COURSE: ARCH-489/400, 1-3 credits  
CLASS MEETING: to be arranged  
SEMESTER: FALL 2015/SPRING 2016  
FACULTY: Ashley Jennings
This Guide is one component of the CAC.C family of guides:

FOR STUDENTS:
CAC.C Course Guide  
curriculum and academic schedules  
CAC.C Mentor Program Guide  
CAC.C Student Handbook  
student life and non-academic policy

FOR OTHERS:
CAC.C Faculty Handbook  
curriculum, technology, and teaching aids

CAC.C Card Program  
facility and equipment sharing by professionals

Guides are regularly updated at:  
http://www.clemson.edu/caah/architecture/1.2.3.php.

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1.0 PURPOSE

The CAC.C Intern Program provides educational work experiences for undergraduate students. There is a distinction between the undergraduate-level Intern Program (ARCH 489) and the graduate-level Mentor Program (ARCH 889). In the Intern Program, undergraduate students contract directly with the sponsoring firm. In the Mentor Program, students contract to the sponsoring firms through Clemson University.

This Guide supplements the syllabus for ARCH 489 and outlines the basic agreement between participants.

1.1 exclusivity of relation

Students and sponsoring firms agree not to contract with each other, outside of the Intern Program, while the student is enrolled at Clemson University. This respects the significant investment that the CAC.C has made in developing the program and insures both a large pool of students for sponsoring firms and the best educational environment for students.

1.2 contracts

The Intern Program is an educationally intense experience intended for students who already possess basic office skills and who regularly achieve high marks in studio. It includes at least 5 hours work in the office and is intended to center around a close relationship between Mentor and Intern.

In the Intern Program, Interns and Mentors contract directly through the sponsoring firm.

2.0 THE PARTICIPANTS

The Intern Program runs on the efforts of these basic participants:

2.1 Intern

Students at the CAC.C are third- or fourth-year undergraduates majoring in architecture and landscape architecture. They come with a variety of practical experience, from none to several years. Regardless of experience, the primary objective of the Intern Program is to give a student a professional work experience that is educational. Firms who cannot commit to this objective should not participate in this program.

2.2 Sponsor

A respected professional or firm which is capable of fostering the professional education of students.

2.3 Mentor
A distinguished professional within the sponsoring firm who is committed to fostering the professional education of graduate students.

2.4 Advisor A mid- or senior-level professional who oversees the Intern, delivers the educational components, and monitors the satisfaction level of both the sponsoring firm and the Intern.

2.5 Administrative Coordinator The Administrative Coordinator, Miriam Rose, manages the logistics of the Intern Program.

2.6 Professor The Intern Program professor, Ashley Jennings, identifies and pre-qualifies Sponsors and Mentors, matches Interns to the sponsoring firms, manages the participants, and delivers the educational components associated with the University.

3.0 CREDITS + WORKLOAD Depending on the student’s year level, past work experience, and course load, a maximum time per week will be set by the Professor (subject to the limits in 4.0). The actual amount of time worked, equal to or less than this limit, will be negotiated between the Intern and Sponsor at the initial interview.

3.1 academic credit Undergraduate students will enroll for ARCH 489/400. Credit awarded during the 13 week Intern Program of the regular academic year will be as follows:

1 CR: 5-9 hours/week
2 CR: 10-14 hours/week
3 CR: 15+ hours/week

3.2 IDP credit The Intern Development Program (IDP) of the National Council of Architectural Registration Boards (NCARB) records and structures the practice experience of aspiring architects prior to licensure. Candidates for the architectural exam must have the documented and approved hours of experience of specified types prior to qualifying.

3.2.1 IDP eligibility To be eligible for IDP, a student must meet all of the following conditions:

> Must be enrolled in a pre-professional NAAB/CACB-accredited degree program; and

> Work for a Sponsor that is qualified as an IDP provider.

3.2.2 academic credits and IDP Interns may earn up to 930 hours of experience credit in two experience settings: A (Practice of Architecture, and O (Other Work Settings) through qualifying academic internships that meet IDP standards.

