

Academic Division Non-Employment Based Opportunities (NEBO)-Eligible Project Examples

[As noted by the Sanctuary Committee](#), in general, projects that are considered eligible for non-employment based opportunities are ones that are conducted primarily for the benefit of the student's own education, professional growth, or training. Please note this list is NOT exhaustive of eligible opportunities, rather the projects listed below showcase funded opportunities in previous Academic Division application cycles that **could** be considered NEBO-eligible. They should serve only as an example of types of projects approved in different divisions, not as an opportunity to continue listed work. Identifying data on projects have been edited out.

Arts & Humanities:

- "Internship with Theater Company" (unpaid, external internship)
- "Novel Manuscript Production" (independent creative project)
- "College Language Immersion Program" (domestic, language immersion program)
- "Summer Dance Intensive at a University" (domestic, external creative program)
- "Senior Thesis Research/Literature Review and Analysis" (work leading to a senior thesis or honors preparation)
- "Furniture Studio Apprenticeship" (unpaid career exploration with a domestic, external organization/individual)

NSE:

- "Medical Assistant at a Clinic" (unpaid career exploration with a domestic, external organization/individual)
- "Internship at Clinical Psychology Organization" (unpaid, external internship)
- "Unpaid REU Research Assistantship" (unpaid research assistant at a domestic, external institution)

Social Science:

- "Anthropology Fieldwork" (independent research project)
- "Archival and Oral History Thesis Research" (work leading to a senior thesis or honors preparation)
- "Museum Education Internship" (unpaid career exploration with a domestic, external organization)
- "Econ Research Assistant at a University" (unpaid research at a domestic, external institution)

Opportunities that are not NEBO-eligible:

Projects/opportunities that are not NEBO-eligible are ones that require students to perform services or research, directly or indirectly, benefiting the College, or any member of the faculty or staff. These opportunities are limited to students with work authorization, as required by law. Some examples of summer work opportunities (not through the Academic Divisions) are listed below.

- Working as a summer Matchbox attendant
- Working as an Admissions summer tour guide
- Working as a McCabe Library summer desk clerk
- Other jobs listed on JobX

Another limitation of opportunities are in lab-based assistantships. Due to the vertical nature of scientific study, many RA positions with a Swarthmore faculty member are not NEBO-eligible as it provides some benefit to the faculty member and the College. **However**, if a faculty member is able to support a student-directed, independent project, that opportunity could be NEBO-eligible.