the opportunity to gain career related experiences regarding a corporation and its role in promoting human rights and respect for others, equal opportunity, cultural diversity, employee personal and professional development, care and responsible management of the environment, ethics development, and service learning. During the on-site visit, sponsors will provide Missouri S&T students with a general introduction to the company and an overview of how their corporation practices the types of corporate responsibility and accountability described in the Global Sullivan Principles. Students will be expected to reflect on and share how the company they visited addresses one or two of the Sullivan principles.

### **Benefits**

Although externships are not for academic credit or pay, the experience will greatly benefit both the students and corporate sponsors. The externship gives the student the ability to refine their career goals while allowing the sponsor to examine the interests, skills, and competencies of participating students.

### **Eligibility**

- Some companies may require that students be US citizens or permanent residents.
- Externs must be enrolled as undergraduate students at Missouri S&T during the Spring 2010 semester.
- All Missouri S&T undergraduate applicants will be considered, but priority will be given to sophomores and juniors.

### **Application Process**

Externship applications will be made available to students during the FA2009 semester. Interested students must apply to the Office of Undergraduate Studies. Students wishing to participate in the SP2010 Externship Program are strongly encouraged to apply by the priority deadline of **December 15, 2009**. However, applications will be accepted after this date on a first-come-first-served basis, assuming appropriate matches are still available. Applicants and companies will be notified of placements in February 2010. All arrival and scheduling details shall be arranged directly between the student and the sponsoring company.

## Student Placement

- The Office of Undergraduate Studies will review each application to determine whether the student meets the program eligibility requirements.
- Reasonable efforts will be made to place students with professionals in their field of interest. The number of students selected to participate will depend on the number and types of corporate sponsors.
- Once a successful student-sponsor match is made, the student will be notified via email and registered for the required orientation workshop. Orientation will be held during the spring semester.
- **The Externship Program represents a leadership learning experience; it is not equivalent to the traditional internship, nor does it imply "favored" status or otherwise impact eligibility for talent acquisition or employment by company hosts.**

## Student Roles/Responsibilities

- Students must be available 1-5 days any time during Spring Break (March 29-April 2) and be able to secure their own lodging accommodations for and travel to the host site.
- Students must participate in a program orientation workshop hosted by the Office of Undergraduate Studies in March 2010. The orientation program will provide an overview of the Global Sullivan Principles, the purpose of the program, the externship process, on-site assignments, and reflection report requirements.
- Students may be required to participate in additional orientation/training at the host corporation.
- Students must abide by the requirements of the host corporation.
- Participating students will reflect on their experience and prepare a 2-3 page report that is consistent with the program theme. The reflection report should demonstrate what the student learned/gained from the experience and describe how the sponsoring corporation practices the types of corporate responsibility and accountability described by the Global Sullivan principles.
- The Office of Undergraduate Studies will conduct a Reflection Seminar before the end of the spring semester. Externs are required to attend the closing seminar and give an oral presentation reflecting on their externship experience.

## Company Roles/Responsibilities

- Companies will commit to sponsoring their desired number of students for a period of 1-5 days.
- Schedule of programming is at the company's discretion, but should provide a general overview of the company's operations and insight into the company's unique take on the themes of corporate responsibility and accountability described in the Global Sullivan Principles.
- Companies may expand the availability of their site visit by funding additional travel expenses if desired.

<http://ugs.mst.edu/externship.html>

<http://www.thesullivanfoundation.org/gsp/principles/gsp/default.asp>