

Rackham Doctoral Intern Fellowship Program Student Identified Internship Selection Criteria

Selection Criteria

This rubric is intended to clarify how the Rackham Doctoral Intern Fellowships Program (RDIFP) team reviews and selects students for funding on the student-identified internships track. We do **not** evaluate based on the types and amounts of funding requested by students. Instead, we review based on the following criteria.

What type of support is the student seeking?

- Full fellowship (Fall/Winter) or full stipend (Spring/Summer) for unpaid internships
- Partial stipend (for paid internships offering less than a standard Rackham stipend)
- Tuition (Fall/Winter only)
- Relocation

Checklist Criteria

1. The student has received RDIFP funding in the past.

- Yes
- No

If yes, the student is not eligible for RDIF funding.

2. If within a post-secondary academic institution (in other words, a university or college), the proposed internship is not a position that would otherwise be supported as a research or teaching appointment.

- Yes
- No

If yes, the student is eligible for funding.

3. The organization has more than one paid, full time staff member (i.e., not a volunteer run organization).

- Yes
- No

If no, the student is not eligible for funding.

4. The internship is distinct from the student's dissertation or if connected, not replicating research experience or research outcomes that would be otherwise achieved through the requirements of completing their dissertation research, a research appointment or research fellowship.

- Yes
- No

If no, the student is not eligible for funding.

5. The student's faculty mentor does not have an existing collaboration or financial conflict of interest with the internship host.

- Yes
- No

If no, the student is not eligible for funding.

6. Faculty mentor or departmental approval for the student to participate in the internship has been received.

- Yes
- No

If no, the student is not eligible for funding.

To what degree does the proposed internship meet the following criteria:

Criteria	Weak (1)	Moderate (2)	Strong (3)	Comments
provides evidence of substantive opportunities to broaden and extend beyond the student's academic experience and research				
offers significant opportunities for developing career readiness skills, including collaboration, communication to multiple audiences, leadership, management, and/or policy				
enables the student to access new professional networks and mentorship and expands their knowledge of potential employers that suit their career horizons				

To what degree does the student’s narrative of their professional goals meet the following criteria?

Criteria	Weak (1)	Moderate (2)	Strong (3)	Comments
articulates how the organization and internship project align with their professional and scholarly interests, broadly considered				
describes how working in this particular field will enable them to work toward specific professional goals and skills, such as : collaboration, quantitative literacy, communication, intellectual self-confidence, and digital literacy				

Student Resume

Criteria	Weak (1)	Moderate (2)	Strong (3)	Comments
Based on the resume, the student has the skills necessary for overall participation in the proposed internship and RDIFP				

Total points from ratings above: _____

Additional Notes

- Has attended previous professional development programs or workshops (Rackham, department, or elsewhere)
- Has previously completed an internship outside of Rackham's program
- The organization indicated they can contribute to the student's stipend

Please add any additional comments on your overall impression of the internship proposal from this student: