



UWRF CAFES Internship Program Evaluation

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Executive Summary

In the fall of 2009, the Survey Research Center (SRC) at the University of Wisconsin - River Falls contacted 110 UWRF CAFES interns by email and invited them to comment on their recent internship experience by participating in an on-line survey. Interns were required to complete the evaluation in order to receive their grade.

A total of 105 surveys were completed for a strong return rate of 95 percent. Given the number of CAFES interns for whom contact information was available (110), this number of observations should yield estimates that are accurate to within plus or minus 2 percent with 95 percent confidence.

The following are key observations from the survey:

1. Interns placed high value on their internships in terms of career development. On a scale of 1 (low value) to 5 (high value), 75 percent of interns ranked their internship a 4 or a 5.
2. Nearly eight in ten interns would recommend their internship site for future students.
3. Most interns (over 90%) “agree” or “strongly agree” that their internship allowed them to gain applied and practical knowledge in their field, and increased their ability to handle responsibility.
4. Approximately four in ten interns expect a job offer from their internship site after graduation.
5. Unpaid internships were quite rare (7%). A substantial percentage of interns (23%) made less than \$9/hour. Most of the interns were paid between \$9 and \$12, and 19 percent were paid more than \$12/hour.
6. Interns that made over \$12/hour during their internship were more likely to “strongly agree” that their internship experience increased contacts with professionals, increased their ability to handle responsibility, enabled them to apply classroom knowledge, improved their time management skills, and helped them learn about their professional strengths.
7. Most internships were full-time (49% worked 40-hours/week). Nearly one-third (30%) worked over 40 hours/week and approximately one-fifth worked less than 40 hours.
8. Approximately one in five interns were uncertain as to how much money they saved during their internship after expenses.
9. Eighty-five percent of interns reported a strengthened interest in their major based on their internship experience.
10. Slightly over one-half of interns report that their internship reinforced previous career plans, while 41 percent anticipate altering the direction of their career plans within their discipline.
11. When interns were asked which resources they used in learning about internship opportunities, the highest resource chosen was “other”. When asked to specify what “other” sources they used, many interns report that through their own research or contacts, they secured their internship on their own.
12. Changes to weekly reports was the suggestion most often cited when interns were asked how the Internship Program could be improved.

Survey Purpose

The motivation for this study was to evaluate intern experiences of the College of Agriculture, Food and Environmental Sciences (CAFES) students at the University of Wisconsin – River Falls (UWRF). The CAFES Internship Office wanted to understand and improve the internship experience of CAFES students. The Survey Research Center (SRC) at UWRF was chosen to conduct the survey.

Survey Methods and Design

In the fall of 2009, the SRC contacted 110 UWRF CAFES interns by email asking them to participate in an on-line survey about their internship experience. Four reminders were sent over 3½ weeks to interns from whom a completed survey had not been received. A total of 105 surveys were completed for a return rate of 95 percent. Given the 110 interns for whom contact information was available, this number of observations should yield estimates that are accurate to within plus or minus 2 percent with 95 percent confidence.

Responses to open-ended questions were compiled by the SRC. As appropriate, selected quotes will be used in some sections of this report to illustrate these comments. **Appendix A** to this report contains a complete compilation of comments. **Appendix B** contains a copy of the numeric portions of the survey questionnaire with a quantitative summary of responses by question.

Profile of Respondents

Table 1 summarizes the profile of respondents to the survey. As indicated, there are nearly equal numbers of men and women represented in the sample, and most respondents were juniors or seniors prior to their internship (75%).

Statistical tests show only three instances in the survey where males and females have statistically significant differences of opinion. For example, 49 percent of males said they “strongly agree” that their internship experience increased contacts with professionals; only 30 percent of females felt this way. As we summarize the various elements of the survey, we will note the few differences between the opinions of men and women.

Gender	Count	Male	Female		
Sample	104	51%	49%		
Class Standing (sem. prior to internship)	Count	Freshman	Sophomore	Junior	Senior
Sample	105	7%	19%	48%	27%

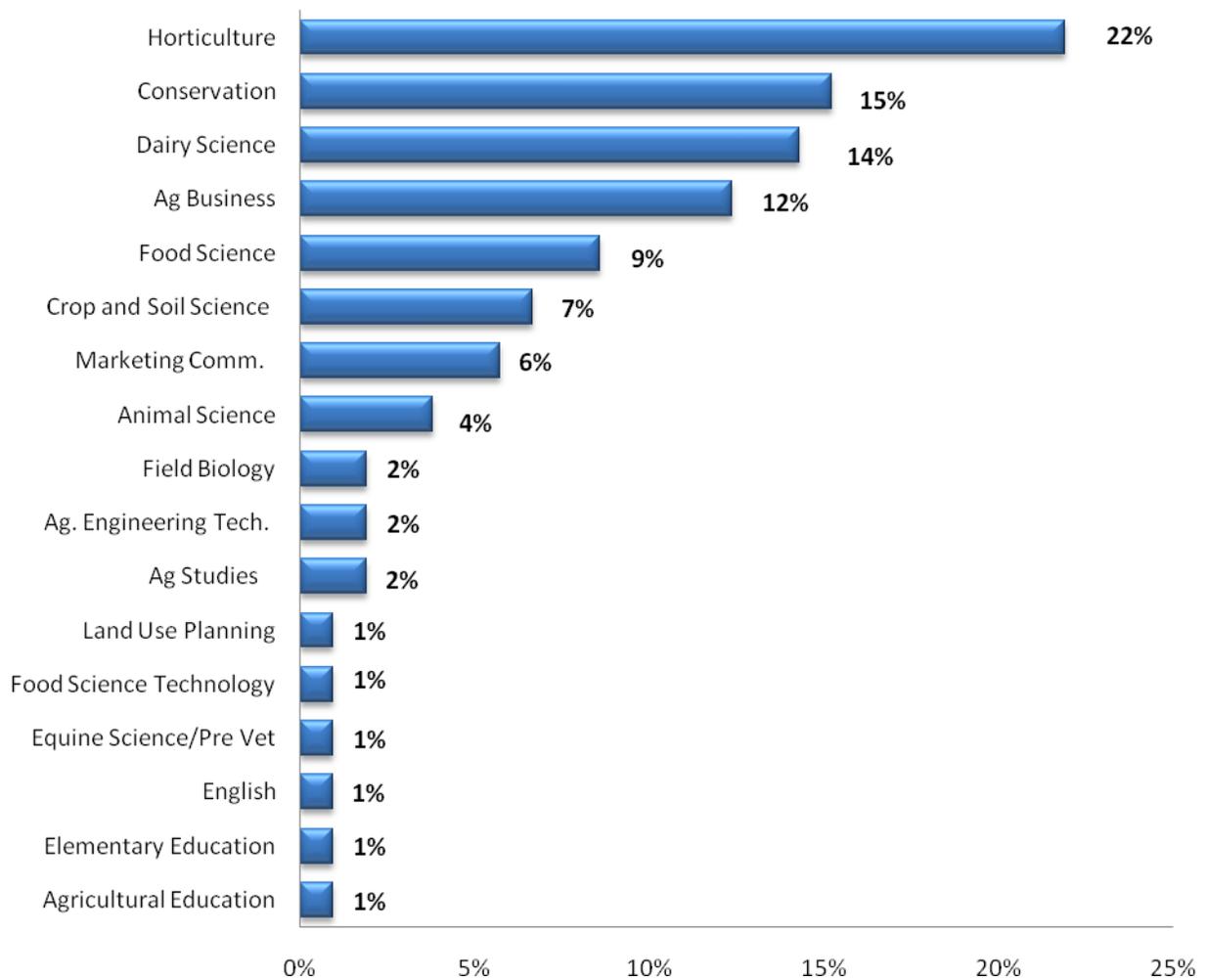
In addition to gender differences, comparisons of key survey questions were made by the SRC based on grade point average, major, pay rate per hour, and average number of hours worked per week during the internship. Survey results were remarkably uniform regardless of the categories described above into which students fell, with one exception. Interns who were paid more than \$12/hour during their internship had statistically significant differences of opinions regarding the impact their internship had on their professional development compared to interns who were paid less. When differences occur, they will be pointed out, as appropriate, in the report.

Intern Information

Major and Minor

Students were asked to identify their major and minor. Figure 1 provides a breakdown of the majors for the 105 interns who completed the assessment this year. Horticulture was the predominant major, followed by Conservation and Dairy Science. Together, the three majors account for more than half of the interns. Fifty-nine interns reported their minor. Minors were more dispersed, many with only one response, i.e., Japanese, Accounting, etc. Exceptions to this were Animal Science (14% of interns listed this as their minor), Crop and Soil Science (10%), and Ag Business (10%). The complete list of minors can be found in Appendix A.

Figure 1: Responses by Major

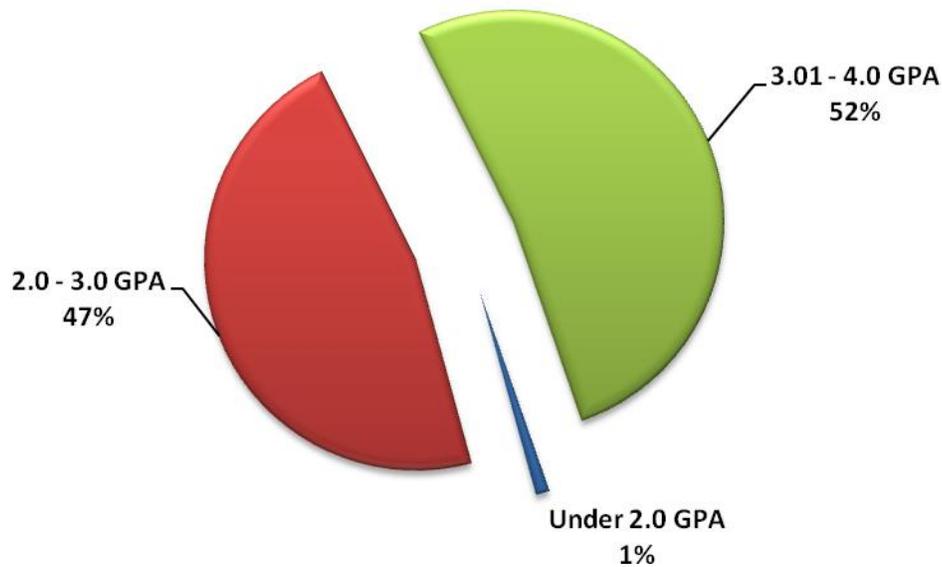


GPA

Interns were asked to report their current grade point average (Figure 2). GPA's ranged from 1.9 to 3.97. The average GPA was 3.04.