3.2.3 IDP registration Registration in the IDP program must be done by the Intern, the cost of which will be paid by the South Carolina Board of Architectural Examiners. To register, fill out the form at http://www.ncarb.org/Forms/112form.pdf and send to Michelle McLane.

3.3 NAAB criteria The material covered in this course offers students proficiency (at the indicated level of accomplishment) in the following
subject areas (as defined by the National Architectural Accrediting Board (NAAB)):  

**D1 Stakeholders Roles in Architecture:**  
*Understanding of the relationships among key stakeholders in the design process—client, contractor, architect, user groups, local community—and the architect’s role to each stakeholder*

**D3 Business Practices:**  
*Understanding of the basic principles of a firm’s business practices, including financial management and business planning, marketing, organization, and entrepreneurship*

**D5 Professional Conduct:**  
Understanding of the ethical issues involved in the exercise of professional judgment in architectural design and practice and understanding the role of the NCARB Rules of Conduct and the AIA Code of Ethics in defining professional conduct

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**4.0 SCHEDULE**  
Critical dates for the Intern Program are on the CAC.C Master Calendar, available from the CAC.C website:

http://www.clemson.edu/caah/architecture/CAC.C/calendar.html

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**4.1 preparation**  
To apply for the Intern Program (before coming to Charleston), students need to declare their intention to participate in the Intern Program by providing the Student Services Program Coordinator with completed tax forms and EMAILING the following to the Administrative Coordinator:

**INTERN APPLICATION FORM.**

For deadlines, see the CAC.C Master Calendar, available from the CAC.C website (4.0).

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**4.2 workload and Level**  
The Intern Program runs for 13 weeks, starting at the beginning of the semester. Interns may work 5-16 hours per week.  

To arrive at the hours worked:

- The Professor will review prospective Interns’ resumes and portfolios. After this review, the Intern’s Level will be set and a maximum hour-limit per week will be established (to strike an appropriate balance between course load and ability).

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1. **Understanding:** assimilation and comprehension of information. Students can correctly paraphrase or summarize information without necessarily being able to relate it to other material or see its fullest implications.

2. Students who do not provide complete contact information, or who do not maintain contact with the Administrative Coordinator in the months prior to studying in Charleston, will be automatically disqualified from the Intern Program.

3. Clemson University requires that Interns in the Internship program that qualify for the UPIC program earn not less than the amount set by the University. Consequently, the minimum number of hours will be determined by the University.
Then, the Intern and the Advisor will confirm or re-negotiate the Level and agree to a workload within the limit established with the Professor.

Sponsors agree not to allow Interns work more than the agreed upon limit, including office charrettes and other project emergencies.

All Internships will occur between Monday-Friday, and be coordinated with the CAC.C course schedule.

### 4.3 attendance

Timeliness and regular attendance are required. An Intern is expected to report to work as would any other employee: on time, according to schedule, alert, and ready to perform.

#### 4.3.1 make-up work

Sponsors may elect to make alternative work arrangements when an Intern has a school deadline. This must not, however, become habitual. In the event that the Intern needs to miss work, he must:

1. call the Advisor in advance (as early as possible but with at least two days notice);
2. request a change of schedule; and
3. set up a make-up time that will occur within two weeks of the absence.

Not more than three make-up events will be permitted per semester and may result in a lowering of course grade and suspension of the internship opportunity.

#### 4.3.2 grade consequences

Because professional decorum is an essential part of the Intern Program, Advisors will enforce the following policy:

- For every late arrival to work, or for showing up unfit to be productive: the Work Component grade will be lowered by 10%.
- For every unscheduled/unexcused absence (reported to Program Coordinator): the final grade will be lowered by 10%.
- For every re-scheduled/make-up period in excess of three per semester (reported to Program Coordinator): the final grade will be lowered by 10%.

### 5.0 SELECTION PROCESS

The weeks prior to the semester, each prospective Sponsor and Intern will participate in interviews, so that all parties have choice and exposure. Interns who have previously worked for a Sponsor may not continue working for that firm after a semester + regular semester term, without special permission from the Director.

