



UWRF CAFES Internship Program Evaluation - 2011

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The SRC would like to thank Cheryl Dintemann for her assistance throughout the survey process. We would also like to thank the UWRF CAFES interns who took the time to complete the questionnaire.

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Executive Summary

In the fall of 2011, the Survey Research Center (SRC) at the University of Wisconsin-River Falls contacted College of Agriculture, Food and Environmental Sciences (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 and 97 interns completed the survey.

Key observations from the survey:

1. On a scale of 1 (low value) to 5 (high value), 75 percent of interns rank their internship a 4 or a 5.
2. Nearly eight in ten interns would recommend their internship site for future students.
3. Eighty-seven percent of interns report a strengthened interest in their major based on their internship experience.
4. Most interns (94%) feel that they gained applied knowledge in their field during their internship.
5. Approximately four in five interns report increased self confidence and maturity due to their internship experience.
6. About one-third of interns anticipate altering the direction of their career plans within their discipline due to their internship experience.
7. Nearly one-half of all interns expect a job offer from their internship site after graduation.
8. The average pay per hour for CAFES interns increased by eighty-four cents from the 2010 average (\$10.47 in 2011, \$9.63 in 2010). Approximately one-fourth of interns (26%) were paid more than \$12.00/hour, and 22 percent made less than \$9/hour.
9. The average number of hours worked by CAFES interns decreased by three hours from the 2010 average (41 hours in 2011, 44 in 2010).
10. Nearly 40 percent of interns saved over \$2000 (after expenses) during their internship.

Survey Purpose

The motivation for this annual 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 Survey Research Center (SRC) at UWRF was chosen to conduct the survey.

Survey Methods and Design

In the fall of 2011, the SRC contacted UWRF CAFES interns by email asking them to participate in an on-line survey about their internship experience. Reminders were sent over 2 weeks to interns from whom a completed survey had not been received. A total of 97 surveys were completed.

Appendix A to this report contains a complete compilation of responses to open-ended comments. **Appendix B** contains a copy of the numeric portions of the survey questionnaire with a quantitative summary of responses by question.

The following analysis will:

- Summarize the responses to the 2011 UWRF CAFES Internship Program Evaluation.
- Compare the responses of different demographic groups of interns to see if they hold different opinions about a given topic.
- Where applicable, compare results from the 2009 CAFES Internship Program Evaluation (105 interns), and 2010 Evaluation (104 interns) with current 2011 results (97 interns).

Comparisons of key survey questions were made based on gender, grade point average, pay rate per hour, and average number of hours worked per week during the internship. When differences occur, they will be pointed out, as appropriate, in the report.

Profile of Respondents

Table 1 summarizes the profile of respondents to the survey and indicates that a slight majority of the interns were male (53%) and approximately three-fourths were juniors or seniors prior to their internship (77%). Gender and class standings were consistent with earlier 2009 and 2010 data.

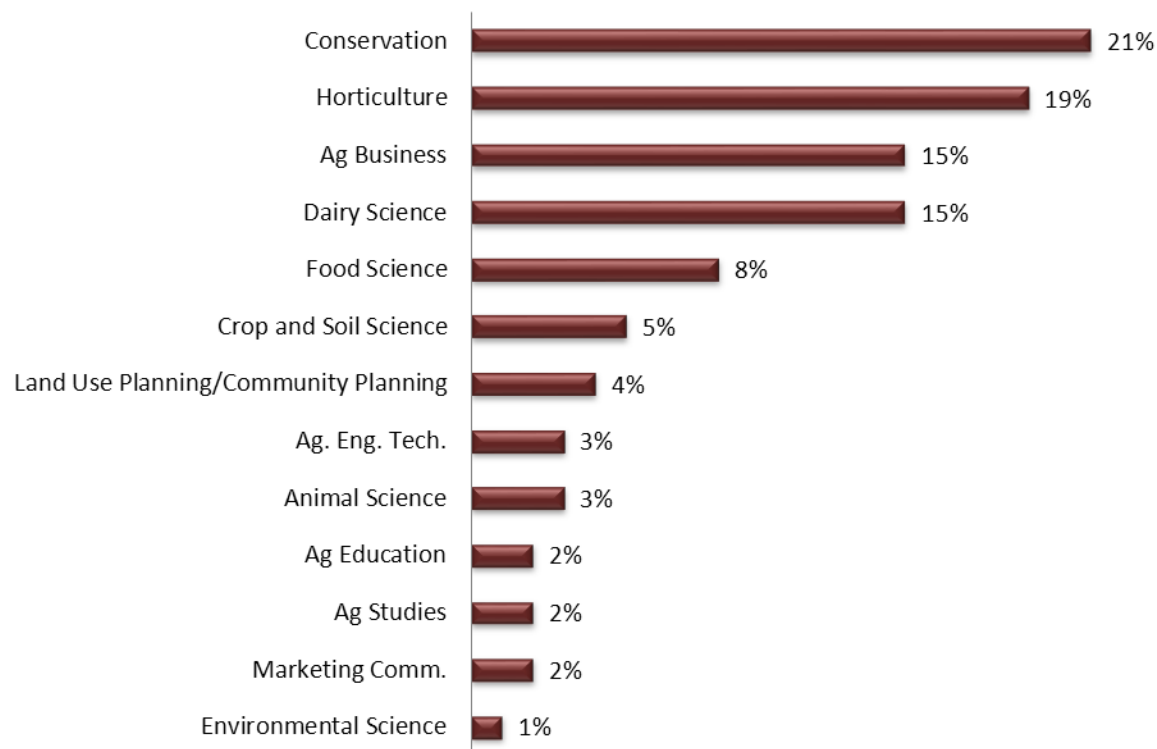
Table 1: Profile of Respondents - Comparison of 2009-2011 Survey Results					
Gender	Count	Male	Female		
Sample – 2011	97	53%	47%		
Sample – 2010	103	56%	44%		
Sample – 2009	104	51%	49%		
Class Standing (sem. prior to internship)	Count	Freshman	Sophomore	Junior	Senior
Sample – 2011	97	2%	21%	49%	28%
Sample – 2010	103	10%	19%	46%	25%
Sample – 2009	105	7%	19%	27%	48%

CAFES Intern Information

Major and Minor

Students were asked to identify their major and minor. Figure 1 provides a breakdown of the majors for the 97 interns who completed the assessment this year. Conservation was the leading major, followed by Horticulture, Agricultural Business, and Dairy Science. Together, the four majors account for 70 percent of the interns. Forty two interns reported their minor. The list of minors can be found in Appendix A.

Figure 1: Responses by Major



Interns' majors were consistent with 2009-2010 results (Table 2).

Table 2: Responses by Major - Comparison of 2009-2011 Survey Results							
	Count	Ag Business	Ag Educ	Ag Eng. Tech.	Ag Studies	Animal Science	Bio-tech
Sample – 2011	97	15%	2%	3%	2%	3%	0%
Sample – 2010	104	17%	5%	1%	1%	5%	2%
Sample – 2009	105	12%	1%	2%	2%	5%	0%
	Conser- vation	Crop & Soil Science	Dairy Science	Food Science	Horti- culture	Land Use Planning	Marketing Comm.
Sample – 2011	21%	5%	15%	8%	19%	4%	2%
Sample – 2010	19%	10%	15%	3%	14%	4%	5%
Sample – 2009	15%	7%	14%	10%	22%	1%	6%

Grade Point Average

Interns were asked to report their current grade point average (Figure 2). GPA's ranged from 2.05 to 3.9. A slight majority of interns have a GPA of above 3.0. The average GPA in 2011 was 3.00 (*average GPA in 2009 was 3.04 and 3.08 in 2010, Figure 2a*).