Figure 2: Grade Point Average

96 interns provided their GPA



Internship Information

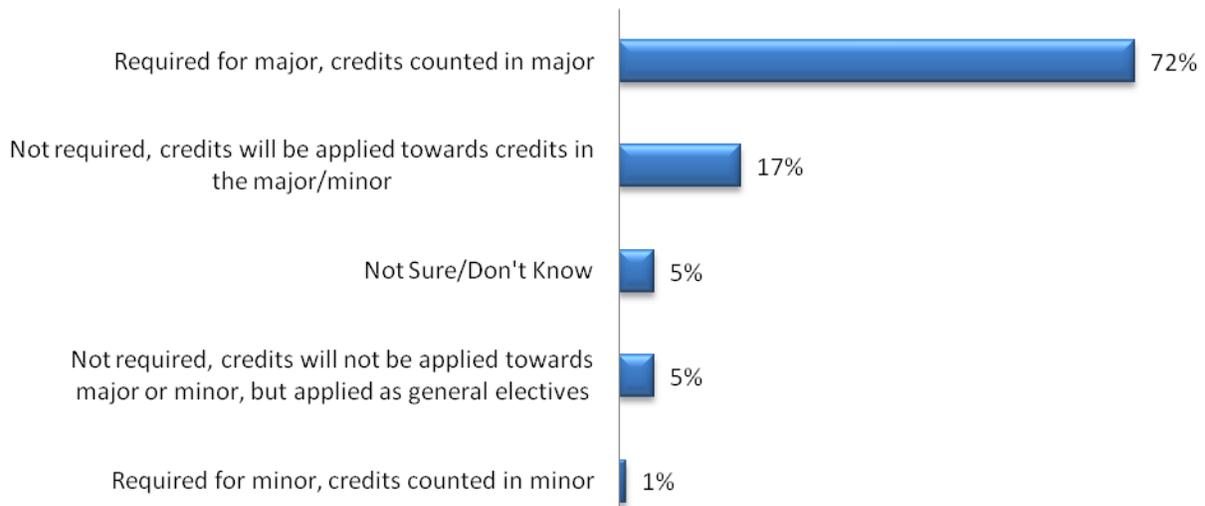
Interns were asked to identify if the internship was their first or second internship experience and when the internship was completed. Table 2 indicates that nearly all were completed in summer and were first internship experiences.

Table 2: Internship Information				
	Count	Summer	Fall	Spring
When was your internship completed?	105	98%	2%	0%
	Count	1st Internship	2nd Internship	
Was this your first or second internship?	105	92%	8%	

Internship Credits

Nearly three-fourths of interns report that their internship is required and counted in their major (Figure 3). There is a sharp drop-off in terms of the other credit applications listed. Seventeen percent of interns report that their internship was not a requirement but will be applied in their major or minor. Five percent of interns report not knowing how their internship credits will be applied. Another five percent will apply their credits to general electives, and only one percent (one intern) reported that their internship is a requirement for their minor.

Figure 3: Internship Credits



Internship Company or Organization

When asked to provide the name of the company or organization where they completed their internship, most of the companies listed by interns were mentioned only once. There were a few companies in which more than one intern listed it as their place of internship. Genex Cooperative was mentioned three times, as was Minnesota DNR. The following companies/organizations were listed twice: Ag Partners, AgStar Financial Services, AgVentures, City of Cottage Grove, Como Park Zoo and Conservatory, Kemps, and Pfizer. A complete list of internship organizations can be found in Appendix A.

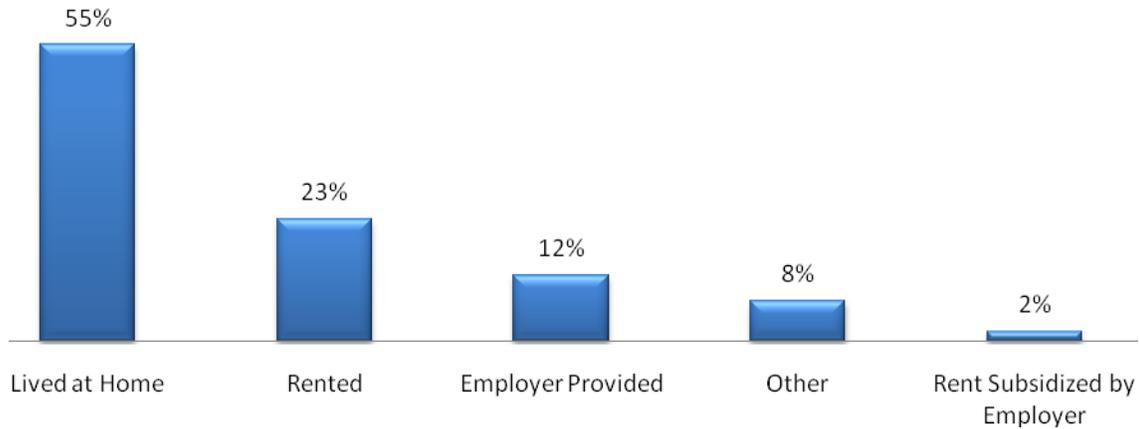
Internship Location

The most frequently mentioned internship location was River Falls at 6 percent, followed by Shawano (5%), and Baldwin (4%). Most of the 80 internship locations were only mentioned once. There was one international internship completed in Ecuador. Most internships were completed in Wisconsin (59%) and Minnesota (25%). All internship locations can be found in Appendix A.

Housing

Interns were asked to describe their housing status during their internship. As Figure 4 highlights, a majority of interns were able to live at home (55%), while nearly one-fourth rented. Fourteen percent of interns were provided housing by their employer or had their rent subsidized by their employer. Responses in the “other” category included living with relatives and living with a host family. Appendix A contains the complete compilation of “other” housing situations mentioned.

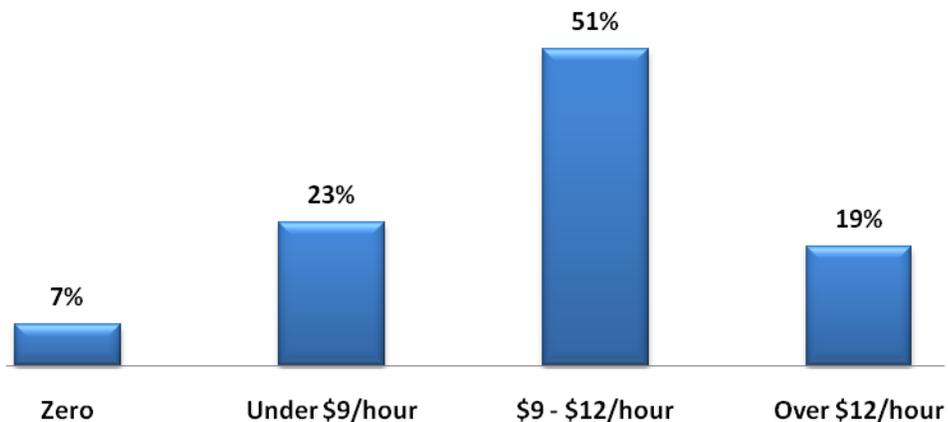
Figure 4: Housing *(during internship)*



Pay Rate per Hour

The average hourly pay rate for the interns was \$9.83. Pay ranged from a low of zero (five students reported that they were not paid, one wrote “volunteer”, and another wrote “n/a”) to a high of \$20.80 an hour. A few interns wrote that they also received incentives, commissions, and mileage reimbursement. The complete list of pay rates can be found in Appendix A.

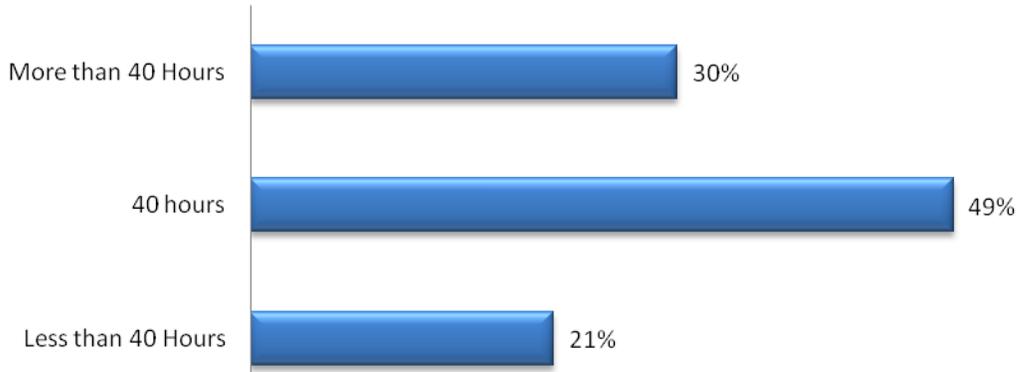
Figure 5: Pay Rate Per Hour



Average Number of Hours Worked Per Week

The average number of hours worked per week was 41 hours. The lowest number of hours worked per week was nine; the highest number of hours reported was 82. As shown in Figure 6, nearly one-half report working 40 hours per week, thirty percent of the interns reported working over 40 hours a week and slightly over one-fifth reported working less than 40 hours/per week.

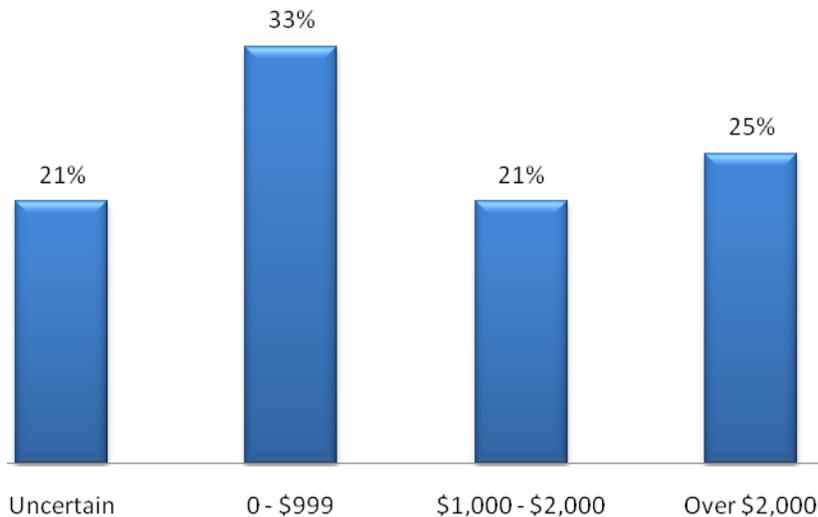
Figure 6: Number of Hours Worked Per Week



Total Amount Saved During Internship

There was a fairly even distribution in terms of the amount of money saved by interns. One-third saved under \$1,000, one-fourth saved over \$2,000, and 21 percent saved between \$1,000 and \$2,000 or were not sure how much money that had saved. Perhaps not surprisingly, interns who reported having worked more than 40 hours per week saved more money during their internship.

Figure 7: Total Amount Saved During Internship
(after expenses)



Internship Coordinator Communication

Interns were asked when their Faculty Coordinator visited them (if within the 3 state area of Wisconsin, Minnesota, or Iowa) or when their Faculty Coordinator called or emailed them (if outside the 3 state area). Table 3 indicates that the middle of an internship is the most frequent time to visit or contact an intern; near the end of the internship was the second most frequently chosen time to contact or visit an intern. Very few interns, in the 3-state area (7 interns) or outside the 3-state area (4 interns), reported that their coordinator did not visit them or contact them.