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4 Past experience has shown that, when students continue working in an office where they have been previously employed, the work relationship does not become elevated to the level required for graduate credit. Consequently, an exception will only be granted when both parties exhibit an exceptional commitment. Granting an exception shall be at the sole discretion of the Director.
Sponsors and Interns will submit their ranked choices to the Professor, who will make the final assignments. *Neither Interns nor Sponsors are required to enter into an Internship after the interviews. It is perfectly acceptable to decline participation.*

5.1 intern preparation Interns will receive information from the Professor before interviews begin (see CAC.C Master Calendar, available from the CAC.C website (4.0) for date/time). Prospective Interns will post resumes and portfolios on-line, site to be specified by the Professor. The professor will review and suggest small modifications as necessary. Sponsoring firms will have access to individual posts to facilitate the interview selection process.

Interns will present themselves at the Sponsor interviews professionally dressed, with:

- Resume and portfolio.
- A proposed classification as Level I-V Intern (assigned by the Professor).
- Maximum allowable Internship hours/week (assigned by the Professor).

5.2 interview agenda During this interview, the Advisor and prospective Intern will:

- Establish the expectations and the job description for the Internship.
- Verify or revise the Intern’s classification as Level I-V and verify the established pay scale.
- Establish the number of hours per week to be worked (equal or less than the maximum allowable limit) and set up a proposed schedule.
- Evaluate each other.

CAC.C will attempt to honor Sponsor and student priorities, while also trying to match sensibility and personality.

5.3 interview guidelines Interns are advised to observe the following guidelines during the interview:

PREPARE: Make sure you have the address, phone number, and directions to the interview several days in advance. Make sure you have the required items (5.1). Use the internet, word of mouth, or other means to learn something about the Sponsor before you show up.

MAKE A PROFESSIONAL IMPRESSION: Dress professionally, allowing your self-image to do part of the work for you. Look people in the eye; shake hands when meeting and leaving; remove your hats, fellows, when inside!

BE PROMPT: Arrive at least five minutes early, giving yourself time to relax and collect your thoughts.

STAY ON PURPOSE: Write down your goals for the interview in advance (including the list in 5.2), and check them off as you go. Come up with a list of questions you want to know about the Sponsor and about your potential Intern experience. The
interview should be a two-way exchange, the Intern interviewing the Sponsor as well as the other way around.

BE APPRECIATIVE: Remain mindful that Sponsors are contributing their time to interview you and participate in the Intern Program. Be sure to thank the Sponsor at the conclusion of the interview. If you really want to make a good impression, mail a handwritten thank you note afterwards.

6.0 PROGRAM COMPONENTS

The Intern Program is a work/study opportunity offering pay and credit to undergraduate students.

1 ACADEMIC COMPONENT

The educational component of the Intern Program shall be unpaid and will be broken into two parts:

During the first day of the Internship, the Advisor should spend about an hour to explain the firm’s history, its philosophy of practice, the current projects, and how the Intern’s work will contribute to the office. From this orientation, the Intern should understand his role in the firm. This information should be documented in the journal.

The remainder of the academic component for the Intern Program will occur weekly (see the ARCH 489 syllabus). Students will document their experience in the office as a post in the program journaling site, http://caccinternshipjournals.ning.com/.

2 WORK COMPONENT

Commensurate with skill and experience, the Intern is to be given actual work that will benefit the firm. If the Intern masters the given tasks and works productively at them for a reasonable period, then new tasks of increasing difficulty or of a different nature must be assigned. The Advisor should make sure the Intern grows continually during the experience.

Since students receive credit for the Internship their work will be evaluated by the Professor, who will monitor the course and give the final evaluation.

6.1.2 the academic component

The academic components of the Intern Program are comprised of:

1 JOURNAL

The journal is intended to serve as a record of the intern’s daily experience (see the syllabi for ARCH 489). This Journal will be graded as part of the Program.

2 COMPLETION LETTERS

Upon the completion of the Internship, the Intern will write a thank-you note to the Sponsor, Advisor, and all persons in the Sponsor’s office who have contributed in a significant way to the Intern’s experience. These will be submitted to the Administrative Coordinator in a sealed envelope by the Journal due date.
.3 GRADING
The Professor will, after consultation with the respective Advisor, assign grades for the Office (70%) and Academic (30%) components. Using recent student performance of all Interns, grades will follow these criteria:

A (90-100): Excellence in most areas of evaluation, high competence in others.

