



IN395 LEADING ACROSS CULTURES: INTERNSHIP SEMINAR
IES Abroad Virtual Internships Program

DESCRIPTION:

Students approved for an internship are assigned to an organization, where they fulfil a minimum of two days per week during the semester. Placements are with local, national, and international organizations. Attendance is compulsory at the related internship seminar, which will be held virtually on a weekly basis throughout the semester. The internship seminar provides the cultural context for the internship placement by examining cultural and social issues in and outside the virtual workplace and in the virtual host location. In addition, the seminar will focus on the concept of global citizenship and how the United Nation's Sustainable Development Goals can provide a prism through which to explore and compare contemporary challenges in virtual host locations and home locations.

CREDITS: 3 credits

CONTACT HOURS: 15 hours of online coursework

LANGUAGE OF INSTRUCTION: English

PREREQUISITES: None

ADDITIONAL COST: None

METHOD OF PRESENTATION:

Weekly synchronous online seminars that will provide a robust learning environment with active discussions of internship experiences, seminar topics, and related assigned tasks and readings.

REQUIRED WORK AND FORM OF ASSESSMENT:

- Supervisor Evaluation - 50%
- Participation - 15%
- Weekly Journal/Reflection - 15%
- Final Analytical Paper - 20%

Supervisor Evaluation

Interns will be evaluated by their placement supervisor on their contribution and performance throughout the duration of their virtual internship placement.

Participation

Interns will be expected to engage with virtual seminar resources, assigned tasks, and class discussions. Interns will be required to lead discussions or brief the class on a specific assigned topic or reading. Interns will also be encouraged to keep up to date with contemporary news stories and issues in their virtual host location during the semester. Full assignment briefs to be provided in class.

Weekly Journal/Reflection

Weekly journal entries will track interns' learning and development at virtual placement, as well as reflecting on wider seminar topics and discussions. Each reflection should be approx. 500 to 700 words in length. Full assignment brief to be provided in class.

Final Analytical Paper

The final analytical paper is an opportunity for interns to evaluate their overall internship experience, as well as their personal development over the course of the semester – with a particular focus on the concept of global citizenship. The paper should be 5-6 type-written pages, double spaced. Full assignment brief to be provided in class.

LEARNING OUTCOMES:

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

- Understand a contemporary frame of reference for their virtual host location to enhance their internship experience
- Reflect on, analyse, and share their virtual internship experiences
- Compare their virtual host location and home location work cultures and wider societal differences based on their own research and experiences
- Enhance their global citizenship – with a special focus on encouraging proactive engagement with the United Nation’s Sustainable Development Goals (UN SDGs)
- Strengthen their skills and competencies in the areas of communication, cultural understanding, and career awareness

ATTENDANCE POLICY:

Regular attendance in the internship seminar is mandatory. For every absence, 3 percentage points will be deducted from the final grade. More than 4 absences will result in an administrative review that may lead to a failing grade, inability to continue with the internship placement, and/or dismissal from the program. Attendance at the last seminar meeting is critical to helping you translate your internship experience into your job search preparation. Students who miss the final seminar meeting will receive a failing grade for the course.

CONTENT:

Week	Content	Assignments
Week 1	<ul style="list-style-type: none"> • Individual introductions, internship placements overview, and expectations • Overview of internship seminar objectives and required assignments 	<ul style="list-style-type: none"> • Readings on work culture in virtual host locations <ul style="list-style-type: none"> ○ For example, an overview of Irish business culture at www.businessculture.org/northern-europe/ireland/ • Week 1 Journal due (deadline TBA)
Week 2	<ul style="list-style-type: none"> • Instructor-led profile of host locations <ul style="list-style-type: none"> ○ Brief overview of city and country demographics, economy, society, issues in the news etc. • Intern-led discussion of host location work cultures and Week 1 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned readings on concept of Global Citizenship and the related United Nations Sustainable Development Goals (UN SDGs) <ul style="list-style-type: none"> ○ “What is global citizenship?” at https://www.weforum.org/agenda/2017/11/what-is-global-citizenship/ ○ The UN Sustainable Development Agenda and SDGs at https://www.un.org/sustainable-development/development-agenda/ • Week 2 Journal due (deadline TBA)