Table 3: Faculty Coordinator Visits or Contacts					
	Count	Beginning of Internship	Middle of Internship	Near the End of Internship	No Visit
If your internship was within the 3 state area of WI, MN, IA, when did your faculty coordinator visit? Mark all that apply.	102	7%	53%	37%	7%
	Count	Beginning of Internship	Middle of Internship	Near the End of Internship	No Call or Email
If your internship was outside the 3 state area, when did your faculty coordinator call or email you? Mark all that apply.	24	20%	50%	30%	20%

Internship Experience

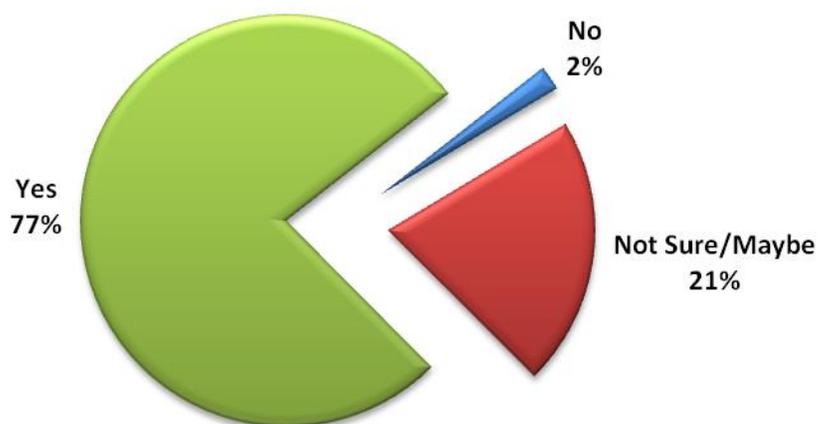
Respondents were asked to indicate to what extent they agreed with various statements pertaining to aspects of their internship. The results in Table 4 suggest that most interns agree or strongly agree with all of the statements included in the Table. In particular, nearly nine in ten interns believe that their employer provided an open line of communication throughout the internship. Eighty-six percent of interns either agreed or strongly agreed that their employer provided the appropriate amount of supervision, that they were given ample resources to move projects to completion, and that the company orientation met their expectations. Although relatively small in percentage, nine percent of interns disagreed that their work projects were well-defined and a similar percentage either disagreed or strongly disagreed that the Internship Special Project was a good match for their skills and interest.

Table 4: Aspects of Internship						
To what extent would you agree with the following statements pertaining to aspects of your internship?	Count	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Employer provided an open line of communication throughout the internship	104	55%	34%	7%	3%	2%
The employer provided the appropriate amount of supervision	103	46%	40%	9%	3%	3%
I was given ample resources to move projects to completion	104	44%	42%	8%	6%	0%
Orientation with internship company met your expectations	104	41%	45%	9%	5%	0%
Work/projects were well-defined	104	37%	41%	13%	9%	0%
Projects developed/assigned were beneficial to enhancing/broadening your career development	104	29%	52%	15%	2%	2%
The Internship Special Project was a good match for your skills and interest as an intern	104	26%	48%	17%	8%	1%

Recommend Internship to Future Students

Interns were asked if they would recommend their internship site for future students (Figure 8). More than three-fourths of interns would recommend their internship site. However, a substantial percentage (21%) were not sure if they would; only 2 percent (2 interns) would not.

Figure 8: Recommend Internship Site for Future Students



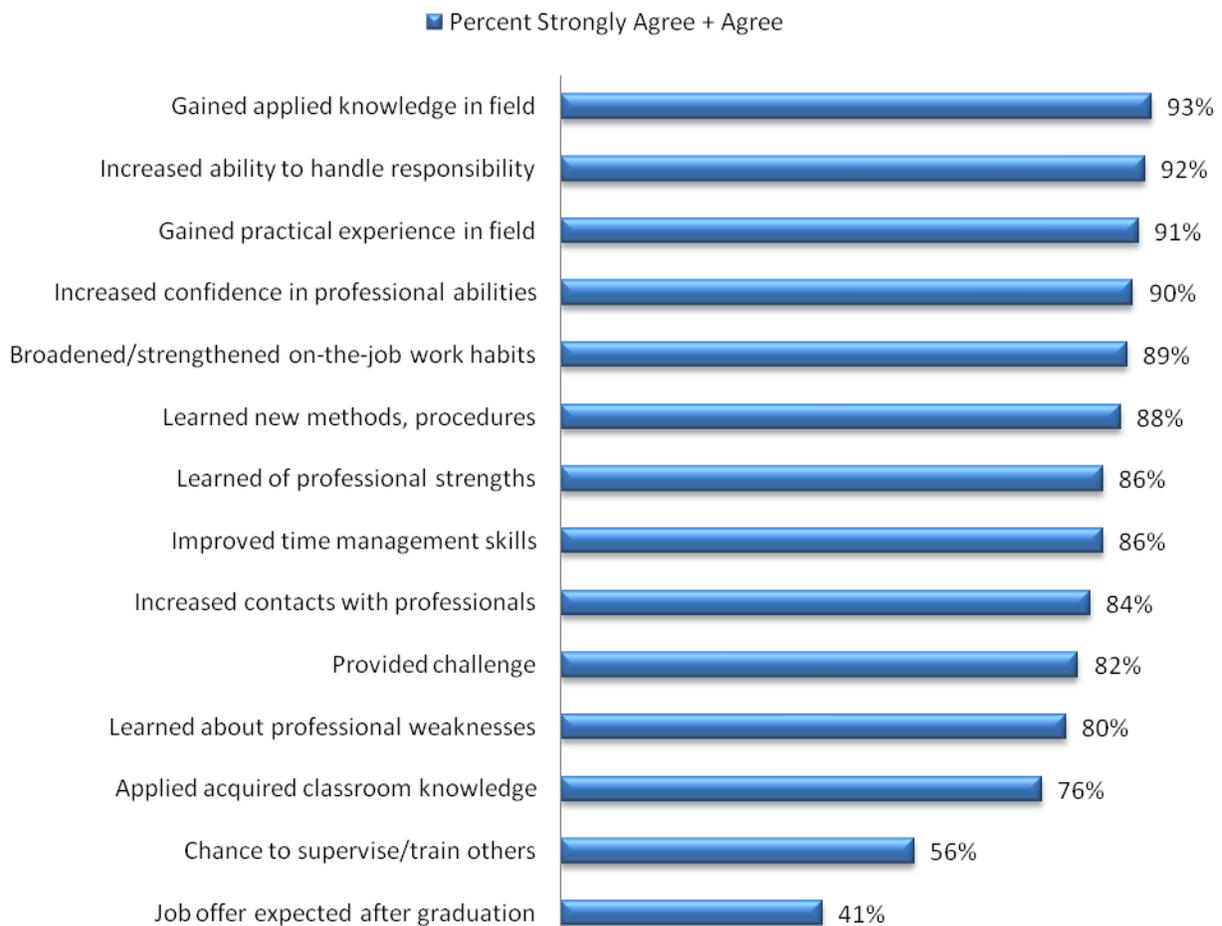
Professional Development

CAFES interns were asked to indicate how their internship experience contributed to their professional development in areas such as:

- Increasing contacts with professionals
- Gaining practical experience in their field
- Gaining applied knowledge in their field
- Learning new methods and procedures
- Improving time management skills, etc.

At least 3 out of 4 interns either “strongly agreed” or “agreed” that their internship contributed to their professional development in all the ways listed in Figure 9 with the exception of two: chance to supervise or train others, and an expected job offer after graduation. Yet, supervising others was an opportunity for a majority of interns (56%), and approximately four in ten interns expect a job offer after graduation.

Figure 9: How Did Internship Experience Impact *Professional Development*?



There are statistically significant differences between various groups of interns and their opinions about how their internship experience affected their professional development:

- Males were more likely to *strongly agree* that their internship experience increased contact with professionals than females.

Interns that made more than \$12 per hour during their internship were more likely to *strongly agree* that their internship:

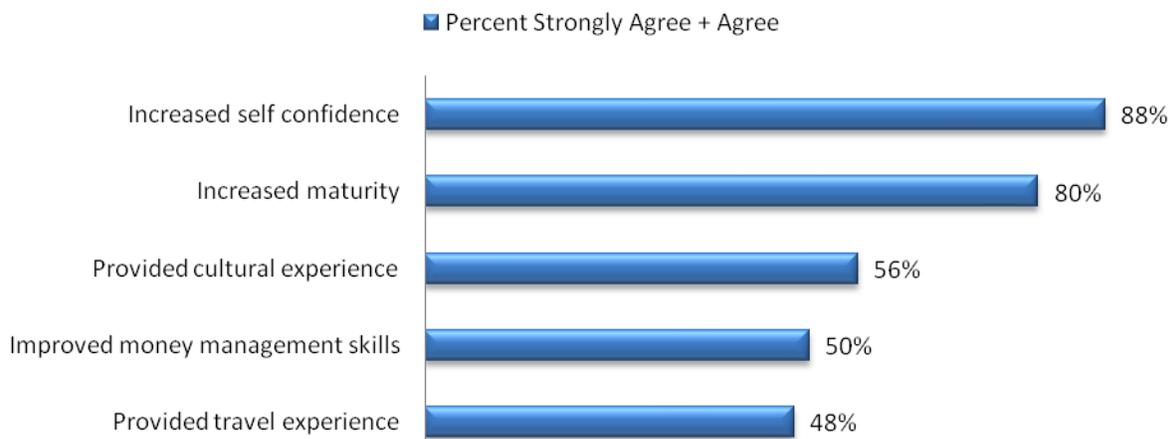
- ✓ increased contacts with professionals
- ✓ increased their ability to handle responsibility
- ✓ enabled them to apply classroom knowledge
- ✓ improved their time management skills
- ✓ helped them learn about their professional strengths

It is important to note that a large percentage of interns generally agree or strongly agree with most of the professional development impacts listed in Figure 9. (i.e., the percentage of strongly agree/agree is large for all interns regardless of pay rate per hour). Thus, they differ in their degree of agreement. While the survey data do not provide an explanation for why higher-paid interns' assessment of the impact of their internship is stronger for some of the professional development outcomes, a possible explanation may be that along with the higher pay came more responsibility or higher-level tasks in the organization.

Personal Development

Figure 10 depicts interns' opinions of the impact of their internship on their personal development. Nearly nine in ten interns report increased self-confidence and four in five interns believe that the internship increased their maturity. Smaller percentages of students reported that their internship provided cultural and travel experiences, or improved money management skills.

