



**Career  
Center**

This becomes a barrier or disincentive to participating in internships for many students, allowing access to internships only to those who can afford not to work at other jobs. An equitable solution, then, is to offer compensation with your internship. You will increase the number, quality and diversity of applicants in your pool.

**Back to the question – job or internship?**

If you are posting a position that offers sound orientation along with ongoing mentoring by a supervisor in the student's field of study and provides ample learning opportunities, you may have a great internship to offer! Be sure to include these elements in the position description. If you are interested in hiring a student to work independently after some initial orientation and minimal supervision, then you might consider posting your position as a part-time job. If you're still not sure, contact Glenda Henkel, Associate Director for Experiential Learning, at 410-704-2932 or [henkel@towson.edu](mailto:henkel@towson.edu).