Figure 2: Grade Point Average

92 interns provided their GPA

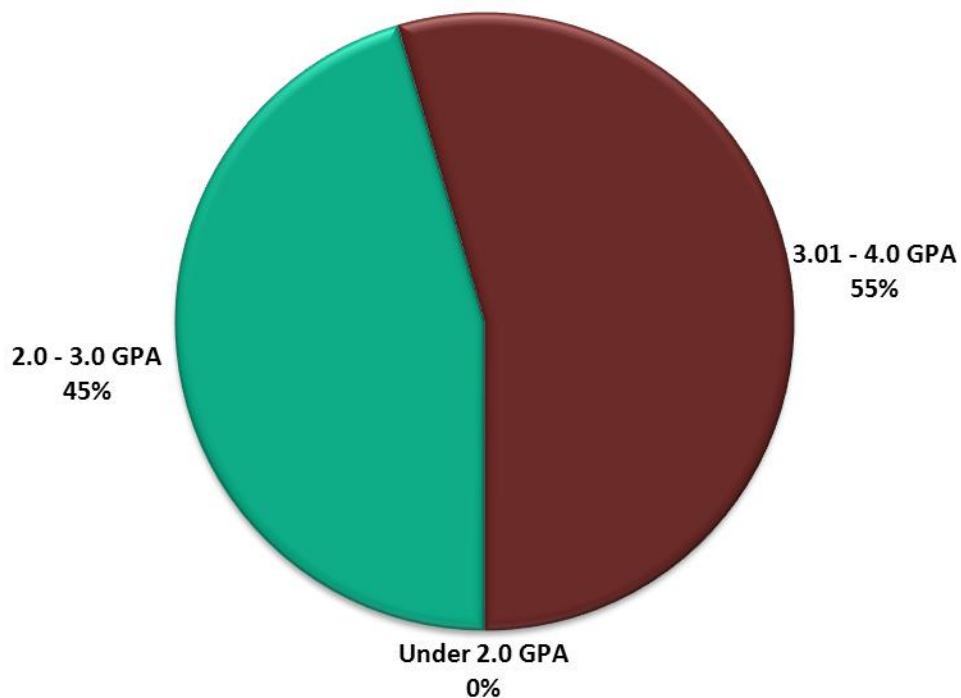
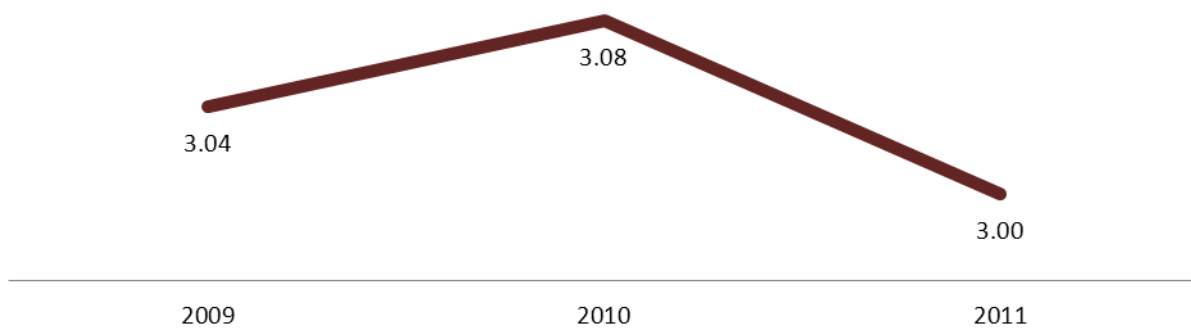


Figure 2a: Comparison: Grade Point Average 2009-2011



CAFES Internship Information

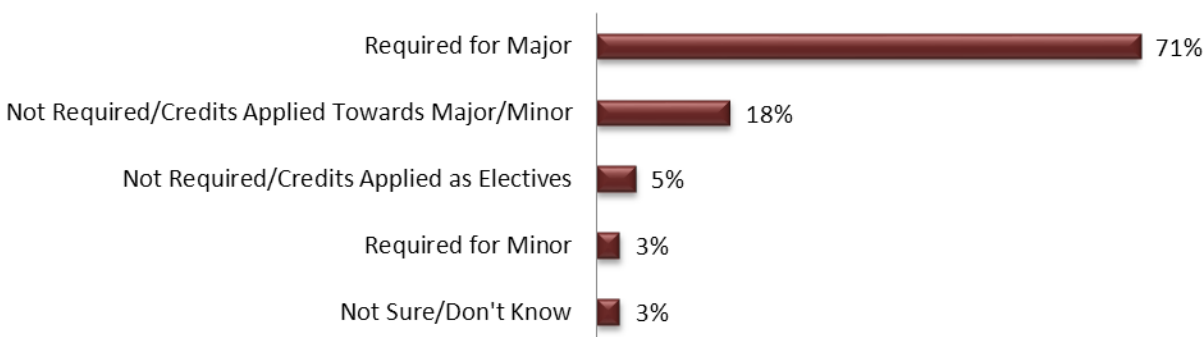
Interns were asked to identify if the internship was their first or second internship experience and when the internship was completed. Table 3 indicates that nearly all internships were completed in the summer and most were first-time internships. Results are consistent with 2009 and 2010 results.

Table 3: Internship Information - Comparison of 2009-2011 Survey Results				
When was your internship completed?	Count	Summer	Fall	Spring
Sample – 2011	97	94%	6%	0%
Sample – 2010	103	95%	5%	0%
Sample – 2009	105	98%	2%	0%
Was this your first or second internship?	Count	1 st Internship	2 nd Internship	
Sample – 2011	97	94%	6%	
Sample – 2010	102	90%	10%	
Sample – 2009	105	92%	8%	

Internship Credits

Nearly three-fourths of interns report that their internship is required and counted in their major or minor (Figure 3). Eighteen percent of interns report that their internship was not a requirement but will be applied in their major or minor. Five percent will apply their credits to general electives, and three percent of interns report that their internship was required for their minor, or they did not know how their internship credits will be applied.

Figure 3: Internship Credits



Internship credit application is consistent with earlier survey results from 2009-10 (Table 4).

Table 4: Internship Credits - Comparison of 2009-2011 Survey Results						
	Count	Required for Major/ Counted in Major	Not Required/ Applied to Major/Minor	Not Sure/ Don't Know	Not Required/ Applied as Electives	Required for Minor/ Counted in Minor
Sample – 2011	97	71%	18%	3%	5%	3%
Sample – 2010	103	65%	22%	9%	4%	0%
Sample – 2009	105	72%	17%	5%	5%	1%

Internship Company or Organization

When asked to provide the name of the company or organization where they completed their internship, most of the organizations listed by interns were mentioned only once. Genex was mentioned four times. Willow River State Park was mentioned three times. The following organizations were listed twice: Benson Farm Service, City of Cottage Grove, Crex Meadows Wildlife Area, Eau Galle Recreation Area, Hartung Brothers, Illinois Foundation Seeds, Kemps, and Sargent's Gardens. A complete list of internship organizations can be found in Appendix A.

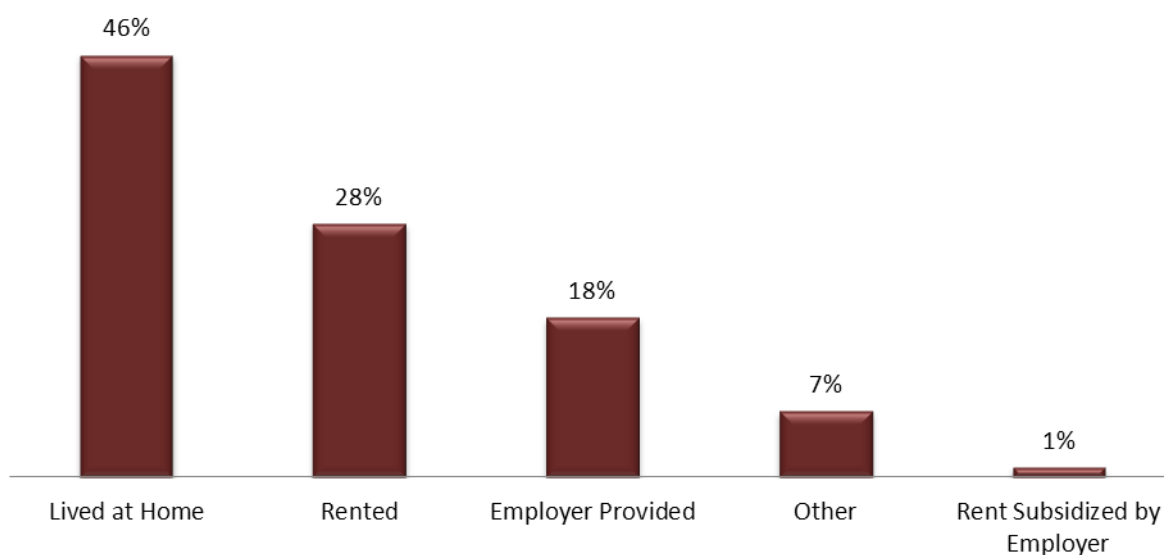
Internship Location

The most frequently mentioned internship locations were River Falls and Green Bay (4 internships each), followed by Cottage Grove, Hudson, Lewiston, New Richmond, and Rochester - each with three internships. Most of the internship locations were only mentioned once. Long-distance internship locations included Connecticut, Ohio, New York, and Oregon. Most internships were completed in Wisconsin (58%) and Minnesota (26%). Internship locations can be found in Appendix A.

Housing

Interns were asked to describe their housing status during their internship. As Figure 4 highlights, slightly less than one-half of interns lived at home (46%), while approximately one-fourth rented. Nineteen percent of interns were provided housing or had their rent subsidized by their employer. Responses in the "other" category included living with relatives. Appendix A contains "other" housing situations mentioned.

Figure 4: Housing *(during internship)*



- **Interns working less than 40 hours a week** were more likely to live at home during their internship.

2011 interns were slightly less likely to live at home during their internship than 2009 or 2010 interns (Table 5). More 2011 interns rented or lived in employer provided housing during their internship than in the two previous years.

Table 5: Housing During Internship - Comparison of 2009-2011 Survey Results

	Count	Lived at Home	Rented	Employer Provided	Other	Rent Subsidized by Employer
Sample – 2011	97	46%	28%	18%	7%	1%
Sample – 2010	103	58%	23%	9%	3%	7%
Sample – 2009	105	55%	23%	12%	8%	2%

Pay Rate per Hour

The average hourly pay rate for 2011 CAFES interns was \$10.47 (*approximately 9 percent increase over 2009 and 2010 averages, Figure 5a*). Pay ranged from a low of zero (six interns reported “0” as their pay rate per hour – we cannot tell if the internship was unpaid or if they preferred not to disclose their pay), to a high of \$17.75 an hour. Nearly one-half of interns made between \$9.00 and \$12.00/hour (Figure 5). The complete list of pay rates can be found in Appendix A.