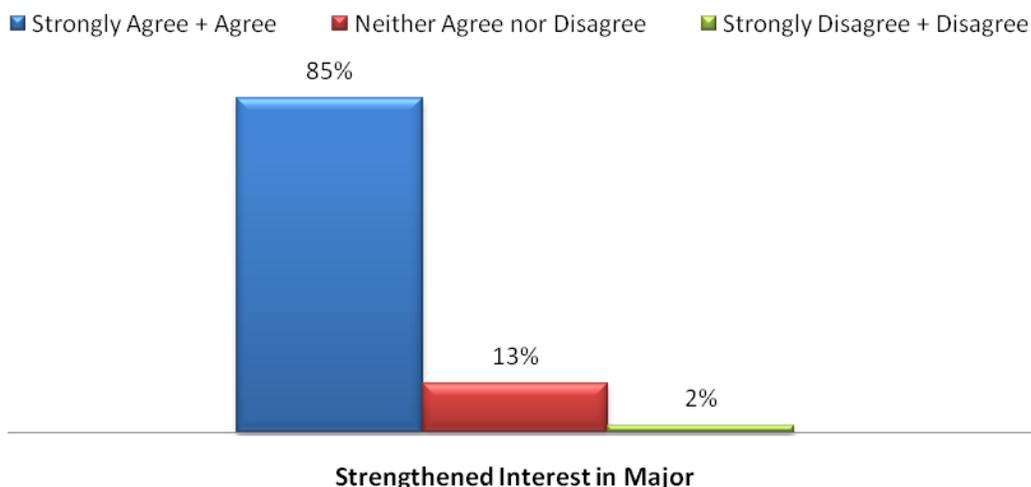
Figure 10: How Did Internship Experience Impact *Personal Development*?



Academic Impact

Respondents were asked how their internship experience influenced their interest in their major (Figure 11). The left column highlights the percentage of interns that strongly agree or agree that the internship strengthened interest in their major (85%). The middle column shows the percent of interns that neither agree nor disagree (13%), and the right column reports the few (2%) that strongly disagree or disagree.

Figure 11: How Did Internship Experience Impact You Academically?



Professional, Personal, or Academic Impacts of Internship - Additional Comments

An open-ended question asked interns to describe any other professional, personal, or academic impacts their internship provided. The SRC placed the 50 responses into 8 categories. All responses to this question are included in Appendix A, Question 23. The two largest categories of comments focused on experience/opportunities (9 comments), and career plans/future (9 comments). Most of the comments pertaining to experience focused on the knowledge gained, and opportunities provided, by their internship.

“Being inexperienced in agriculture I came out of this internship with a lot more knowledge and background than I have ever received anywhere else.”

“This internship was more than I expected. The supervisors and upper management really gave me more opportunities than I expected.”

Comments regarding career plans centered on clarifying or confirming that interns had chosen the right career choice.

“It made me realize I was heading in the right direction.”

“Simply put, it has provided me a better view into my future as to what I want to do.”

Other comments from interns described how their internship provided them with new insights, how they were able to use their classroom knowledge, and how the internship increased their maturity and self-confidence.

“This internship provided me with a very good understanding of the R & D industry and my professional skills were much enhanced because of this opportunity.”

“During my internship, I strengthened what I had learned in school to a real life experience and was able to succeed in it.”

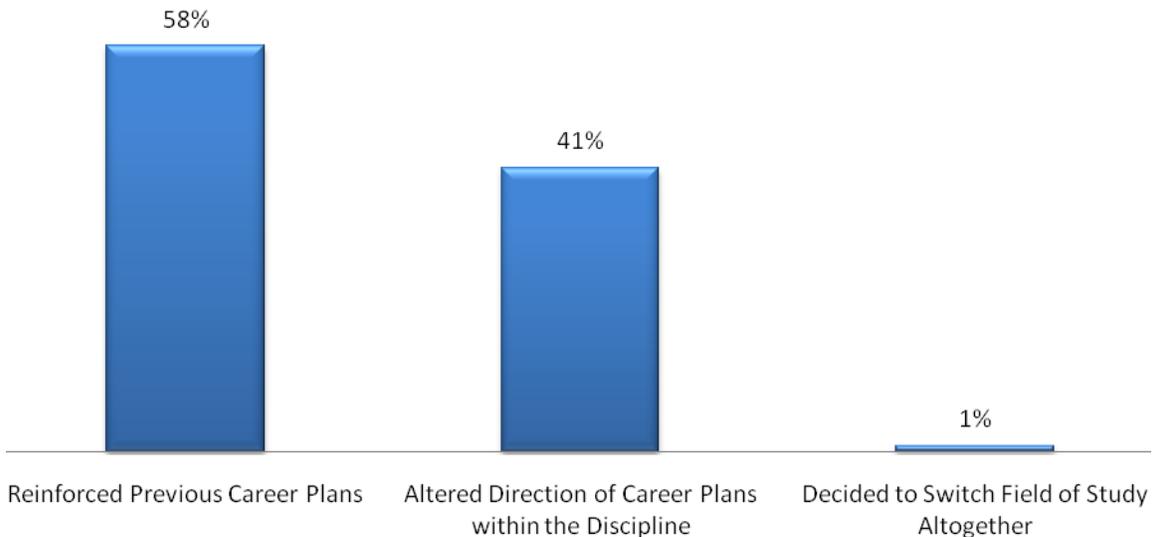
“I became much more mature during my internship and learned many new things that I would not have learned in the classroom.”

“I had to adapt to a new environment and learn my way around the area and meet new people. I had to earn respect and trust from the farmers because they did not know me previously”.

Career Plans

The survey asked interns to reflect on how their internship influenced their career plans. The data in Figure 12 indicate that a majority of internships reinforced a student’s previous career plans. However, a substantial proportion altered their career plans within their discipline. Only 1 percent (1 intern) reported that they will be switching their field of study altogether.

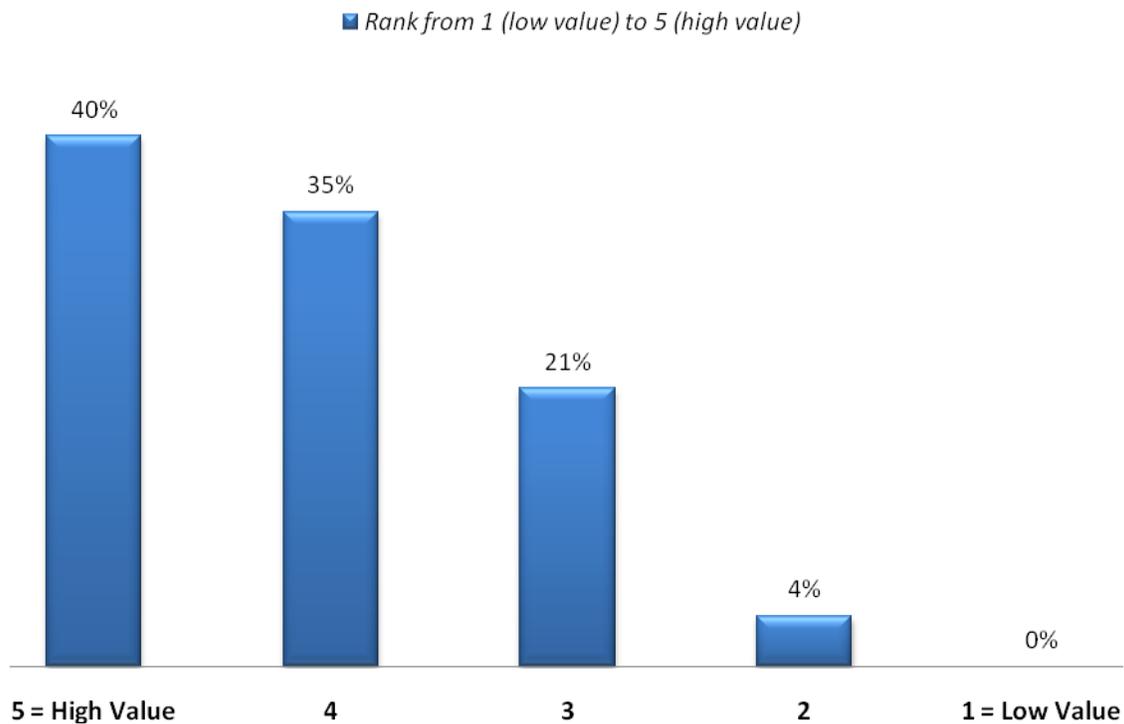
Figure 12: How Did Internship Impact Your Career Plans?



Internship Value

A segment of the questionnaire asked interns how valuable (low to high value) their internship was in terms of career development; their responses are summarized in Figure 13. Forty percent of interns ranked the value of their internship a “5” or the highest value on the scale. Over one-third (35%) ranked the internship a “4”. One of every five respondents believed the internship was of “average” value in terms of career development. No intern gave his or her internship a “1” (lowest value).

Figure 13: How Valuable was your Internship for your Career Development?



It is interesting to compare the results summarized in Figure 8 (internship site recommendation) with the results in Figure 13. There is a strong alignment between those who placed a high value on their internship and their willingness to recommend their internship site.

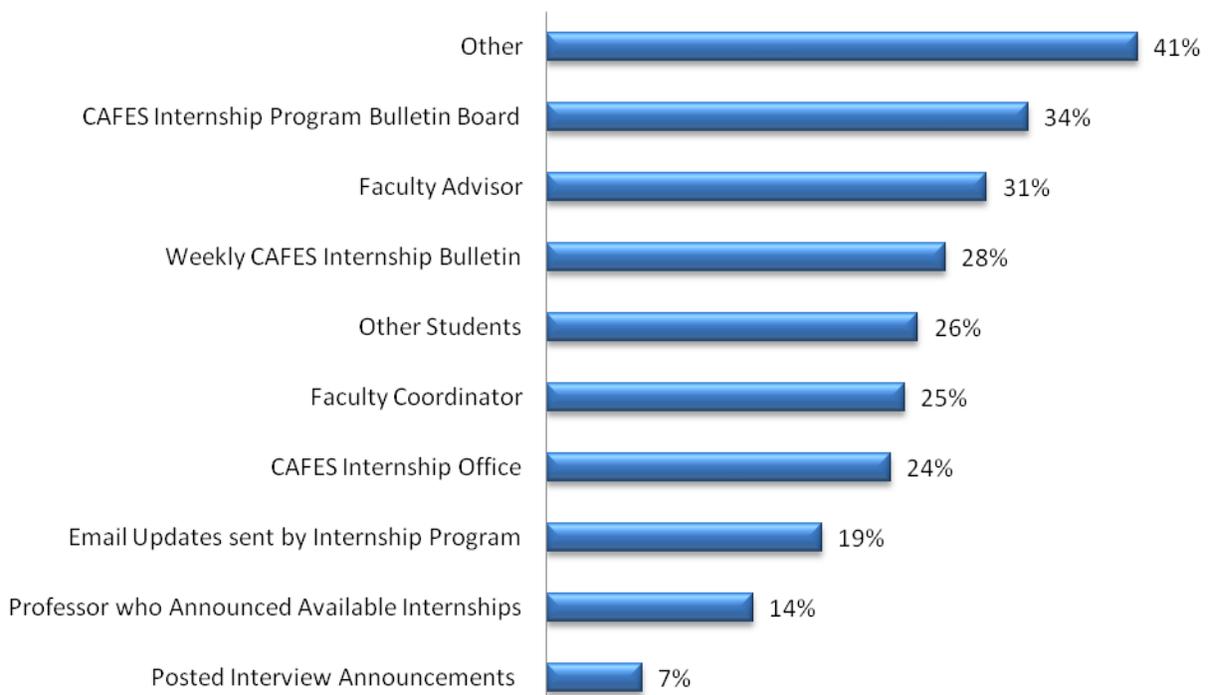
- Eighty percent of interns that rated the value of their internship (in terms of career development) a 4 or 5 would recommend their internship site for future students vs. 20 percent that rated the value of their internship a 2 or 3.

