



FLINN SCHOLARS

# Professional-Leadership Internship Program



## About the Flinn Scholarship

**I**N THE SPRING OF 1986, the first 20 recipients of the Flinn Scholarship were named. Today, the Arizona high-school seniors who are selected each spring are as talented and accomplished as any cohort in the nation.

**Of more than 750 applicants, fewer than 3 percent will become Flinn Scholars**, each declining admission at universities such as Stanford, Harvard, and MIT in favor of enrollment as Flinn Scholars at ASU, NAU, or UA. They all receive:

- Support for nearly the entire cost of tuition, fees, room, and board for four years;
- Funding for at least two study-abroad experiences;
- Formal mentorship from university faculty;
- Academic and career-development support from university leaders, Scholars Program staff, alumni Scholars, and business and community leaders.

Investing in Flinn Scholars is key to fulfilling the Flinn Foundation's mission: **To improve the quality of life in Arizona to benefit future generations.** Flinn Scholars strengthen the quality of undergraduate education at Arizona's universities. They are future leaders in their professional fields. And they are future leaders in Arizona.



## Professional-Leadership Internship Program for Flinn Scholars

The Flinn Foundation has developed, with support from community partners, an internship-placement program for current Flinn Scholars to enhance these premier students' undergraduate educations, strengthen their professional networks, and create career opportunities in Arizona.

This internship program encourages Scholars to apply their classroom learning in professional settings outside the university, which research has shown to correlate strongly with future workplace engagement and wellbeing.

Specifically, this program places Scholars in firms and organizations willing to give them challenging, project-based assignments and also provide them opportunity to engage with key organization leaders. Through their internships, Scholars' skills develop further and their professional networks in Arizona broaden substantially.

## Highlights from Previous Internship Hosts

The Professional-Leadership Internship Program is a new initiative for the Flinn Scholars Program. During and after the 2015 pilot, Flinn staff received highly encouraging feedback from internship hosts. While most participating organizations knew of the Flinn Scholars Program, few had close interactions with Scholars prior to these experiences. And all reported a high level of satisfaction with their interns' talents and contributions. Below are some comments from internship hosts:

*"Having Flinn Scholars work with us for the summer was a wonderful experience. They were full of energy, engaged in all that was happening, and not only accomplished the projects they were assigned but ended up teaching us a lot in the process, especially related to recruiting young and exceptional talent."*

— MARTHA BRUMFIELD, PRESIDENT & CEO,  
CRITICAL PATH INSTITUTE

*"This was an absolutely wonderful experience for BASIS.ed. [Our Scholar] is obviously bright, but her ability to provide thoughtful and creative solutions to complex problems has been invaluable. Her 'outsider' perspective combined with her theoretical knowledge and problem-solving skills really helped us to work through some problems and also learn how to improve our process. It is likely that we learned as much, if not more, from her than she learned from us."*

— LESLIE PEARLMAN, DIRECTOR OF ASSESSMENT SYSTEMS,  
PSYCHOMETRICIAN, BASIS.ED

*"We were blown away by the capabilities of the Flinn Scholar we were fortunate to have intern with us. His capabilities far exceeded our expectations and we not only had to find more engaging projects to put him on but we also hired him after the internship. This was an incredible experience for our company and we look forward to participating again!"*

— RUSS YELTON, CEO,  
PINNACLE TRANSPLANT TECHNOLOGIES

Additional feedback from the Summer 2015 cycle:

- 100% of the internship supervisors would hire their Scholar intern if in a position to do so.
- 100% of the internship supervisors would like to host another Flinn Scholar intern in a future cycle of the program.

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**"Our community-minded Flinn Scholars come from a multitude of backgrounds, have diversified interests, and are eager to get involved in team efforts to make a difference."**

**Jack B. Jewett**

PRESIDENT & CEO,  
FLINN FOUNDATION



## Logistics

**Timing:** Scholars are encouraged to participate in the program during their third year of undergraduate studies, or in the summer preceding or following.

**Placement & Interviews:** Flinn staff facilitate the initial conversations between internship hosts and individual Flinn Scholars. Before Flinn staff can identify candidates for the internship hosts to interview, hosts are asked to submit the following information:

- Identification of an experienced internship supervisor within the organization;
- A brief summary of at least one project-based assignment;
- A description of how a Scholar intern would be exposed to leaders within the organization (e.g., attending board meetings, joining conference calls, staffing meetings);
- Identification of a work space and security access, if required, during his/her time at the organization.

Once candidates are introduced, internship hosts are asked to conduct interviews as they would for other interns or employees and to communicate regularly with the candidate(s) throughout the interview process. Assuming the right fit, internship hosts select a Scholar intern.

**Requirements:** Once an internship host has selected a Scholar intern, Flinn staff request the following action from the internship supervisor:

- Completion of an internship agreement outlining the responsibilities of the Scholar intern and setting expectations for both the host and the intern. (A sample agreement will be provided by Flinn staff.)

At the conclusion of the internship experience, Flinn staff request the following actions from the internship supervisor:

- Host the Scholar intern's capstone presentation, which provides him/her the opportunity to showcase the project(s) completed and skills honed to Flinn staff, internship supervisors, and other organizational leadership, if applicable.
- Complete a survey evaluation developed by Flinn staff. This survey will gather feedback on the internship experience, the performance of the Scholar intern, and any suggestions for potential improvement of the program.
- Complete the "Internship Hours Confirmation" form, provided by Flinn staff to confirm the total number of internship hours completed.

**Oversight:** Flinn staff are available for support and to facilitate communication and monitor quality and impact during the internship. Additionally, Flinn staff will complete a midpoint check-in with both the internship host and Scholar intern to assess satisfaction with the experience and address any potential concerns.

**Funding for Interns:** The Flinn Foundation provides scholarship grants to interns when internship hosts are unable to provide compensation. The amount of funding Scholars can receive from the Foundation is based on the number of hours worked, with a cap of \$5,000. In order for a Scholar to be eligible for a scholarship grant, he or she must:

- Complete a minimum of 125 hours of work during the internship;
- Intern in a professional field or setting relevant to his or her career development;
- Be involved in projects and responsibilities that complement his or her academic studies and foster professional and leadership skills.

## Internship Cycles

### Spring internships (January—Early May)

Prospective internship host submits statement of interest in participating, including description of potential projects, by: **OCTOBER 1**

### Summer internships (Late May—Early August)

Prospective internship host submits statement of interest in participating, including description of potential projects, by: **MARCH 1**

### Fall internships (Late August—December)

Prospective internship host submits statement of interest in participating, including description of potential projects, by: **JUNE 1**

*Please note: If one of these dates falls on a weekend, the deadline will be the following Monday.*

## Contact Information

Statements of interest and questions about the program should be directed to Ruben Aguirre, Flinn Scholars Program Manager, at [raguirre@flinn.org](mailto:raguirre@flinn.org) or **602-744-6835**. Additional information about the Scholars Program is available at [www.flinnscholars.org](http://www.flinnscholars.org).



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