Figure 5: Pay Rate per Hour

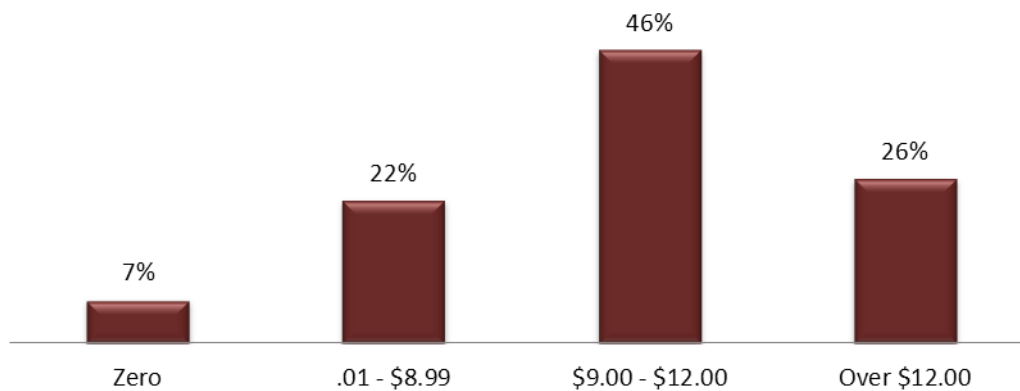
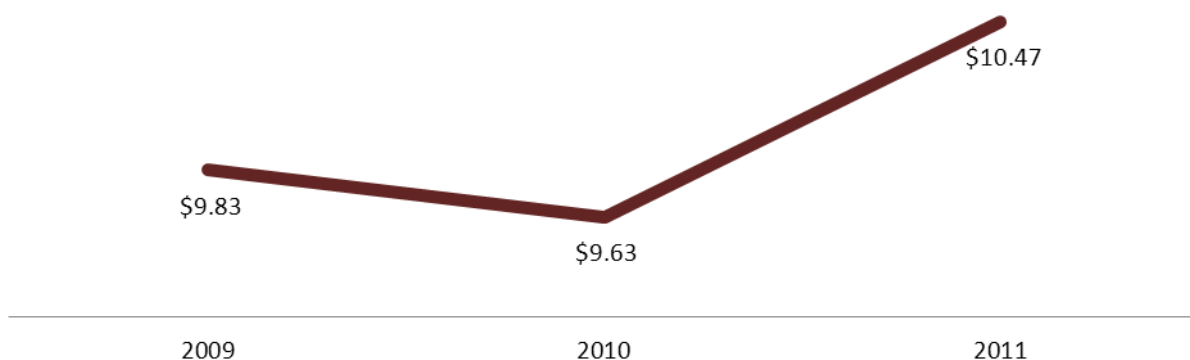


Figure 5a: Comparison: Pay Rate per Hour 2009-2011



Average Number of Hours Worked Per Week

The average number of hours worked per week was 41 hours (*a 9 percent decrease from average hours worked in 2010 and equal to 2009 average work hours, Figure 6a*). As shown in Figure 6, nearly three-fourths (73%) of CAFES interns report working 40 hours or more per week, and slightly more than one-fourth reported working less than 40 hours/per week.

Figure 6: Hours Worked Per Week

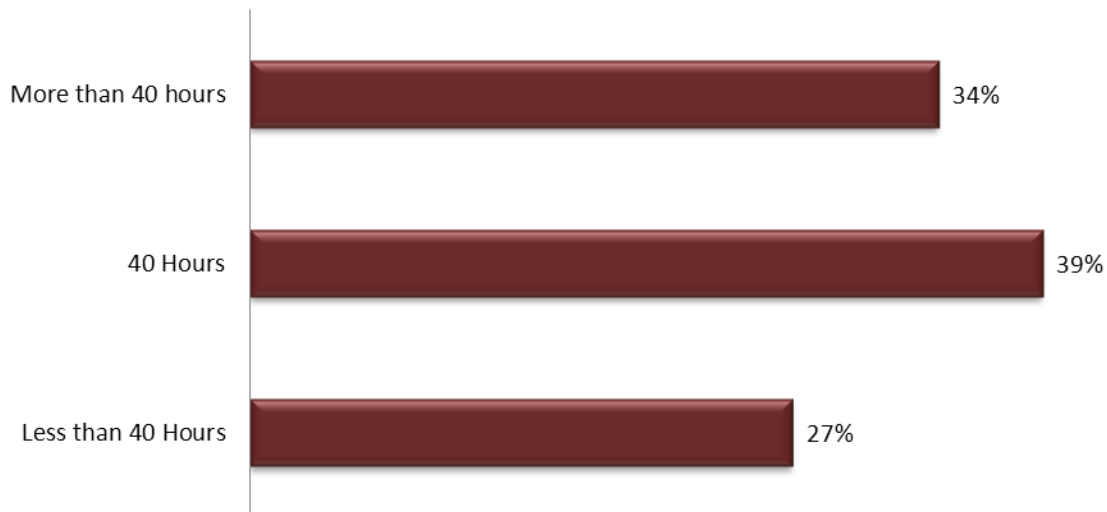
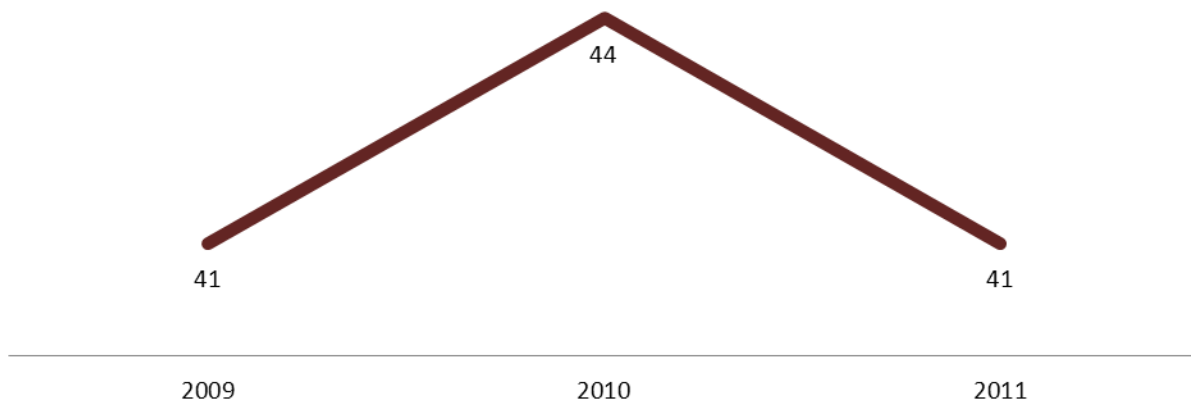


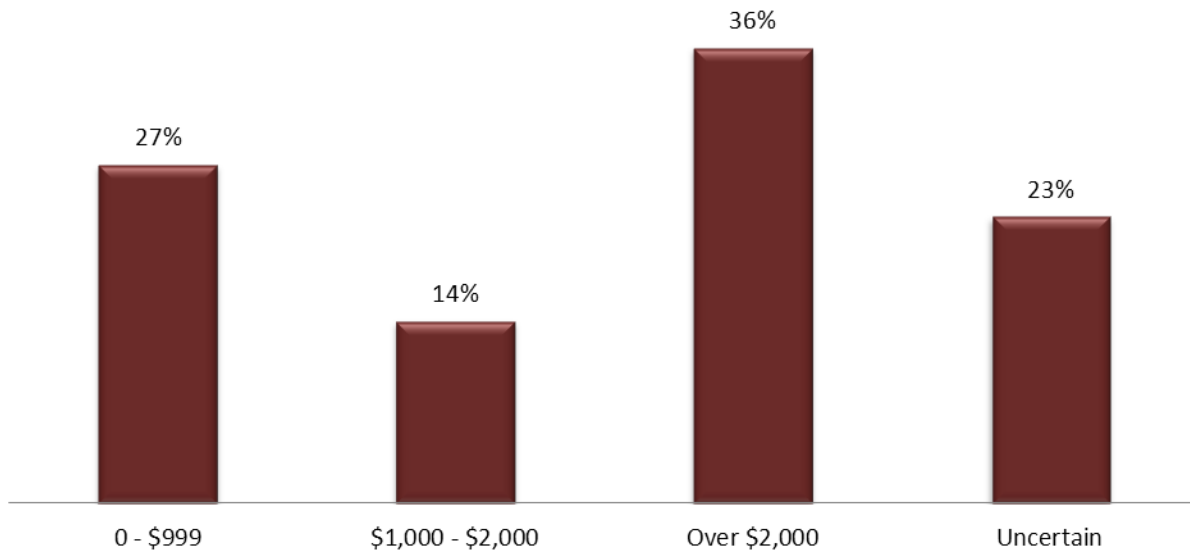
Figure 6a: Comparison: Hours Worked Per Week 2009-2011



Total Amount Saved During Internship

Approximately one-third of the interns saved over \$2,000 during their internship (Figure 7). About one-fourth saved under \$1,000, 14 percent saved between \$1,000 - \$2,000, and nearly one-fourth (23%) were not sure how much money they had saved.