B (80-89): High Competence in most areas of evaluation, competence in others.

C (70-79): Fulfilled all requirements with competence.

D (60-69): Less than competent work in one or more areas of evaluation. One or more requirements lacking and/or sub-standard quality.

F (BELOW 59): Substantially incomplete work and/or work of an unsatisfactory quality.

INCOMPLETE: Work left incomplete at the end of the semester due to circumstances beyond the student’s control.

.A JOURNALS
Journals will be evaluated on scope, depth, graphics, and craft.

.B JOURNAL SUBMISSION
Journals submitted after the due date will have their grades lowered by 10%. Journal grades will also be penalized by 5% for late submission of thank-you notes or Sponsor Evaluation Forms.

.C PERFORMANCE
The Intern Program grade will be lowered for poor performance in the office. See 4.3.2.

.D DUE DATE
The review and due dates for the Journal are listed in the syllabi for each course.

6.1.3 completion
At the end of the Internship, the Advisor and Intern will file an evaluation form with the Professor (attached). These will be used to monitor the program and shared with the Intern and Sponsor for their appropriate reflection.

7.0 QUALIFICATIONS + PAY
It is our intention for Interns to be fairly compensated and, at the same time, not make the Intern Program become a free market—meaning, it would be inappropriate for Interns to use the system to increase their pay. Consequently, the Sponsors have set fixed hourly compensation for the following Intern levels:

INTERN I
No or minimum prior office or construction experience and average student skills and accomplishments. This level will always be paid the legal minimum wage.

INTERN II
No or minimum prior office or construction experience and exceptional student skills useful in an office, such as model building or presentation drawings.

INTERN III
More than one summer of office or construction experience or one successful Internship at the CAC.C and exceptional student skills useful in an office.

**INTERN IV** Extensive office or construction experience and competent professional skills.

**INTERN V** Three or more years of office or construction experience and extensive professional skills.

**INTERN VI** Extensive practice experience. A Level VI Intern must have a clear learning objective that is outside his or her existing expertise; the pay scale will be negotiated between the Sponsor, the Intern, and the Professor.

### 7.1 termination
In the event that either the Intern or the Sponsor is dissatisfied with the work relationship, the Advisor, Professor, and Director shall assess the situation and endeavor to facilitate a successful correction. Failing that, the Internship will be promptly terminated. For the success and continuity of the overall Program, individual internships that are not mutually beneficial and cannot be quickly corrected will be promptly suspended.

### 8.0 SPONSORS/MENTORS
Local firms regularly participate in the CAC.C Intern Program, although they may not offer an Intern opportunity every semester. *Students should not contact the sponsoring firms directly.* All communication must occur through the Professor or CAC.C Administrative Coordinator.

#### 8.1 becoming a sponsor
Professionals interested in being a Sponsor or Mentor should contact the Professor Ashley Jennings.

### 9.0 FACULTY+STAFF

#### 9.1 CAC.C director
Ray Huff, Director
Clemson Architecture Center in Charleston
20 Franklin Street
Charleston, SC 29401
T: 843-723-1747 F: 843-723-1847
rhuff@huffgooden.com

#### 9.2 CAC.C administration
Miriam Rose, Administrative Coordinator
Clemson Architecture Center in Charleston
20 Franklin Street
Charleston, SC 29401
miriamr@clemson.edu
9.3 Professor Ashley Jennings, Lecturer
aj architects, llc
538 King Street
Charleston, SC 29403
T: 843-577-7030 F: 843-577-8060
ashley@ajarch.net

9.4 Program Coordinator Regina Foster, Assistant Director of Off Campus Programs
Office of Off-Campus Studies
151 Lee Hall
Clemson, SC 29634-0501
(864) 656-3636
rkomo@clemson.edu

9.5 Student Services Program Coordinator
Michelle McLane, Student Services Program Coordinator
School of Architecture
145 Lee Hall
Clemson University, SC 29634-0503
T: 864-656-3938 F: 864-656-1810
wking@clemson.edu

10 FORMS The following forms are attached:
- Intern Application Form
- Sponsor/Mentor’s Evaluation Form
- Intern’s Evaluation Form

END OF CAC.C INTERN PROGRAM GUIDE
INTERN APPLICATION FORM

Name (level): ________________________________
Undergraduate or Graduate? _____________________

Intern’s prioritized list of Intern preferences, by type (e.g., architect, landscape architect, contractor, urban designer) and/or characteristics (e.g., large firm, within walking distance of CAC, design office, etc.):
1. 
2. 
3. 
4. 
5. 
6.

