HRM Fellowship Program for Employers

Overview
The HRM Fellowship Program provides high-potential HRM majors with structured, multi-term internships. Employers typically provide the student with a one-term internship for three consecutive years. These internships may occur in any academic term. Employers determine the structure of the internships. NAU and the employer jointly decide on which students are offered the fellowship. The internships are paid and the employer determines the amount of compensation.

Structure
The employer decides on the structure of the internship sequence. Options include, but are not limited to:

- Rotation among different brands within a company
- Rotation among different departments within a single brand of a company
- In-depth, multi-semester experience within a single department at one specific location or at various locations within a company

NAU provides a course plan that allows the student to complete their degree program within 4 years. Keep in mind this may involve additional online and/or summer courses for participating students.

Selection Process
Students apply for consideration and HRM determines which students are eligible. The applicant must have 2-3 academic years before graduation and at least a 3.0 GPA. Each applicant submits a completed application, a resume and a faculty reference, along with a one page essay. The HRM committee will verify eligibility, screen the applicant and check their reference. Employers then have the opportunity to interview those eligible students & make the final selection for their fellows.

What HRM asks of the Employer

The minimum requirements to be fulfilled by the First Term Fellow will be similar to the one semester internship…

- Complete employer’s intern/new employee program – orientation, manual, handbook, classes, training, etc.
- A term project as defined by the participating employer
- Mentorship with designated person within employer organization

Second Term Fellow Requirements…

- A term project as defined by the participating employer
- Mentorship with designated person within employer organization
- Exposure to and learning in cross-training

Third Term Fellow Requirements…

- A term project as defined by employer
• Continued Mentorship
• Exposure and learning in supervisory/management responsibilities

Opt-out Process

• For Employer - state in writing why the Fellow is being let go and submit to Fellow coordinator
• For Fellow student – state in writing why Fellow will no longer participate and submit to Fellow coordinator
• For NAU – HRM notifies Fellow student no longer meets minimum eligibility requirements

For more information, please contact:

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