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



- Not surprisingly, **interns making over \$12.00/hr.** (52%) were more likely to report saving over \$2,000 during their internship than interns making less than \$9.00/hr. (15%).

Interns saved less in 2011 than in 2010, but more than 2009 interns (Table 6). Thirty-six percent of 2011 interns saved over \$2,000 during their internship compared to 38 percent in 2010 and 25 percent in 2009.

Table 6: Total Amount Saved During Internship - Comparison of 2009-2011 Survey Results					
	Count	0 - \$999	\$1,000 - \$2,000	Over \$2,000	Uncertain
Sample – 2011	97	27%	14%	36%	23%
Sample – 2010	103	25%	21%	38%	16%
Sample – 2009	105	33%	21%	25%	21%

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*).

Within the 3-state area, interns reported that their faculty coordinator visited them in the beginning (4%), middle (58%) or near the end (31%) of the internship (Table 7). Interns report that their faculty coordinator called or emailed them (outside of the 3-state area) in the beginning (22%), middle (57%) or near the end (48%) of the internship – interns could mark all situations that applied. 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 during their internship.

All 2011 faculty coordinator communication showed an increase or slight change over the past two years with one exception. There was a 14 percent decrease in the percentage of 2011 interns (within WI, MN, IA) who reported that their faculty coordinator visited them near the end of their internship. This decline was largely off-set by the 12 percent increase of faculty coordinator visits in the middle of internships as reported by WI, MN, or IA interns.

Table 7: Faculty Coordinator Visits or Contacts - Comparison of 2009-2011 Survey Results					
If your internship was <i>within</i> the 3 state area of WI, MN, IA, when did your faculty coordinator visit? Mark all that apply.	Count	Beginning of Internship	Middle of Internship	Near the End of Internship	No Visit
Sample – 2011	83	4%	58%	31%	8%
Sample – 2010	98	1%	46%	45%	8%
Sample – 2009	102	7%	53%	37%	7%
If your internship was <i>outside</i> the 3 state area, when did your faculty coordinator call or email you? Mark all that apply.	Count	Beginning of Internship	Middle of Internship	Near the End of Internship	No Call or Email
Sample – 2011	23	22%	57%	48%	17%
Sample – 2010	21	19%	29%	33%	19%
Sample – 2009	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 8 suggest that most interns agree or strongly agree with all of the statements included in the Table. Nine in ten interns believe their employer provided an open line of communication throughout the internship. Similar high percentages (88%) believe they were given the appropriate amount of supervision and said orientation with the internship company met their expectations. However, between 10 and 21 percent of respondents were neutral (neither agreed nor disagreed) or negative (disagreed or strongly disagreed) about all the aspects of their internship described in Table 8.

Table 8: 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 open line of communication throughout internship	97	68%	22%	5%	5%	0%
Employer provided appropriate amount of supervision	97	47%	41%	8%	3%	0%
Given ample resources to move projects to completion	97	46%	37%	12%	4%	0%
Projects developed/assigned were beneficial to enhancing/broadening career development	97	42%	43%	10%	4%	0%
Orientation with internship company met expectations	97	41%	47%	4%	7%	0%
Internship Special Project was a good match for skills and interest as an intern	97	34%	47%	15%	2%	1%
Work/ projects were well-defined	97	31%	48%	14%	6%	1%

There was one significant difference in the way different demographic groups agree with the statements shown in Table 8:

- **Males** were more likely to *strongly agree* that they were given ample resources to move projects to completion than females.

There were few differences in 2011 results versus the previous two years in terms of the internship statements shown in Table 8. Comparisons are shown in Table 9, and the 3-year averages for the combined strongly agree + agree percentages for each statement were all within 5% of 2011 results.

Table 9: Aspects of Internship - Comparison of 2009-2011 Survey Results						
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 open line of communication Sample – 2011	97	68%	22%	5%	5%	0%
Sample – 2010	103	66%	24%	4%	3%	3%
Sample – 2009	104	55%	34%	7%	3%	2%
Orientation with company met expectations Sample – 2011	97	41%	47%	4%	7%	0%
Sample – 2010	103	59%	36%	4%	1%	0%
Sample – 2009	104	41%	45%	9%	5%	0%
Given ample resources to move projects to completion Sample – 2011	97	46%	37%	12%	4%	0%
Sample – 2010	103	56%	38%	4%	2%	0%
Sample – 2009	104	44%	42%	8%	6%	0%
Employer provided the appropriate amount of supervision Sample – 2011	97	47%	41%	8%	3%	0%
Sample – 2010	103	53%	37%	3%	7%	0%
Sample – 2009	103	46%	40%	9%	3%	3%
Projects assigned were beneficial to broadening career development Sample – 2011	97	42%	43%	10%	4%	0%
Sample – 2010	103	50%	40%	8%	2%	0%
Sample – 2009	104	29%	52%	15%	2%	2%
Internship Special Project was a good match for skills/ interest as an intern Sample – 2011	97	34%	47%	15%	2%	1%
Sample – 2010	103	39%	47%	14%	1%	0%
Sample – 2009	104	26%	48%	17%	8%	1%
Work/projects well-defined Sample – 2011	95	31%	48%	14%	6%	1%
Sample – 2010	103	32%	49%	13%	7%	0%
Sample – 2009	104	37%	41%	13%	9%	0%

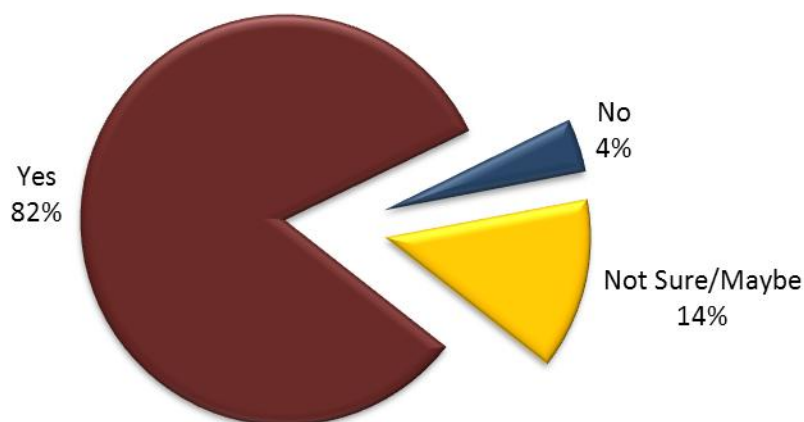
Recommend Internship Site to Future Students

Interns were asked if they would recommend their internship site for future students (Figure 8). More than four-fifths of interns would recommend their internship site. Fourteen percent were not sure if they would; only 4 percent (4 interns) would not.

Although very small in number, the SRC looked at the characteristics of the four interns who would not recommend their internship site. This group of interns:

- ✓ Had an average GPA of 3.0 (the 2011 average), made less per hour than the average (\$8.81), and worked considerably less hours per week than average (30 hours/week).

Figure 8: Recommend Internship Site for Future Students



- **Males** (94%) were more likely to recommend their internship site for future students than females (69%).