UWRF CAFES Internship Program – Resources and Services

Resources Used in Learning about Internship Opportunities

Interns were asked which resources they used in learning about internship opportunities. “Other” received the highest percentage of responses (Figure 14). Interns wrote that through their own research or through personal contacts, they secured their internship themselves. All “other” comments can be found in Appendix A, Question 26. Approximately one-third to one-fourth of interns reported that they used the CAFES Internship Program Bulletin Board, their faculty advisor, the Weekly CAFES Internship Bulletin, other students, their faculty coordinator, or the CAFES Internship Office in learning about internship opportunities. Email updates, interview announcements, and distributed or announced internships by professors were resources used by less than 20 percent of interns. Only one intern did not use any of the resources listed in Figure 14 (including ‘other’) when learning about internship opportunities. The average number of resources used when learning about internship opportunities was two resources/per intern.

Figure 14: Resources Used in Learning about Internship Opportunities



There are a few statistically significant differences between females and males and the resources they used in learning about internship opportunities:

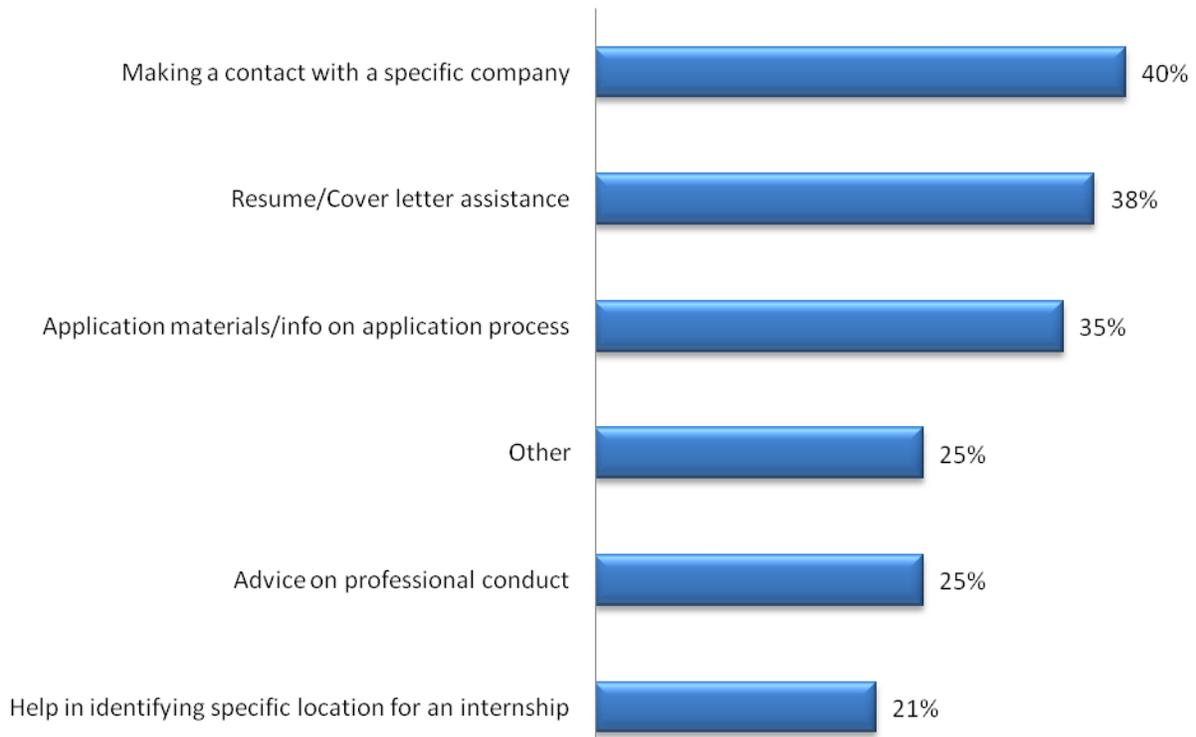
- Females (48%) were more likely to report that they learned about internship opportunities through the CAFES Internship Bulletin Board than males (19%).
- The Weekly CAFES Internship Bulletin was used by females (38%) more than males (17%) when learning about internship opportunities.

Services Provided by CAFES Internship Faculty Coordinators

As shown in Figure 15, approximately four in ten interns worked with their faculty coordinator to make contact with a specific company or obtained resume or cover letter assistance. About one-third of interns reported that their faculty coordinator assisted with application materials or provided information regarding the application process.

One-fourth of interns picked “other,” mainly indicating that they secured their internship on their own. Providing advice on professional conduct and help in identifying specific locations for internships were services used by one-fourth or less of interns. Interns utilized an average of one Faculty Coordinator service when securing their internship.

Figure 15: Services Provided by CAFES Internship Faculty Coordinator in Securing an Internship

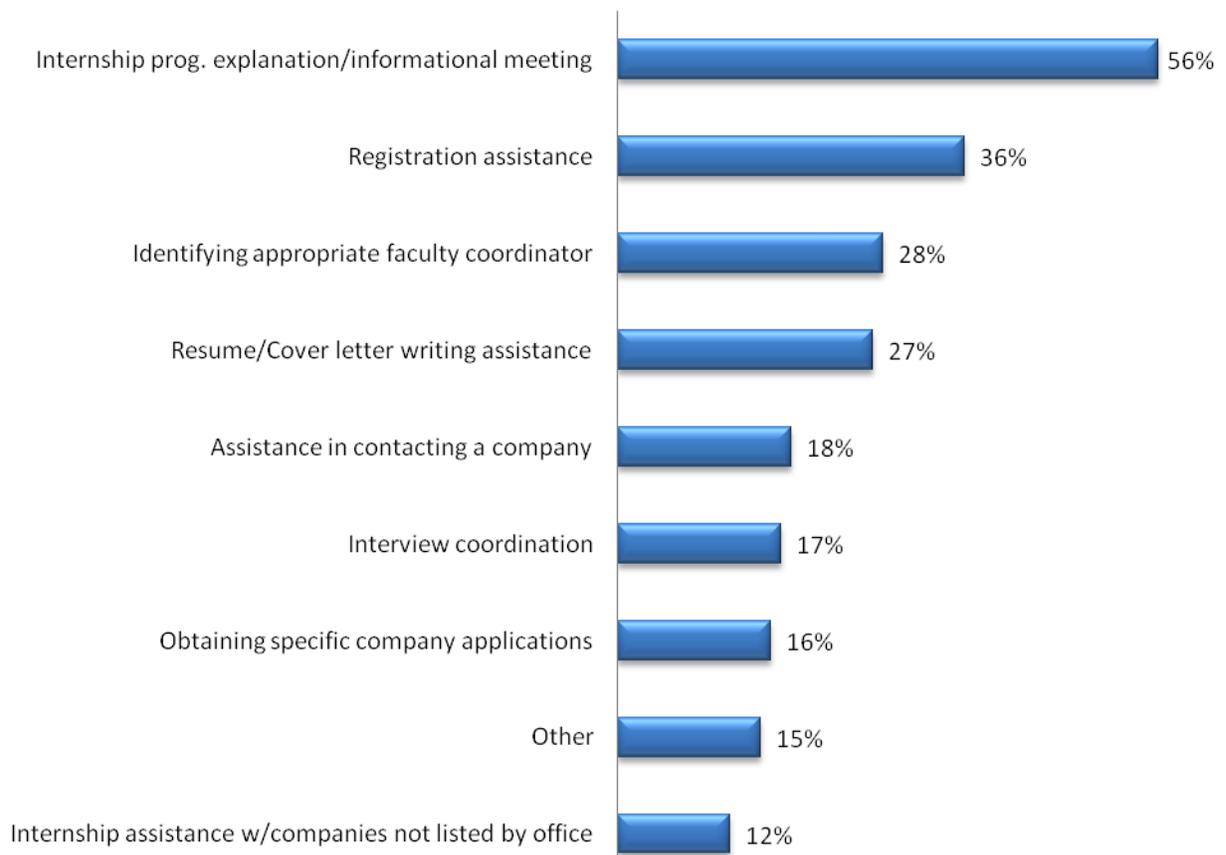


Services Provided by CAFES Internship Office

More than half of the interns reported that the internship program explanation/informational meeting was a service they utilized in securing their internship (Figure 16). Registration assistance was a service used by over one-third (36%) of interns. Approximately one-fourth of interns used the office to help identify the appropriate faculty coordinator or with resume or cover letter writing.

The other services listed were used by relatively few interns: assistance in contacting a company, interview coordination, obtaining application materials, or assistance with available internships with companies not listed by the office. The “other” category (15%) mainly consisted of interns that specified that they did not use services provided by the Internship Office to secure their internship. On average, interns used two services provided by the Cafes Internship Office when securing their internship.

Figure 16: Services Provided by CAFES Internship Office in Securing Internship



Suggestions

Interns were asked to provide suggestions as to how the CAFES Internship Office or their Faculty Coordinator could improve the Internship Program. Of the fifty-four responses, 20 percent focused on weekly reports/requirements, 17 percent provided positive sentiments about their internship experience and the assistance they received, 15 percent dealt with charging for internship credits and other internship program comments, 13 percent pertained to faculty coordinators, 9 percent addressed final reports and expectations, and 26 percent were miscellaneous comments. The complete compilation of comments can be found in Appendix A, Question 29.

Eleven interns suggested improvement regarding weekly reports:

“The weekly reviews are extremely redundant in their questioning. A review every 2 weeks might have been more beneficial. The first weeks of my internship were still learning and getting the feel of things, so I did not feel weekly reviews were helpful. Especially when all the questions were exactly the same. I realize the reviews are a way of checking in on the student, but I really think spacing them out would have been more helpful.”

“For certain students that have previous experience in their field before they started the internship should not have to fill out the first three weeks of questions because they are all the same ones. In my case, nothing changed from week to week.”

Other interns commented on the assistance provided by the Internship Office:

“What I witnessed was smooth. In my experience, the system is sound.”

Interns commented on being charged for credits. An example of those sentiments:

“I really did not use the Internship office for assistance with getting my internship. I used my coordinator to help with my resume and cover letter and that is about it. They can maybe not make it \$1,200 to get an internship, that is a little hefty when the office did not help at all.”

One intern’s suggestion regarded faculty coordinator communication:

“I would think that it would be much more beneficial for the Coordinator to speak with the students on a weekly basis via email.”

Other interns felt improvement was needed in the area of final project/report expectations:

“More detailed outline of the expectations of final projects from advisor, like a written copy.”

“By providing some more information as to what is required for the final internship meeting and for the special projects paper.”