Week	Content	Assignments
Week 3	<ul style="list-style-type: none"> • Intern-led discussion on the concept of global citizenship <ul style="list-style-type: none"> ○ Including a general discussion of the UN SDGs and their relevance both for developing countries and for developed countries, including virtual host locations and the United States • Intern-led discussion of Week 2 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to SDG 8 (Decent Work and Economic Growth) and the impact of COVID-19 <ul style="list-style-type: none"> ○ Interns will research impact of COVID-19 on the sector/industry they are interning in – including reaching out to host placement contacts ○ Impact of COVID-19 on wider global economy and SDG 8 at https://www.un.org/sustainable-development/economic-growth/ ○ Ireland: “The impact of Covid-19 restrictions on workers: Who is most exposed?” at https://www.ucc.ie/en/media/projectsandcentres/srerc/Covid-19_FC_JD_GR.pdf • Week 3 Journal due (deadline TBA)
Week 4	<ul style="list-style-type: none"> • Intern-led discussion of impact of COVID-19 on the sector/industry they are interning in and on wider economy and society in host location <ul style="list-style-type: none"> ○ The unequal economic impact of COVID-19 on different groups in society ○ The implications, benefits, and drawbacks of increasing phenomenon of working from home • Intern-led discussion of week 3 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to SDG 5 (Gender Equality) <ul style="list-style-type: none"> ○ General information at https://www.un.org/sustainable-development/gender-equality/ ○ Interns will research gender equality challenges in their virtual host location – and compare with United States ○ See Country Reports in the 2020 Global Gender Gap Report at http://www3.weforum.org/docs/WEF_GGGR_2020.pdf ○ Reach out to host placement contacts for insights • Week 4 Journal due (deadline TBA)

Week	Content	Assignments
Week 5	<ul style="list-style-type: none"> • Intern-led discussion on the issue of gender equality <ul style="list-style-type: none"> ○ The reasons for and consequences of persistent gender inequalities in the workplace (and in wider society) – including comparisons between virtual host location, the United States, and the wider world ○ Potential policies to reduce gender inequalities and ongoing challenges • Intern-led discussion of week 4 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to SDG 10 (Reducing Inequalities) – with a focus on the impact of place of birth and race on life experiences <ul style="list-style-type: none"> ○ General readings at https://www.un.org/sustainable-development/gender-equality/ ○ Interns will research inward migration and racism challenges in their virtual host location – and compare with United States <ul style="list-style-type: none"> ▪ See country-specific data in Integration of immigrants in the European Union (See Moodle) ▪ See <i>Being Black in the EU</i> (See Moodle) ▪ Reach out to host placement contacts for insights • Week 5 Journal due (deadline TBA)
Week 6	<ul style="list-style-type: none"> • Instructor-led discussion on case study of changing demographics in Ireland <ul style="list-style-type: none"> ○ Impact of inward migration to Ireland, experiences of migrants, attitudes of Irish-born citizens ○ Impact of Black Lives Matter movement on Ireland ○ Intern input on their research findings, the US experience, and challenges in the wider world • Intern-led discussion of week 5 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to how the SDGs relate to sexual orientation, and gender identity <ul style="list-style-type: none"> ○ General reading: “The Sustainable Development Goals and LGBT Inclusion” at https://www.stonewall.org.uk/system/files/sdg-guide.pdf ○ Interns will research LGBTQI challenges in their virtual host location <ul style="list-style-type: none"> ▪ See country-specific data in ILGA-Europe Rainbow Map and Index 2020 at https://www.ilg-europe.org/rainboweurope/2020 ▪ Reach out to host placement contacts for insights • Week 6 Journal due (deadline TBA)