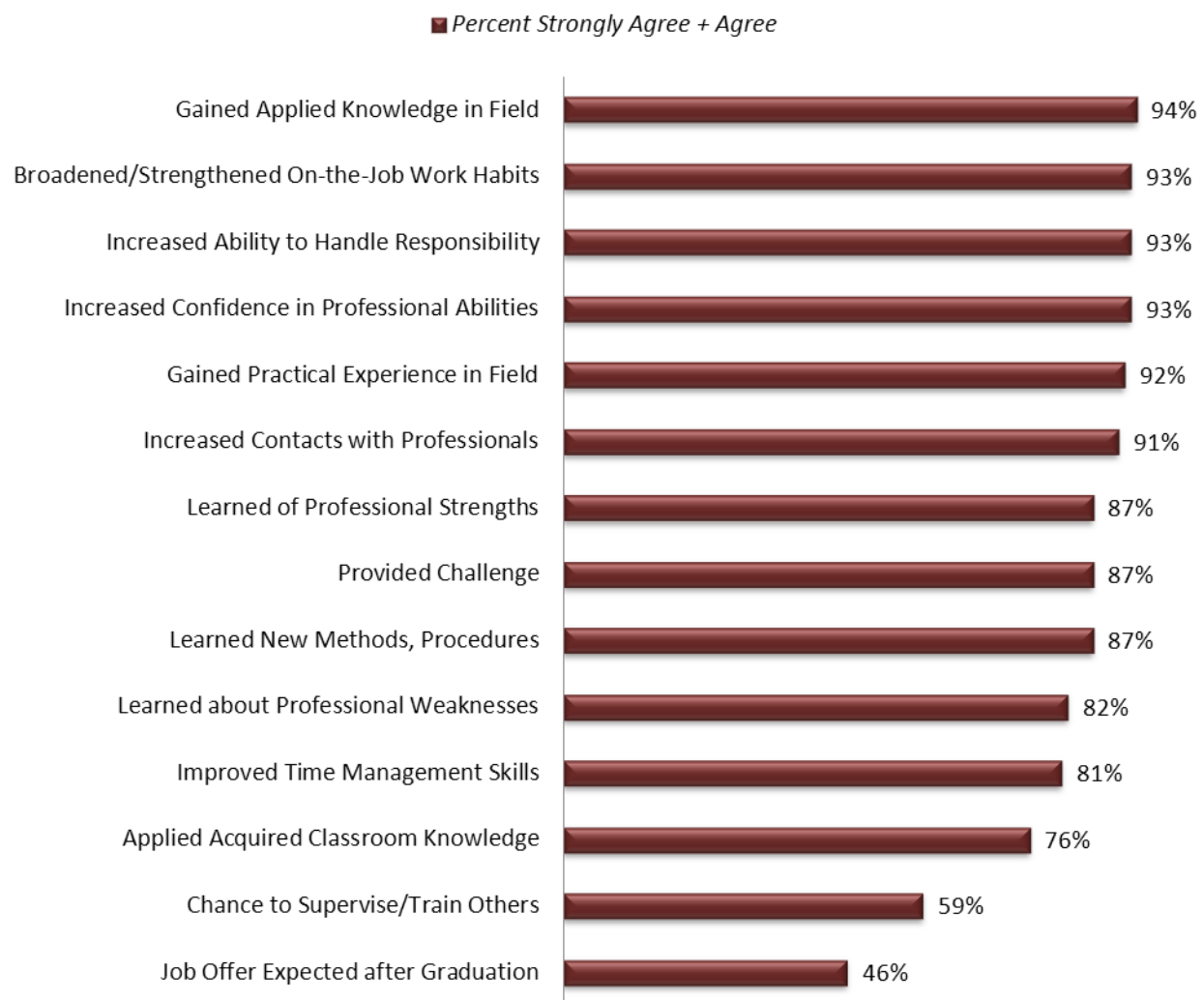
2011 results were identical to 2010 results. Compared to 2009 results, 2011 shows a 9 percent increase of interns recommending their internship (Table 10).

Table 10: Recommend Internship Site for Future Students - Comparison of 2009-2011 Survey Results				
	Count	Yes	No	Not Sure/Maybe
Sample – 2011	96	82%	4%	14%
Sample – 2010	103	82%	4%	14%
Sample – 2009	104	77%	2%	21%

Professional Development

CAFES interns were asked to indicate how their internship experience contributed to their professional development. At least 4 out of 5 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 three: applying classroom knowledge, supervising or training others, and expecting a job offer after graduation.

Figure 9: How Did Internship Experience Impact Professional Development?



There were no statistically significant differences between various groups of interns and their opinions about how their internship experience affected their professional development.

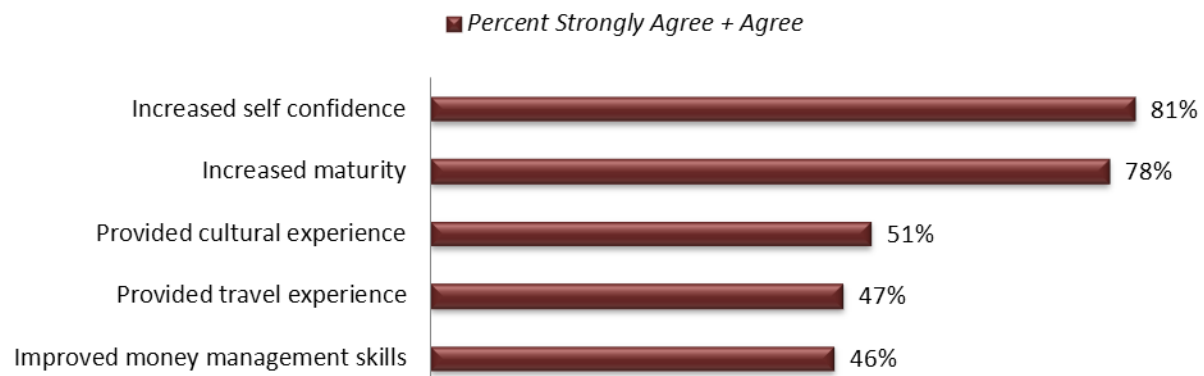
When comparing 2011 results with the previous two years, there were few differences (Table 11). The 3-year averages for the combined strongly agree + agree percentages for each statement were all within 4% of 2011 results.

Table 11: How Did Internship Experience Impact Professional Development? - Comparison of 2009-2011 Survey Results					
	Count	Learned New Methods	Gained Practical Experience	Gained Applied Knowledge	Increased Conf. in Professional Abilities
Sample – 2011	97	87%	92%	94%	93%
Sample – 2010	103	96%	96%	95%	93%
Sample – 2009	104	88%	91%	93%	90%
	Increased Ability to Handle Responsibility	Broadened/ Strengthened On-the-Job Work Habits	Provided Challenge	Improved Time Mgmt. Skills	Learned of Professional Weaknesses
Sample – 2011	93%	93%	87%	81%	82%
Sample – 2010	93%	93%	91%	87%	83%
Sample – 2009	92%	89%	82%	86%	80%
	Applied Acquired Classroom Knowledge	Chance to Supervise/ Train Others	Job Offer Expected After Graduation	Increased Contact with Professionals	Learned of Professional Strengths
Sample – 2011	76%	59%	46%	91%	87%
Sample – 2010	79%	58%	48%	86%	87%
Sample – 2009	76%	56%	41%	83%	86%

Personal Development

Figure 10 depicts interns' opinions of the impact of their internship on their personal development. Approximately 4 in 5 interns report increased self-confidence and 78 percent believe that the internship increased their maturity. About one-half of interns reported that their internship provided cultural or travel experiences, and improved their money management skills.

Figure 10: How Did Internship Experience Impact Personal Development?



There was one statistically significant difference between various groups of interns and their opinions about how their internship experience affected their personal development.

- **Interns that made more than \$12 per hour** during their internship were more likely to *strongly agree* that their internship provided travel experience.

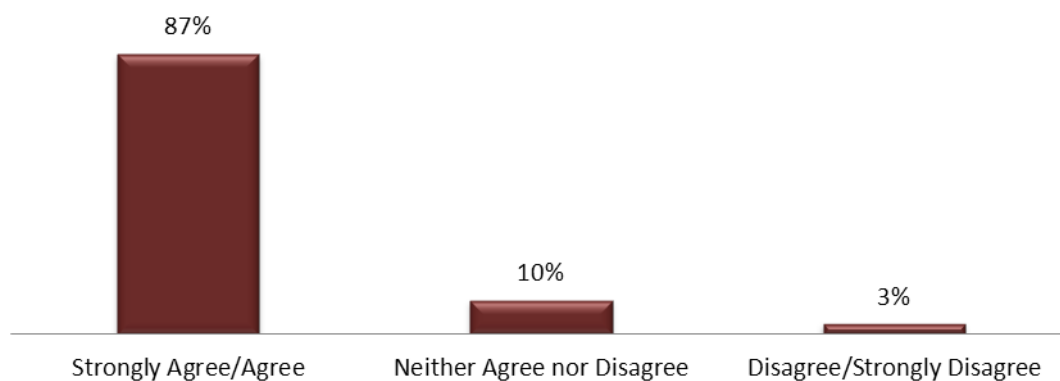
With the exception of providing a cultural experience, all the 2011 internship experiences listed in Figure 10 show a decrease from 2010 results (Table 12). 2011 results were more closely aligned with 2009 results.

Table 12: How Did Internship Experience Impact Personal Development? - Comparison of 2009-2011 Survey Results						
	Count	Increased Self Confidence	Increased Maturity	Provided Travel Experience	Improved Money Mgmt. Skills	Provided Cultural Experience
Sample – 2011	95	81%	78%	47%	46%	51%
Sample – 2010	102	92%	85%	56%	50%	43%
Sample – 2009	104	88%	80%	48%	50%	56%

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 (87%). The middle column shows the percent of interns who neither agree nor disagree (10%), and the right column reports the few (3%, or 3 interns) that disagree or strongly disagree.

Figure 11: Internship Strengthened Interest In Major



2011 results were similar to 2009 and 2010 results (Table 13).

Table 13: Internship Strengthened Interest in Major - Comparison of 2009-2011 Survey Results				
	Count	Strongly Agree + Agree	Neither Agree nor Disagree	Strongly Disagree + Disagree
Sample – 2011	97	87%	10%	3%
Sample – 2010	103	84%	10%	6%
Sample – 2009	104	85%	13%	2%

Professional/Personal/Academic Impacts of Internship - Additional Comments

An open-ended question asked interns to describe any other professional, personal, or academic impacts their internship provided. Forty-three comments were placed into 8 categories (Table 14). The two largest categories of comments focused on future career plans (10 comments) and working with others (9 comments).