Conclusions

The CAFES Internship Program Assessment was designed to gather information about CAFES interns' experiences. The analysis in this report concludes:

- **Students believe their participation in the Internship Program has provided them with a valuable experience in terms of their career development.** When interns were asked to indicate how valuable their internship was in terms of their career development, 75% stated that the internship was a "4" or "5", on a scale of 1 (low value) to 5 (high value).
- **The average pay rate per hour for interns was \$9.83. The average number of hours worked per week was 41 hours.**
- **Nearly all interns reported that they gained applied and practical experience in their field.** An increased ability to handle responsibility (92%), and increased confidence in professional abilities (90%) was also reported by large percentages of interns.
- There are relatively few statistically significant differences in the opinions of different groups (males, females, class standing, major, etc.) to the questions on the survey. **The most pervasive difference is that interns that were paid more (over \$12/hour) were more likely to strongly agree that their internship experience impacted their professional development in key areas.** Higher-paid interns were more likely to strongly agree that their internship provided them with increased contacts with professionals. They were also more likely to strongly agree that their internships increased their ability to handle responsibility, enabled them to apply classroom knowledge, improved their time management skills, and helped them learn about their professional strengths.
- **Most interns report a strengthened interest in their major after their internship experience.**
- **A majority of interns stated that their internship reinforced their previous career plans.** Forty-one percent reported a change in career direction within their discipline. Only one intern decided to switch their field of study altogether.
- **The only internship service for which a majority of interns report using to secure an internship was the internship program explanation/informational meeting.** Fifty-six percent of interns report that they utilized this service when securing their internship.
- **When asked to provide suggestions for improving the Internship Program, the highest percentage of responses were suggestions to modify or reexamine the weekly report requirements.**
- **Over three-fourths of interns would recommend their internship site to future students.** Twenty-one percent of interns were not sure if they would recommend their site, and only two interns would not.

Appendix A: 2009 CAFES Internship Program Evaluation - Written Comments

1. Faculty Coordinator

Dr. Ferriss (23x)	Dr. Carlson (8x)	Dr. Cooper
Dr. May (21x)	Dr. Graham (3x)	Dr. Rayne
Dr. Kaltenberg (19x)	Dr. Hiney (2x)	Ranee May
Dr. Kelm (14x)	Dr. Olson (2x)	
Dr. Vasavada (10x)		

2. Major

Horticulture (23x)	Marketing Comm. (6x)	Elementary Education
Conservation (16x)	Animal Science (4x)	English
Dairy Science (15x)	Ag Studies (2x)	Equine Science/Pre Vet
Ag Business (13x)	Ag. Engineering Tech. (2x)	Food Science Technology
Food Science (9x)	Field Biology (2x)	Land Use Planning
Crop and Soil Science (7x)	Agricultural Education	

3. Minor

Animal Science (8x)	Farm Management (2x)	Geology, Environmental Studies
Ag Business (6x)	Ag Studies	History
Crops and Soil Sciences (6x)	Animal/Food Science	Industry
Biology (4x)	Coaching/Biology	Japanese
Chemistry (4x)	Conservation	Land use planning
Spanish (3x)	Conservation/Agri. Business	Landscape design
Agronomy (2x)	Criminal Justice	Management
Art (2x)	Crop Science/Land Use Planning	Military Science
Business Admin (2x)	Environmental Studies	Speech Communications
Dairy Science (2x)	Accounting	

4. Current GPA

1.9	2.608	2.973	3.14	3.49	3.8 (2x)
2 (4x)	2.7	2.98	3.2 (3x)	3.5 (2x)	3.854
2.2	2.734	2.99	3.23	3.527	3.87
2.3 (3x)	2.77	2.993	3.265	3.57	3.9
2.34	2.786	3 (5x)	3.3 (2x)	3.583	3.971
2.4 (4x)	2.8 (3x)	3.03	3.337	3.59	3.4
2.5 (3x)	2.821	3.045	3.35	3.6 (2x)	
2.503	2.89	3.1 (2x)	3.391	3.65 (2x)	
2.548	2.9 (5x)	3.11	3.4 (4x)	3.7 (3x)	
2.57	2.921	3.115	3.456	3.721	
2.6 (3x)	2.95	3.12	3.475	3.75	

10. Please provide the name of the company or organization where you completed your internship.

Genex Cooperative (3x)
Minnesota Department of Natural Resources (3x)
Ag Partners (2x)
AgStar Financial Services (2x)
AgVentures (2x)
City of Cottage Grove, MN Public Works (2x)
Como Park Zoo and Conservatory (2x)
Kemps (2x)
Pfizer (2x)
Abbylian, Inc
Accelerated Genetics
Adell Cooperative Union
Aflac
AFP, advanced food products, LLC
Agri-View Newspaper
AgVantage FS.
Amcon Block and Precast Inc.
Associated Milk Producers Inc. Blair Division
Bayer Crop Science
Bee keeper
Betly Farms LLC
Cardinal FG
Central Valley Co-op
Championship Pulling Series
CHS
City of Red Wing
Constructora Thalia Victoria
Country Ovens, LTD
Cowboy Images
Crex Meadows Wildlife Area- DNR
Croplan Genetics
Daley Farms
Deaton Nutrition
Denver Botanic Gardens
Department of Natural Resources
Domain Inc.
Duckett Holsteins
Erik Reuter's farm
Falcon Foods
Fort Dodge Animal Health
Frozone Farms
Funkie Gardens
Gertens
Goldsmith Seeds
Goodhue County Soil & Water Conservation District
Guth Farm Inc
Hartung Brothers
Hidden Pines Ranch
Homestead Gardens
Hunt Hill Audubon Sanctuary
Jon-De Farm, Inc
Kennicott Kuts
Kerry Ingredients
Klecker Landscape LLC
Lake Wapogasset Lutheran Bible camp
Lakeside Foods, Inc
Meigs Inc
Meredith Corporation - Better Homes and Gardens
Test Garden
Mid-State Equipment
Natureview Landscaping
North St. Paul Animal Hospital
Oneida Golf and Country Club
Outdoor Impact
Philadelphia Community Farm
Pierce Cty. Land Conservation Dept. & NRCS Dept.
Polk County Extension
Primera Foods
River Falls Golf Club
River Oaks Golf Course
Rusk County Land & Water Conservation Dept.
Seed Savers Exchange
Shiloh Dairy LLC
St. Croix National Scenic Riverway/ Nat'l Park Service
Stuart's Landscaping
Sugar Creek Bible Camp
The Wildcat Sanctuary
Trade River Winery
Twin Cities Trout Unlimited
United Ag Services
University of Wisconsin Extension- St. Croix County
US Fish & Wildlife Serv-St Croix Wetland Mgmt. Dist.
US Fish and Wildlife Services
USDA- Farm Service Agency
UW Extension- Dunn County
UW-Peninsular Agricultural Research Station
UWRF Agricultural Engineering Department
Vector Marketing
Voyageurs National Park
Watsonwan Farm Service
White Flower Farm
Wildwood Wildlife Park
Wisconsin River Agronomy, LLC
World Beef Expo (Organization)

11. Location of internship: City/State or Country

River Falls	WI (6x)	Clear Lake	WI	New York City	NY
Shawano	WI (5x)	Columbus	WI	North St. Paul	MN
Baldwin	WI (4x)	Davidsonville	MD	Norway	WI
Cottage Grove	MN (3x)	Decorah	IA	Osceola	WI
Goodhue	MN (3x)	Denver	CO	Pine Island	MN
Grantsburg	WI (3x)	Des Moines	IA	Prescott	WI
St. Paul	MN (3x)	Duluth	MN	Princeton	WI
Inver Grove Hts	MN (2x)	Durand	WI	Pulaski	WI
Menomonie	WI (2x)	Ellsworth	WI	Rapid City	SD
Minneapolis	MN (2x)	Ferryville	WI	Red Wing	MN
New Richmond	WI (2x)	Forestville	WI	Reedsville	WI
Abbotsford	WI	Gilroy	CA	Rochester	MN
Adams	WI	Green Bay	WI	Rudolph	WI
Adell	WI	Green Lake	WI	Sandstone	MN
Almena	WI	Guayaquil	Ecuador	Sarona	WI
Amery	WI	(no city)	IA	Soldotna	AK
Appleton	WI	Int'l Falls	MN	St. Cloud	MN
Balsam Lake	WI	Ladysmith	WI	St. Croix Falls	WI
Bancroft	WI	Le Sueur	MN	Stillwater	MN
Baraboo	WI	Litchfield	CT	Sturgeon Bay	WI
Black Earth	WI	Madison	WI	Truman	MN
Blair	WI	Madison	WI	Turtle Lake	WI
Blooming Prairie	MN	Manitowoc	WI	Twin Cities Area	MN
Brillion	WI	Menomonie/ Eau Claire	WI	Westfield	WI
Brooklyn	WI	Minocqua	WI	Winneconne	WI
Cameron	WI	(no city)	MN	Wynona	MN
Charles City	IA	(no city)	MN, SD, IA		

12. Housing 'Other':

Host family	Lived with relative
House for the school year as well	Relatives during the week, home on the weekends
Lived at home and employer provided	Stayed at bf's parents
Lived at home but traveled the whole summer	

13. Pay Rate Per Hour:

\$10.00 (19x)	\$13.00 (2x)	\$10.05	\$14.45	15 base/ appt.
\$12.00 (9x)	\$15.00 (2x)	\$10.10	\$14.65	Commission
\$9.00 (6x)	\$5.62	\$10.20	\$14.73	Salary
\$0.00 (5x)	\$6.00	\$10.25	\$16.00	\$1500/mo/+
\$8.00 (5x)	\$6.88	\$10.50	\$18.80	mileage
\$8.50 (5x)	\$6.90	\$10.75	\$20.80	reimbursement
\$7.50 (4x)	\$7.00	\$11.25	'Other'	Salary \$7000/
\$9.50 (4x)	\$7.14	\$12.40	\$1800/mo	summer
\$11.00 (3x)	\$8.75	\$13.13	11.00 plus	Volunteer
\$12.50 (3x)	\$9.05	\$13.18	incentives	12.00 plus .55
\$6.50 (2x)	\$9.72	\$14.00	\$1400/mo	cents per mile

14. Average number of hours worked per week:

40 (51x)	55 (3x)	37.5 (2x)	42.5	80
50 (10x)	60 (3x)	42 (2x)	43	82.4
35 (7x)	20 (2x)	9	47.5	variable
45 (5x)	25 (2x)	15	48	
30 (5x)	37 (2x)	41	70	

**23. Please describe any other professional, personal, or academic impacts your internship has provided.
(50 Responses)**

Experience/Opportunities (9 comments)

- Allows me to work alongside professional agronomists and learn much of the necessary tools needed in the line of work.
- Great experience! Learned a lot! Would only recommend individuals that were truly willing to work and learn at same time! Great place to develop and improve knowledge!
- I have worked and volunteered for sanctuaries before I was accepted as an intern at The Wildcat Sanctuary. This place was extraordinary at teaching me why sanctuaries are needed, how a sanctuary should be run, and they are very well organized in providing learning experiences for interns and volunteers. Besides the classroom training for animal husbandry, security/safety protocols, administering medications, and providing feedback for possible injuries/illnesses. As an intern, I was involved in numerous outreach programs, increased my social networking skills and relations, and found confidence within my own abilities of working in the wildlife biology field. The organization gave me a wide range of projects to choose from for my Internship Special Project. I chose a legislation project that dealt with helping people contact their legislators, understand the details of local, state, and federal laws regarding domestic, native and exotic animals. I provided resources for laws and action alerts for adults and kids so they could get involved to help the animals involved in the captive wildlife crisis. This project, as well as the in-depth training and assistance from the staff members, broadened my knowledge about the inner workings of legislation, politics, DNR, USFWS, local law enforcement, animal control agencies, appropriate and discouraging sanctuary operations, proper animal husbandry, and the importance of providing a stress-reduced lifestyle for rescued animals.
- I worked with a lot of agricultural based conservation practices. Being inexperienced in agriculture I came out of this internship with a lot more knowledge and background than I have ever received anywhere else. The fieldwork really gave me true insight of what happens and how things get done. I still am not sure of whether or not agriculture is in my interest of work. The people that I worked with though were great and really enjoyed them as fellow employees.
- My internship included field trips, which allowed me to experience a variety of other areas in the horticulture industry which were not a part of my specific job.
- My internship was a chance for me to take on new responsibilities and grow as a professional.
- Professionally, my internship looks good on a resume, academically I learned a lot about plant identification and insect problems, and personally, I learned a lot about people. I don't consider myself a homebody, but it was very difficult for me to be so far away from my friends, family, and all I had come to know and love. The job itself went relatively well, but evenings and weekends were trying. All I can say is that I am very happy to be back in River Falls!
- Taught me more hands on sales techniques.