Week	Content	Assignments
Week 7	<ul style="list-style-type: none"> • Instructor-led discussion on case study of LGBTQI-related issues in Ireland <ul style="list-style-type: none"> ○ Recent social and legal changes for LGBTQI citizens ○ Ongoing challenges for LGBTQI citizens ○ Intern input on their research findings, the US experience, and challenges in the wider world • Intern-led discussion of week 6 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to SDG 11 (Sustainable Cities and Communities) – with a focus on sustainable housing and transport <ul style="list-style-type: none"> ○ Interns will research both housing (including homelessness) and transport challenges in their virtual host city – and compare with their home city ○ General: The 15 minute city concept: “Welcome to the 15-minute city”, Financial Times, July 17, 2020 ○ Ireland: “Permanent affordability must be engineered into State’s housing system, NESC says”, The Irish Times, November 11, 2020 ○ Reach out to host placement contacts for insights • Week 7 Journal due (deadline TBA)
Week 8	<ul style="list-style-type: none"> • Intern-led discussion on the issue of sustainable housing and transport <ul style="list-style-type: none"> ○ The housing (and homelessness) and transport challenges facing younger people in virtual host location versus intern’s home location ○ Potential solutions and the concept of the 15-minute city • Intern-led discussion of week 7 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to SDG 12 (Responsible Consumption and Production) – with a focus on waste and recycling <ul style="list-style-type: none"> ○ Interns will research both waste and recycling challenges in their virtual host city – and compare with their home city ○ Ireland: Ireland’s Waste Story at http://www.epa.ie/nationalwaste/statistics/irelandswastestory/ ○ Reach out to host placement contacts for insights • Week 8 Journal due (deadline TBA)
Week 9	<ul style="list-style-type: none"> • Intern-led discussion on the issue of responsible consumption, waste and recycling <ul style="list-style-type: none"> ○ General waste and recycling challenges in virtual host location versus intern’s home location ○ Why it matters, potential solutions, and our role in addressing the challenges • Intern-led discussion of week 8 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to SDG 13 (Climate Action) <ul style="list-style-type: none"> ○ Interns will research efforts to combat climate change in their virtual host location versus their home location ○ Country reports in the Climate Change Performance Index at https://www.climate-change-performance-index.org/ ○ Reach out to host placement contacts for insights • Week 9 Journal due (deadline TBA)

Week	Content	Assignments
Week 10	<ul style="list-style-type: none"> • Intern-led discussion on the Climate Emergency and Climate Action <ul style="list-style-type: none"> ○ Attitudes, policies, actions in the virtual host location versus intern’s home location ○ Our role in addressing the challenges • Intern-led discussion of week 9 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will be assigned tasks and readings related to overall progress in meeting the UN SDGs <ul style="list-style-type: none"> ○ Interns will research the prominence the UN SDGs are given in public policy and among the general public in virtual host versus home locations ○ The Sustainable Development Goals Report 2020 at https://unstats.un.org/sdgs/report/2020/ ○ The Lazy Person’s Guide to Saving the World at https://www.un.org/sustainabledevelopment/takeaction/ ○ Reach out to host placement contacts for insights • Week 10 Journal due (deadline TBA)
Week 11	<ul style="list-style-type: none"> • Intern-led discussion on the role of the UN SDGs in public policy in their virtual host versus home locations <ul style="list-style-type: none"> ○ National SDG plans of action? ○ How informed are people about the SDGs? ○ Current progress in meeting SDGs ○ Your role • Intern-led discussion of week 10 internship experiences and cultural observations 	<ul style="list-style-type: none"> • Interns will complete their final analytical paper <ul style="list-style-type: none"> ○ Details and deadline TBA
Week 12	<ul style="list-style-type: none"> • Final meeting and discussion on <ul style="list-style-type: none"> ○ What interns believe they have gained from both the internship placement and the internship seminar ○ How interns plan to remain engaged with the concept of global citizenship 	

REQUIRED READINGS:

- See indicative assigned readings in Seminar Content section above

RECOMMENDED READINGS:

- D’abate, C.P., Youndt, M.A. and Wenzel, K.E., 2009. Making the most of an internship: An empirical study of internship satisfaction. *Academy of Management Learning & Education*, 8(4), pp.527-539.
- Early, P. Christopher and Elaine Mosakowski. Best Practice: Cultural Intelligence in Harvard Business Review: 139-146, 2004.
- Fedorko, J., 2006. *The intern files: How to get, keep, and make the most of your internship*. Simon and Schuster.

- Kishino, H. and Takahashi, T., 2019. Global citizenship development: Effects of study abroad and other factors. *Journal of International Students*, 9(2), pp.535-559.
- Mendez, Deirdre. Cultural Analysis Toolkit: Navigating International Business Culture, The University of Texas at Austin CIBER: 3-44. 2013.
- Schneider, Susan C. & Barsoux, Jean- Louis. Culture and organization. In Managing Across Cultures: 77-91. Harlow: Prentice Hall Europe, 2002.
- Sherman, P., Cofield, B. and Connolly, N., 2020. "The Impact of Short-term Study Abroad on Global Citizenship Identity and Engagement". *Journal of Global Citizenship & Equity Education*, 7(1).