Table 14: Professional, Personal, or Academic Impacts of Internship		
Topic	Count	%
Career Plans and Future	10	23%
Working with Others	9	21%
Maturity and Self Confidence	7	16%
Insight and Understanding	4	9%
Networking	4	9%
Applying Classroom Knowledge	3	7%
Experience and Opportunities	3	7%
Miscellaneous	3	7%
Total	43	100%

Comments pertaining to career and future plans were mainly from interns whose plans were clarified or confirmed because of their internship.

"I learned this wasn't necessarily the line of work I want in the future and I'm so thankful I was able to get this experience otherwise I could have been working for them after college and been stuck there for awhile."

Interns wrote about working with others:

"My internship greatly helped me improve my skills when dealing with international customers from around the world as well as managing a crew of workers to complete a task successfully."

Interns described how their internship increased their maturity and self confidence:

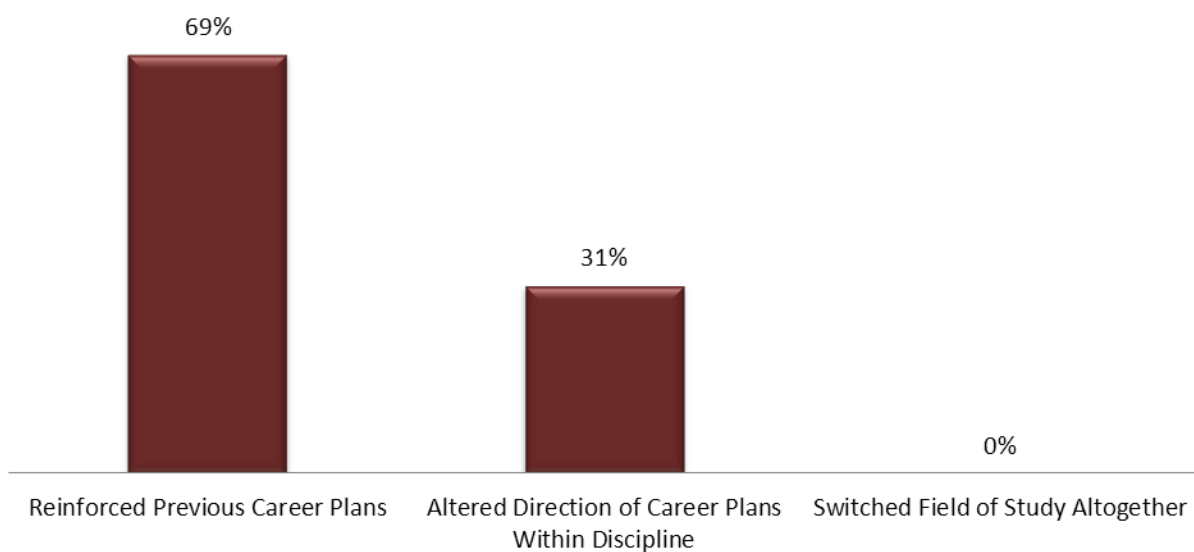
"My internship allowed me to take on a lot of responsibility which made me so much more confident with a job well done. I loved seeing something I did work out."

Other interns wrote that their internship increased insight and understanding, provided an opportunity to network, allowed them to use their classroom knowledge, and presented them with new opportunities and experiences. All responses to this question are included in Appendix A, Question 23.

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 (about one-third) altered their career plans within their discipline. No intern reported a switch from their field of study.

Figure 12: How did Internship Impact your Career Plans?



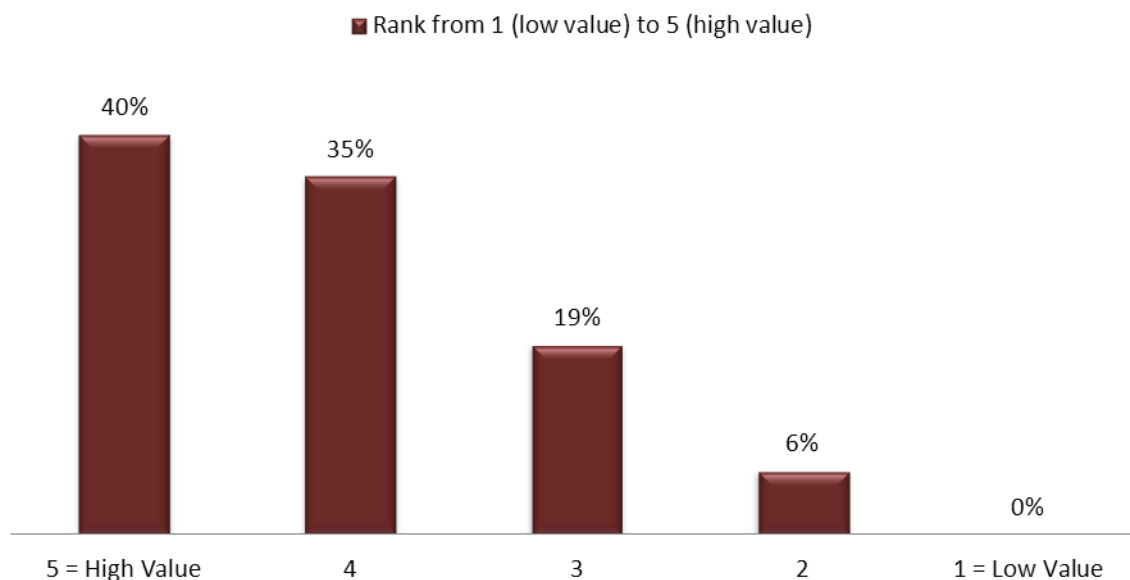
2011 interns were more likely to say that their internships reinforced their previous career plans than in 2009 or 2010 (Table 15).

Table 15: How Did Internship Impact Your Career Plans? - Comparison of 2009-2011 Survey Results				
	Count	Reinforced Previous Career Plans	Altered Direction of Career Plans within the Discipline	Decided to Switch Field of Study Altogether
Sample – 2011	97	69%	31%	0%
Sample – 2010	104	62%	36%	3%
Sample – 2009	103	58%	41%	1%

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”. Nineteen percent 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 Internship for Your Career Development?



The willingness to recommend an internship site (see Figure 8) is aligned with the value placed on an internship (Figure 13). Ninety-one percent of interns who rated the value of their internship (in terms of career development) a 4 or 5 would recommend their internship site for future students compared to 9 percent that rated the value of their internship a 2 or 3.

Fewer 2011 interns placed their internship in the highest category than 2010 respondents, but 2011 results closely match the 2009 value ratings (Table 16).

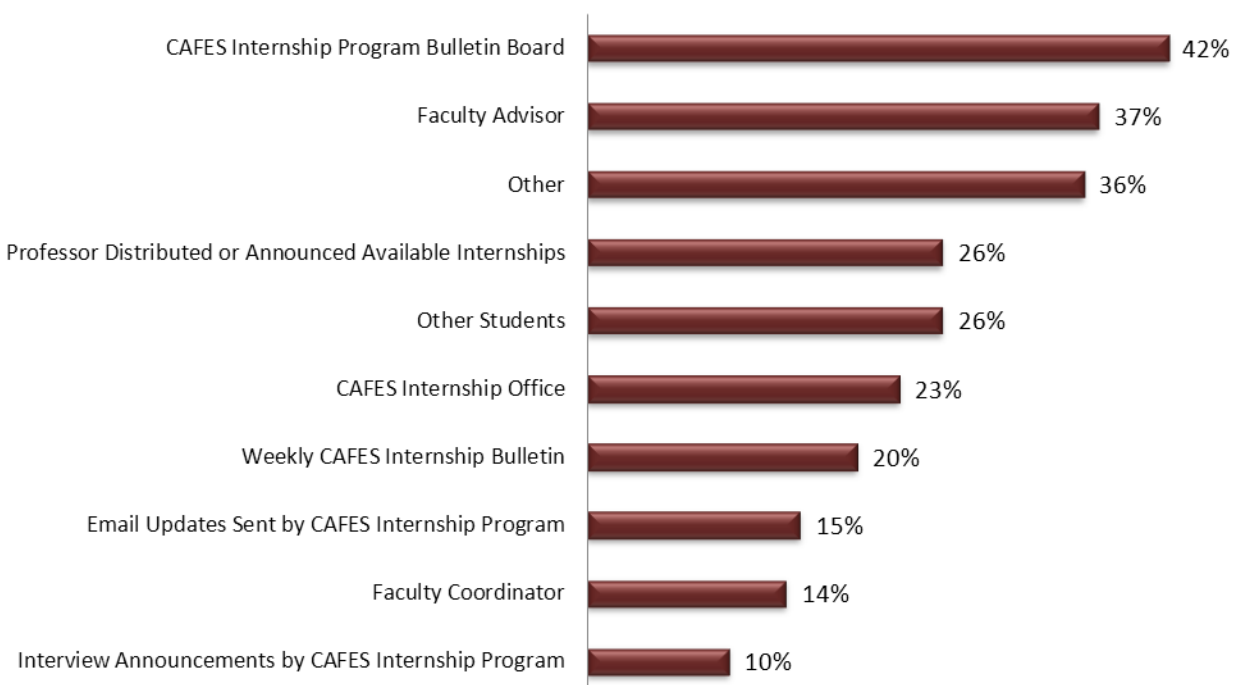
Table 16: How Valuable was your Internship for your Career Development? – Comparison of 2009-2011 Survey Results						
	Count	5 High Value	4	3	2	1 Low Value
Sample – 2011	96	40%	35%	19%	6%	0%
Sample – 2010	104	47%	35%	16%	2%	0%
Sample – 2009	104	40%	35%	21%	4%	0%

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. The CAFES Internship Program Bulletin Board was the most utilized resource in learning about internship opportunities (Figure 14). Approximately one-third of interns used their faculty advisor, or “other” resources. All “other” resources can be found in Appendix A. The least utilized resource was interview announcements posted by the CAFES Internship Program. The average number of resources CAFES interns used when learning about internship opportunities was two resources/per intern.