- This internship was more than I expected. The supervisors and upper management really gave me more opportunities than I expected.

Career Plans/Future (9 comments)

- It helped clarify what I would like to do - though what I would like to do will probably not be possible.
- It made me realize I was heading in the right direction.
- It really reinforced my passion for working with children, and helped me to better handle situations that are not planned.
- It showed me that me doing on the farm sales is not really my thing.
- It showed that I could go anywhere for a job and be confident in moving there
- Other than the fact it was so expensive, I felt it really helped me out for my future in landscaping.
- Simply put, it has provided me a better view into my future as to what I want to do.
- The internship experience was great and I am happy where I am at with schooling and the direction I am heading
- This internship gave me an idea of the type of job that I think that I could handle in this industry.

Insight and Understanding (8 comments)

- I believe this internship has showed me a new aspect of the dairy industry. I have more respect for the Spanish work force and what they bring to the dairy industry.
- It provided me with insight into how that state run department works, and how odd some funding things work in that department.
- It was a wonderful experience! I learned a lot about myself and the company.
- My experience definitely helped me in the microbiology aspect of food science. I'm using what I've learned right now in the lab.
- My internship allowed me to learn about different aspects of Agronomy that I did not know before this internship. These included pest and disease detection, and general crop monitoring skills. I also was able to further develop my people skills by communicating with customers.
- My internship was very useful to me because I was able to be exposed to the daily workings of a great organization. More than anything, I was able to see how things operated at both a non-profit org, and also at a seed bank. I had previously had a great deal of work experiences that were more challenging, but I enjoyed my internship regardless.
- This internship provided me with a very good understanding of the R & D industry and my professional skills were much enhanced because of this opportunity.
- Working at Agri-View gave me an inside look into the workings of an agriculturally publication, an industry that I have always wanted to work in. Writing for the paper and creating marketing campaigns and promotional materials helped me to apply classroom learning to a real world situation. Plus, the people at Agri-View were very friendly and helpful-- definitely a worthwhile internship that helped me to learn skills that I will use throughout my career.

Classroom Knowledge (4 comments)

- During my internship, I strengthened what I had learned in school to a real life experience and was able to succeed in it.
- I really like to be able to apply what I learned in class in my summer internship. I learned a lot over the course of the summer and am glad I had the opportunity to do my internship with CHS!

- Much rather prefer hands on experience, after learning information in classroom.
- One of the best experiences I have ever had. Did not think my schooling would help that much with my job. I was wrong, the education I have received help me everyday with my internship. Putting the classroom to use in a hands-on field was a very rewarding experience. The business I chose to work for gave me a greater appreciation for plants, the plant industry, and the retail industry. It also gave me the ability to work with the public every time I worked. Would recommend ever student should do one, if not two three or even four internships.

Maturity/Self Confidence (4x)

- I became much more mature during my internship and learned many new things that I would not have learned in the classroom. It was an awesome opportunity to travel and become friends with my employer and coworkers.
- I had to adapt to a new environment and learn my way around the area and meet new people. I had to earn respect and trust from the farmers because they did not know me previously.
- It helped me express ideas in ways I never had before. You have to have many reasons explaining what you mean and why you think this will work. It also taught me how to deal with persons not so familiar with your area.
- The main thing it did for me was gain confidence because I feel that I really lack the confidence in myself and when she had told me that I have no weakness that just made me feel that I am really smart and that I do know what I am doing.

Networking (3 comments)

- A group of contacts for referencing.
- I got to meet a lot of people that will help me when I graduate finding a job.
- It has provided for me a chance to spend some time with those in the industry who can provide support for after I graduate.

Working with Others (2 comments)

- I met a lot of unique personalities and it was nice to learn to interact with that. I also learned many things about the golf course that I never knew before and I really like it.
- This internship strengthened my ability to work with not only other people but also children around horses. The only thing that I find myself struggling with would be my special project.

Miscellaneous (11 comments)

- N/A (3x)
- During my internship, I really improved on my writing and communications skills.
- Going away party, friendships
- I'm smarter for it.
- It was a good internship but I wish my knowledge would have been challenged more often.
- It was an excellent experience in itself if I could write a paper about all the things I did that were extremely beneficial to learning about my major vs. writing a paper about a project that held no importance would have been nice.
- None
- Overall, this was a great internship and having Dr. Kelm as my coordinator made for the best work experience I ever had.
- Pretty well covered in the above questions.

26. Which resources did you use in learning about internship opportunities? 'Other':

Own Research (16x)

Calling the company itself
Como's Web Site
Company Website
Created it on my own
Found it myself, knew the owner
Found it on my own online
Found on own, no UWRF help at all!
Google
I contacted the company
I knew about this internship through previous employment.
I seeked this internship out on my own, and Dr. Carlson helped get it set up
Knew supervisor personally
Personal research
Wanted to go to Alaska to fight fire, found a site and applied
Web
Zoo website

Personal Contacts (14x)

Contacts with Winfield Solutions Employees
From my AI Tech
High School Bio Teacher
I set it up through my contacts
Local employee of business told me about it
Networking, personal contacts
Sales representative from Goldsmith Seeds
Supervisor at SCWMD
The owner of the company offered me an internship.

Family/Friends

Family
Family Friend Offered Internship to me
Friends outside of school
Nepotism
Parents

Career Fair/Other Services (5x)

Career fair (3x)
Career Fair/Link to last year's internship
Hire a Falcon

Prior Employment/Prior Internship (4x)

I have worked for the City of Red Wing for 3 years.
Previous Internship
Worked at the same greenhouse the previous summer as a potter. So interviewed on my own for an internship position there this summer.
Worked for the company last summer

Miscellaneous (4x)

None (2x)

A broadcast on a local radio show

AFE Scholarship

27. What services provided by CAFES Internship Faculty Coordinators did you use in securing an internship?

‘Other’:

Secured Internship Themselves (17x)

None (3x)

Called my boss

Called TCTU

Did it myself

Found this one on my own

I did it myself

I secured it myself

I secured my internship on my own

I went to a two-day interview and the CAFES Faculty had no input in me receiving my internship.

My advisor was not helpful in securing this internship. When I asked for help, he told me, "Look around and good luck."

No help was accessed

None I did it all on my own

None of the above

Not much at all

Nothing, I had it taken of

Miscellaneous (3x)

Getting credit

Other students

Was helped above and beyond by my Faculty Coordinator. Dr. Ferriss answered any and everything I came to her with.

28. What services provided by the CAFES Internship Office did you use in securing an internship? ‘Other’:

Didn't use Internship Office (6x)

None (3x)

Did not use the office

I did it.

No services used

Miscellaneous (8x)

Called my boss

Just very helpful with one on one individual care.

Made sure 'it' would work

My AI Tech

NA

Previous job from last year

Speaking with the director of The Wildcat Sanctuary

The two Land O' Lakes recruiters were there giving interviews but I knew both of the guys and we talked about what I wanted to do for an internship for the summer and they asked me to come and interview in the Cities.

29. Please list your suggestions as to how the CAFES Internship Office or your Faculty Coordinator could improve the Internship Program. (54 Responses)

Weekly Reports/Requirements (11 comments)

- After we submit our weekly reports, it would have been nice to have an email confirming that we handed it in for our own records.
- Change the questions from week to week.
- For certain students that have previous experience in their field before they started the internship should not have to fill out the first three weeks of questions because they are all the same ones. In my case, nothing changed from week to week.
- Have a different form of reporting on each week of the internship.
- I did not like the weekly reports it was a lot of busy work and I always forgot about doing them and I did not care for most of the questions asked.
- Less paperwork. If someone is working 40 plus hours a week, there is very little time for paperwork.
- Personally, I thought that the Internship Program had too many requirements and hoops to jump through along the way. I didn't enjoy doing the extensive weekly updates, etc. I understand the point of doing some of the stuff, but I felt like I couldn't be held accountable as an intern unless I answered two pages of questions etc. about every little thing I did.
- The internship requirements held by the CAFES Internship Office were excessive compared to the requirements of the other students participating at my internship site. It was hard to remember to fill out the evaluation form each week, and I often felt like I was repeating myself. I never received a check-in phone call or email from my faculty coordinator, although I did get a quick note with the signed internship objectives sheet. The expectations following my internship have been very unclear--I have had no communication or direction as to what I need to do for my project report. If requirements are to remain high, more communication would be helpful.
- The weekly completion forms were very repetitive. The same questions seemed to be asked over and over again. The credits were expensive for what the faculty of UWRF did for me. Some of the money should go back to the company that taught me what I learned. Either that or the credit should be less money.
- The weekly questionnaires were redundant and my answers were mainly the same from week to week. The questionnaires should be changed so each week you answer different questions, with only one or two questions being repeated weekly.
- The weekly reviews are extremely redundant in their questioning. A review every 2 weeks might have been more beneficial. The first weeks of my internship were still learning and getting the feel of things, so I did not feel weekly reviews were helpful. Especially when all the questions were exactly the same. I realize the reviews are a way of checking in on the student, but I really think spacing them out would have been more helpful.

Positive Sentiments (9 comments)

- Cheryl is the best!
- I thought it was very well organized and I really liked where I did my internship, very good experience.
- It worked well for me so I would not change anything.
- My internship went pretty well and I'm happy with how things turned out
- N/A, the internship office did a wonderful job assisting me with finding an internship.
- None - they do a good job.
- UWRF was understanding when things were not going well with my internship.
- What I witnessed was smooth. In my experience, the system is sound.
- You were all a big help considering that I still was not sure if I had an internship at the end of the spring semester.