Interns who know of a Sponsoring firm or company with whom they would like interview may request an interview:
A. 
B. 
C.

Total Intern workload (hours) desired (5-16/week): _________
Desired Intern Level (see Intern Guide; I-V): ________________

GRADUATE STUDENTS ONLY:
>if you could have an Assistantship, which would you prefer (Assistantship/Mentorship)? ____________________________

Email address where you can be reached prior to your Charleston semester: ____________________________
mobile telephone number(s): ____________________________
parent’s telephone number(s): ____________________________

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1 Students who do not provide complete contact information, or who do not maintain contact with the Program Sponsor in the months prior to studying in Charleston, will be automatically disqualified from the Intern Program.
SPONSOR/MENTOR's EVALUATION FORM

CAC.C Clemson Architecture Center-Charleston Intern Program

SPONSOR: ______________________________

ADVISOR: ______________________________

DATE: ______________________________

INTERN: ______________________________

On a scale of 1-10 (with 1 being POOR, 5 being AVERAGE, and 10 being EXCELLENT), please rate the Intern’s performance:

1 --- 2 --- 3 --- 4 --- 5 --- 6 --- 7 --- 8 --- 9 --- 10

ATTITUDE: Intern maintained a positive attitude.

CONTRIBUTION TO OFFICE CULTURE: Intern made a substantial contribution to the office culture.

CONTRIBUTION TO WORK: Intern made a substantial contribution to the firm’s work.

DIRECTION: Intern took directions and corrections appropriately and learned from these suggestions.

DRESS: Intern dressed in appropriate professional attire.

KNOWLEDGE: Intern’s knowledge of practice improved.

SELF-GENERATION: Intern didn’t wait to be told what to do but looked for opportunities to contribute and be helpful.

SKILL: Intern’s practice skills improved.

TIMELINESS: Intern reported to work on time and worked consistently for the duration of the work period.

COMMENTS + SUGGESTIONS:

RECOMMENDATION: I would recommend this Intern to other architects seeking employees.

Please make comments and suggestions to the Intern on the back of this sheet. (Please make comments and suggestions to Charleston Architecture Center on a separate page. Thank you!)
INTERN'S EVALUATION FORM

Clemson Architecture Center
Charleston
Intern Program

__________________________________________
__________________________________________
__________________________________________
__________________________________________

On a scale of 1-10 (with 1 being POOR, 5 being AVERAGE, and 10 being EXCELLENT), please rate the sponsoring firm’s performance:

ADVANCEMENT: Firm consistently advanced me to new skills and knowledge as I mastered previously introduced skills.

DIGNITY: Firm treated me with appropriateness and dignity.

EDUCATIONAL COMPONENT: Firm taught me about its philosophy and methods of practice.

EXPOSURE: I learned about office practice during my Internship.

MENTORSHIP: My Advisor checked regularly to see that I was both learning and contributing to the office.

TRAINING (absolute): Firm introduced me to practice skills and knowledge, and then assigned me work that exercised these.

TRAINING (contingent): Firm introduced me to practice skills and knowledge given the limits of its own workload and related opportunities.

RECOMMENDATION: I would recommend this office to other Interns and young architects seeking employment.

On a scale of 1-10 (with 1 being POOR, 5 being AVERAGE, and 10 being EXCELLENT), please rate your own performance:

INITIATIVE (effort): I applied myself and gave all my attention and effort during my Internship.

PRODUCTION (effectiveness): I was an efficient and effective contributor to the office.

COMMENTS + SUGGESTIONS:

Please make comments and suggestions to Sponsor on the back of this page. (Please make comments and suggestions to Charleston Architecture Center on a separate page. Thank you!)