Figure 14: Resources Used in Learning about Internship



There was one statistically significant difference between different groups and the resources they used in learning about internship opportunities:

- **Interns making more than \$12.00/hour** were more likely to report that they utilized the interview announcements posted by the CAFES Internship Program.

Compared to 2010, 2011 CAFES interns increased their usage of 2 of the 9 resources described in Figure 14 (Table 17). The two resources showing increased use by interns for internship opportunities were the CAFES Internship Program Bulletin Board (+2% from 2010), and obtaining internship information from a professor who distributed or announced available internships (+13%). The other resources were utilized less frequently or at the same rate (internship bulletin) as 2010. Of particular note is the decreased use in 2011 of a faculty coordinator in learning about internship opportunities (-15% from 2010 and -11% from 2009).

Table 17: Resources Used in Learning about Internship Opportunities - Comparison of 2009-2011 Survey Results

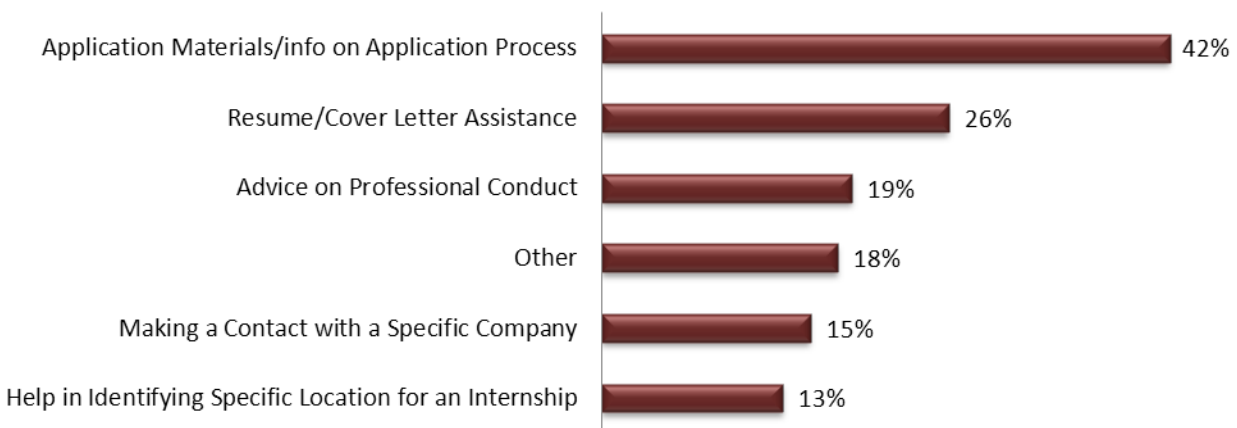
	Count	Faculty Advisor	CAFES Internship Program Bulletin Board	CAFES Internship Office	Other Students	Faculty Coord.
Sample – 2011	97	37%	42%	23%	26%	14%
Sample – 2010	104	40%	40%	34%	29%	29%
Sample – 2009	104	31%	34%	24%	26%	25%
	Count	Email Updates Sent by Internship Program	Weekly CAFES Internship Bulletin	Professor Announced Avail Internships	Posted Interview Announcements	
Sample – 2011	97	15%	20%	26%	10%	
Sample – 2010	104	23%	20%	13%	12%	
Sample – 2009	104	19%	28%	14%	7%	

Services Provided by CAFES Internship Faculty Coordinators

As shown in Figure 15, approximately 2 in 5 interns reported that their faculty coordinator assisted with application materials or provided information regarding the application process. About one-fourth received resume/cover letter assistance. Approximately one-fifth of interns utilized their faculty coordinator to get advice on professional conduct or “other” services. Appendix A contains all “other” responses.

CAFES 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



2011 interns were more likely than 2010 interns to use a faculty coordinator for resume/cover letter assistance and help in identifying a specific internship location (Table 18). However, recent interns were less likely to use a faculty coordinator for application materials and/or information on the application process, advice on professional conduct or making contact with a specific company. Compared to 2009 interns, 2011 interns were less likely to utilize all the faculty coordinator services shown in Figure 15 with one exception: recent interns were more likely than 2009 interns to utilize the faculty coordinator service of receiving application materials and/or information on the application process.

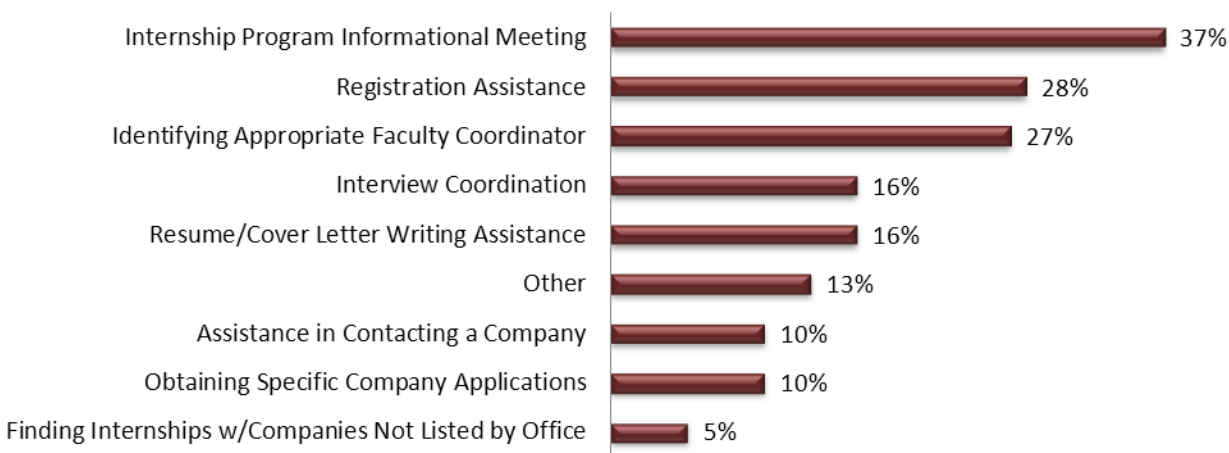
Table 18: Services Provided by CAFES Internship Faculty Coordinator in Securing Internship - Comparison of 2009-2011 Survey Results

	Count	Application Materials	Advice on Professional Conduct	Resume/Cover Letter Assist.	Making Contact with a Specific Co.	Identifying Specific Internship Location
Sample – 2011	97	42%	19%	26%	15%	13%
Sample – 2010	104	47%	27%	20%	18%	8%
Sample – 2009	85	35%	25%	38%	40%	21%

Services Provided by CAFES Internship Office

Approximately one-third of CAFES interns reported that the internship program informational meeting was a service they utilized in securing their internship (Figure 16). About one-fourth of interns used the CAFES Internship Office to help them identify the appropriate faculty coordinator and assist with registration. The other services listed were used by relatively few interns: interview coordination, resume/cover letter writing assistance, assistance with contacting a company, obtaining application materials, and assistance with finding available internships with companies not listed by the CAFES Internship Office. The “other” category (13%) consisted mainly of interns that specified that they did not use services provided by the CAFES Internship Office to secure their internship. Appendix A contains the complete list of “other” responses. 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



There were two statistically significant differences between different groups and the CAFES Internship Office resources they used in securing an internship:

- **Interns with a 3.0 GPA or higher** were more likely to report that they attended the internship program explanation/informational meeting.
- **Interns that made over \$12/hour** during their internship were more likely to have utilized the CAFES Internship Office for resume/cover letter writing assistance.

Compared to 2010, 2011 CAFES interns decreased their use of five services provided by the CAFES Internship Office services when securing an internship (Table 19). There were slight increases in interview coordination assistance and obtaining specific company applications from the Internship Office. Assistance in contacting a company remained the same at 10 percent. Compared to two years ago (2009), recent 2011 interns have decreased their use of all the Internship Office’s services listed on the survey – some considerably (explanation/informational meeting) and others negligibly (interview coordination, identifying appropriate coordinator).