Internship Program Assistance (8 comments)

Charging for Internship

- Do NOT charge for credits when the institution does NOTHING in finding a place to intern at! Do NOT require interns pay segregated fees for the UC, Knowles, etc. when not even able to use the facilities! Do NOT make it a requirement if students need to find their own employer...may as well be a summer job...least then the students can keep all their earnings and not donate them to UWRF for doing nothing to help!
- I really did not use the Internship office for assistance with getting my internship. I used my coordinator to help with my resume and cover letter and that is about it. They can maybe not make it \$1,200 to get an internship, that is a little hefty when the office did not help at all.
- In my honest opinion, I would not suggest a CAFES internship to ANYONE. I feel that the internship program is run like a business, in that all they are interested in is "selling you" an internship (and at a costly price). This is at least how I felt in the process. They wouldn't give me any contact information for a company until I signed a form saying I would agree to pay UW-RF 1,100 if I got the job that I contacted. The worst part of that is that I already paid for two credited internships in the past, so this was my third internship. I feel that is absolutely ridiculous, and UWRF CAFES does not care as much about the education gained by students involved in internships, rather if the CAFES internship office makes money. I feel like I spent \$1,100 for UW-River Falls to list an internship on my transcript. Don't get me wrong, my actual internship/job was a good experience in which I learned many things. However, nothing that the UW-RF CAFES internship office's "services" at all helped make my internship a more valuable experience. I plan to have another internship in the future, but never again would I do it through the UW-RF CAFES internship office, or ever suggest it to anyone. Furthermore, I feel that a credited internship should not be required by any major.
- There is only one way this internship could be improved. Don't CHARGE ME FOR IT. I personally think it's a complete waste of my money to pay \$1000 for an internship. I worked my butt off this summer and because of car payments and rent and debt, I WOULD have ended up with \$1000 profit. Instead, I had to pay for the internship.
- I won't lie, I love the Internship office and Cheryl. She does an amazing job. But I think we as students are paying too much for these internships.

Other

- I think the internship office is an extremely helpful tool for students, and I cannot even express how glad I am that I found out about my internship and got this opportunity. I can't really think of anything that should be changed.
- Overall, the internship office was very helpful in helping me to find an internship- especially since I started my search process very late in the game. It would have been nice to have some tips and guidance from my advisor when I was looking for my internship, as to which companies to look into and some of his past experiences.
- Provide more than one meeting time for meetings. Not everyone can attend the same time due to work, school or student organizations.

Faculty Coordinator (7 comments)

- Faculty coordinator could be more involved
- Give phone calls periodically throughout the internship to check up and see how things are going.
- I was very well set up by my Coordinator, and am unsure of what could have been done better since everything worked out so well.
- I would think that it would be much more beneficial for the Coordinator to speak with the students on a weekly basis via email.

- Maybe being able to reach them in a more timely manner instead of a week or 2 after the date you emailed them.
- More contact
- The Internship program could be improved by a required meeting with the Faculty Coordinator on how the internship process should be approached, i.e. steps needed to take to acquire an internship.

Final Reports/Expectations/Progress (5 comments)

- By providing some more information as to what is required for the final internship meeting and for the special projects paper.
- Change the special project to an overall experience of the internship; some jobs simply do not fit into the specific category that a worthless 10-page paper can be written about. I think a paper is not a good gauge of what was learned or experienced during the internship.
- For the employers, have them complete something into their regard to their progress, or their influence in helping out the intern.
- Give us what you want written (outline) for a final report right at the beginning of the internship so we can start writing it.
- More detailed outline of the expectations of final projects from advisor, like a written copy.

Miscellaneous (14 comments)

- None/Nothing (4x)
- N/A (3x)
- Better pay
- By adding The Wildcat Sanctuary to the list of a possible internship for animal care or field biology majors, or other biological sciences (no pre-vets or vet techs, there is not enough 'vet-type' training at this facility).
- I have no suggestions.
- Make doing more than one internship a requirement for graduation.
- My intern was more of a family planned intern so I don't know.
- No comment
- Provide more intern possibilities within the MN side.

Appendix B: Quantitative Summary of Responses: 2009 CAFES Internship Program Evaluation

- 1. Faculty Coordinator: *See Appendix A*
- 2. Major: *See Appendix A*
- 3. Minor: *See Appendix A*
- 4. Current GPA: *See Appendix A*

5. When was your internship completed?

Answer		Response	%
Summer		103	98%
Fall		2	2%
Spring		0	0%
Total		105	100%

6. Was this your first or second internship?

Answer		Response	%
1st Internship		97	92%
2nd Internship		8	8%
Total		105	100%

7. Will your internship credits be applied to your major, minor, or will they be applied as electives?

Answer		Response	%
Required for major, credits counted in major		76	72%
Not required, credits will be applied towards credits in the major/minor		18	17%
Not required, credits will not be applied towards major or minor, but applied as general electives		5	5%
Not Sure/Don't Know		5	5%
Required for minor, credits counted in minor		1	1%
Total		105	100%

8. What year in school were you the semester prior to doing your internship?

Answer		Response	%
Junior		50	48%
Senior		28	27%
Sophomore		20	19%
Freshman		7	7%
Total		105	100%

9. What is your gender?

Answer		Response	%
Male		53	51%
Female		51	49%
Total		104	100%

10. Please provide the name of the company or organization where you completed your internship.

See Appendix A

11. Location of Internship: City and State/Country *See Appendix A*

12. Housing (during internship):

Answer		Response	%
Lived at Home		58	55%
Rented		24	23%
Employer Provided		13	12%
Other		8	8%
Rent Subsidized by Employer		2	2%
Total		105	100%

13. Pay Rate per Hour: *See Appendix A*

14. Average number of hours worked per week: *See Appendix A*

15. Total amount saved during your internship (after expenses):

Answer		Response	%
0 - \$999		35	33%
Over \$2,000		26	25%
\$1000 - \$2000		22	21%
Uncertain		22	21%
Total		105	100%

16. If your internship was within the 3 state area of Wisconsin, Minnesota, and Iowa, when did your faculty coordinator visit? Mark all that apply.

Answer		Response	%
Middle of Internship		52	53%
Near the End of Internship		36	37%
Beginning of Internship		7	7%
No Visit		7	7%

17. If your internship was outside the 3 state area, when did your faculty coordinator call or email you? Mark all that apply.

Answer		Response	%
Middle of Internship		10	50%
Near the End of Internship		6	30%
Beginning of Internship		4	20%
No Call or Email		4	20%

18. To what extent would you agree with the following statements pertaining to aspects of your internship?

Question	Responses	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Employer provided an open line of communication throughout the internship	104	55%	34%	7%	3%	2%
The employer provided the appropriate amount of supervision	103	46%	40%	9%	3%	3%
I was given ample resources to move projects to completion	104	44%	42%	8%	6%	0%
Orientation with internship company met your expectations	104	41%	45%	9%	5%	0%
Work/projects were well-defined	104	37%	41%	13%	9%	0%
Projects developed/assigned were beneficial to enhancing/broadening your career development	104	29%	52%	15%	2%	2%
The Internship Special Project was a good match for your skills and interest as an intern	104	26%	48%	17%	8%	1%

19. Would you recommend this internship site for future students?

Answer	Response	%
Yes	80	77%
Not Sure/Maybe	22	21%
No	2	2%
Total	104	100%

20. How did your internship experience impact your PROFESSIONAL DEVELOPMENT?

Question	Responses	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA
Learned new methods, procedures	104	52%	37%	8%	4%	0%	0%
Gained applied knowledge in my field	104	51%	42%	5%	2%	0%	0%
Provided challenge	104	48%	34%	13%	4%	1%	0%
Broadened/strengthened on-the-job work habits	104	47%	42%	9%	2%	0%	0%
Gained practical experience in my field	104	45%	46%	6%	3%	0%	0%
Increased my ability to handle responsibility	104	44%	48%	3%	5%	0%	0%
Increased confidence in my professional abilities	104	41%	49%	6%	4%	0%	0%
Increased contacts with professionals	104	39%	44%	15%	1%	0%	0%
Improved time management skills	104	32%	54%	11%	4%	0%	0%
Applied acquired classroom knowledge	104	31%	45%	13%	8%	3%	0%
Learned of my professional strengths	104	27%	59%	12%	3%	0%	0%
Learned about my professional weaknesses	104	26%	54%	16%	4%	0%	0%
Chance to supervise/train others	104	24%	32%	22%	11%	6%	6%
Job offer expected after graduation	104	15%	26%	31%	8%	1%	19%

21. How did your internship experience impact your PERSONAL DEVELOPMENT?

Question	Responses	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA
Increased self confidence	104	38%	50%	7%	4%	1%	0%
Increased maturity	104	32%	48%	15%	5%	0%	0%
Provided cultural experience	103	23%	33%	21%	17%	2%	3%
Provided travel experience	104	22%	26%	19%	19%	5%	9%
Improved money management skills	104	13%	37%	38%	9%	0%	3%

22. How did your internship experience impact you ACADEMICALLY?

Question	Responses	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA
Strengthened interest in my major	104	35%	50%	13%	2%	0%	1%
Reduced interest in my major	104	1%	1%	19%	37%	36%	7%

23. Please describe any other professional, personal, or academic impacts your internship has provided. See Appendix A

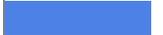
24. How did this internship impact your career plans?

Answer	Response	%
Reinforced my previous career plans	60	58%
Altered the direction of my career plans within the discipline	42	41%
I decided to switch my field of study altogether	1	1%
Total	103	100%

25. How valuable was your internship for your career development? Please rank from 1 (low value) to 5 (high value).

Answer		Response	%
5		42	40%
4		36	35%
3		22	21%
2		4	4%
1		0	0%
Total		104	100%

26. What resources did you use in learning about internship opportunities? Mark all that apply.

Answer		Response	%
Other <i>See Appendix A</i>		43	41%
CAFES Internship Program Bulletin Board		35	34%
Faculty Advisor		32	31%
Weekly CAFES Internship Bulletin		29	28%
Other Students		27	26%
Faculty Coordinator		26	25%
CAFES Internship Office		25	24%
Email Updates Sent by CAFES Internship Program		20	19%
Professor who distributed or announced available internships		15	14%
Interview Announcements posted by CAFES Internship Program		7	7%

27. What services provided by CAFES Internship *Faculty Coordinators* did you use in securing an internship? Mark all that apply.

Answer		Response	%
Making a contact with a specific company		34	40%
Resume/Cover letter assistance		32	38%
Application materials and/or information on application process		30	35%
Advice on professional conduct		21	25%
Other <i>See Appendix A</i>		21	25%
Help in identifying specific location for an internship		18	21%

28. What services provided by the *CAFES Internship Office* did you use in securing an internship? Mark all that apply.

Answer		Response	%
Internship program explanation/informational meeting		53	56%
Registration assistance		34	36%
Identifying appropriate faculty coordinator		26	28%
Resume/Cover letter writing assistance		25	27%
Assistance in contacting a company		17	18%
Interview coordination		16	17%
Obtaining specific company applications		15	16%
Other <i>See Appendix A</i>		14	15%
Assistance in finding available internships with companies that were not listed by the office		11	12%

29. Please list your suggestions as to how the *CAFES Internship Office* or your *Faculty Coordinator* could improve the Internship Program. *See Appendix A*