Table 19: Services Provided by CAFES Internship Office in Securing Internship - Comparison of 2009-2011 Survey Results

	Count	Internship Program Info Meeting	Identifying Appropriate Coordinator	Registration Assistance	Resume/ Cover Letter Assistance
Sample – 2011	97	37%	27%	28%	16%
Sample – 2010	104	51%	44%	34%	18%
Sample – 2009	94	56%	28%	36%	27%
	Interview Coordination	Assist in Contacting Company	Assist Finding Internships Not Listed	Obtaining Company Applications	
Sample – 2011	16%	10%	5%	10%	
Sample – 2010	13%	10%	9%	9%	
Sample – 2009	17%	18%	12%	16%	

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 thirty-six written responses, 31 percent were positive sentiments about their internship experience, 27 percent dealt with reports and requirements, 25 percent provided specific internship program suggestions, and 14 pertained to faculty coordinators/advisors (Table 20). Examples of the comments are provided below. The complete compilation of comments can be found in Appendix A, Question 29.

Intern with a positive internship experience:

“Was a wonderful experience. Nothing I felt needed to be changed.”

Comment regarding weekly reports:

“I felt the weekly reports detracted from the overall experience of my internship. I felt that these were just an annoyance and hindered my learning and real work opportunities.”

Other interns provided suggestions for improvement to the internship program:

“Could post a full list of places where students have gone and have enjoyed their internship.”

“More informational meetings where other students are able to talk and share their internship experiences. I know now that they are available but didn’t last year when it was time to buckle down and find one.”

Table 20: Suggestions to Improve the Internship Program		
Topic	Count	%
Positive Statements	11	31%
Weekly Reports/Requirements/Project	10	28%
Internship Program Assistance/Suggestions	9	25%
Faculty Coordinator/Advisor	5	14%
Miscellaneous	1	3%
Total	36	100%

Conclusions

The 2011 analysis concludes:

- Most interns (87%) report a strengthened interest in their major after their internship experience.
- 2011 interns are as likely to recommend their internship site for future students as 2010 interns (both at 82%) and are more likely to recommend their site than 2009 interns (77%).
- The average hourly pay rate per hour for 2011 CAFES interns was \$10.47. This hourly rate is eighty-four cents higher than the 2010 internship average of \$9.63. The average number of hours worked per week was 41 hours, which is 3 hours less than the 2010 average.
- Nearly 3 in 10 interns stated that their internship altered the direction of their career plans within their discipline.
- Forty percent of interns ranked the value of their internship a “5” or the highest value on the scale. No intern rated their internship a “1” (lowest value on the scale).
- More than 90 percent of interns believe their internship increased their contacts with professionals, allowed them to gain practical experience and applied knowledge in their field, increased both their confidence in their professional abilities and ability to handle responsibility, and broadened and/or strengthened their on-the-job work habits.
- Nearly one-half of all interns expect a job offer after graduation based on their internship experience.
- Males were more likely than females to strongly agree that they were given ample resources to move projects to completion. Males were also more likely than females to recommend their internship site for future students.
- The average number of resources CAFES interns used when *learning about internship opportunities* is two. When *securing their internship*, on average, interns used two services provided by the CAFES Internship Office and one faculty coordinator service.

Appendix A: Written Comments: 2011 CAFES Internship Program Evaluation

Q2. Major

- Conservation **(22x)**
- Horticulture **(16x)**
- Dairy Science **(14x)**
- Agriculture Business **(14x)**
- Food Science **(6x)**
- Crop and Soil Science **(5x)**
- Agricultural Engineering **(3x)**
- Animal Science **(3x)**
- Land Use Planning /Community Planning**(3x)**
- Agricultural Education **(2x)**
- Ag Marketing Communications **(2x)**
- Agricultural Studies **(2x)**
- Food Science and Technology **(2x)**
- Biology
- Environmental Science
- Landscape Design
- Sustainable Community Development

Q3. Minor

- Crop Science **(5x)**
- Agricultural Business **(4x)**
- Animal Science **(4x)**
- Soil Science **(4x)**
- Spanish **(4x)**
- Biology **(3x)**
- Dairy Science **(2x)**
- Land Use Planning **(2x)**
- Management Option **(2x)**
- Agricultural Engineering
- Biology, Outdoor Education
- Business Admin, Spanish
- Chemistry
- Conservation
- Dairy Science, Crop Science
- Environmental Studies
- Equine Management
- Food Science, Animal Science
- GIS
- Hydrogeology
- International Studies
- Mathematics, Physics

Q4. Current GPA

- | | | | |
|-------------------|-------------------|--------------------|-------------------|
| • Unknown | • 2.533 | • 3 (4x) | • 3.387 |
| • 2.05 | • 2.6 (3x) | • 3.074 | • 3.4 (2x) |
| • 2.067 | • 2.61 | • 3.085 | • 3.48 |
| • 2.1 | • 2.661 | • 3.1 (5x) | • 3.5 (2x) |
| • 2.159 | • 2.7 (2x) | • 3.125 | • 3.551 |
| • 2.2 | • 2.75 | • 3.18 | • 3.6 (3x) |
| • 2.208 | • 2.8 (7x) | • 3.184 | • 3.688 |
| • 2.25 | • 2.85 | • 3.2 (11x) | • 3.7 (3x) |
| • 2.298 | • 2.87 | • 3.21 | • 3.727 |
| • 2.3 (2x) | • 2.9 | • 3.3 (3x) | • 3.8 (2x) |
| • 2.4 | • 2.975 | • 3.314 | • 3.9 (2x) |
| • 2.443 | • 2.98 | • 3.33 | |
| • 2.5 (4x) | • 2.98 | • 3.34 | |

Q10. Please provide the name of the company or organization where you completed your internship

- Genex CRI (4x)
- Willow River State Park (3x)
- Benson Farm Service, LLC (2x)
- City of Cottage Grove- Public Works (2x)
- Crex Meadows Wildlife Area (2x)
- Eau Galle Recreational Area (2x)
- Hartung Brothers, Inc. (2x)
- Illinois Foundation Seeds, Inc. (2x)
- Kemps LLC (2x)
- Sargent's Gardens/Nursery (2x)
- Abrahamson Nurseries
- Accelerated Genetics
- ADM-Grain Division
- Advanced Food Products LLC
- AgriLand Co-op
- American Lung Association of Wisconsin
- Archer Daniels midland
- Arethusa Farm
- Bailey Nurseries Inc.
- Baldwin Service Center-DNR
- Barlass Jerseys LLC
- Bass Lake Rehabilitation District
- Bay Beach Wildlife Sanctuary
- Bureau of Land Management
- Bend-R Holstein Farms
- Biodiagnostics
- Boehringer Ingelheim
- Boettcher's Brookview Acres
- Budjon Farms
- Bushel Boy Farms
- Case IH Farm Equipment
- Cenex Harvest States
- Conservation Corps - Minnesota
- Countryside Cooperative
- Dakota County Soil and Water Conservation District (Minnesota Conservation Corps-Organization)
- Ellsworth Cooperative Creamery
- Farm Credit Administration
- Five Star Coop
- Frontier Ag. and Turf
- Goldfinch Flower Farm
- Grassland
- Green Bay Botanical Garden
- Habitat Creations, LLC
- Huppert Brothers Inc.
- Interglobe Genetics
- Johnson's Nursery
- La Crosse Loggers Baseball
- Lakeside Foods Inc.
- Land O Lakes/Winfield Solutions
- Legacy Farms, LLC
- Lost Creek Ranch
- Lower Mississippi Refuge Complex
- ME-PA-NI-TRO Dairy Farm
- Midwest Beef Producer and Midwest Angus News
- Midwest Dairy Association
- Minnesota Pollution Control Agency
- Natural Resource Conservation Service
- North Shore Golf Club
- Nugget Lake County Park
- Oak Meadow Meats
- Perennial Barn
- Pfizer Animal Health
- Pine View Wildlife Rehabilitation and Education Center
- Plantpeddler
- Remme Brothers Farm
- Schleis Farms, LLC
- Schreiber Foods
- Seneca Foods Corp
- St. Croix Habitat For Humanity
- Terra Tec Landscapes
- The Wildlife Rehabilitation Center of Minnesota
- United Ag Services

- United States Department of Agriculture- Natural Resources Conservation Service
- University of Wisconsin-River Falls
- University of Wisconsin-Madison
- US Fish and Wildlife Service
- UW-Extension - Jackson County
- W&E Radtke Perennial Nursery
- Wabasha City Hall
- Walter's Gardens
- Washington County Parks
- Winfield Solutions

Q11. Location of Internship

- | | | |
|-------------------------|----------------------|-------------------|
| • Green Bay WI (4x) | • Cedarburg WI | • Milford IN |
| • River Falls WI (4x) | • Cresco IA | • Mill City OR |
| • Cottage Grove MN (3x) | • Farmington MN | • Nashua IA |
| • Hudson WI (3x) | • Fredonia WI | • Natchez MS |
| • Lewiston MN (3x) | • Germantown WI | • Onarga IL |
| • New Richmond WI (3x) | • Gillett WI | • Osseo WI |
| • Rochester MN (3x) | • Grand Meadow MN | • Owatonna MN |
| • Baldwin WI (2x) | • Greenwood WI | • Pickett WI |
| • Bowling Green OH (2x) | • Harmony MN | • Pontiac IL |
| • Clear Lake WI (2x) | • Hoopeston IL | • Racine WI |
| • Durand WI (2x) | • Janesville WI | • Red Wing MN |
| • Ellsworth WI (2x) | • Kasson MN | • Richfield WI |
| • Grantsburg WI (2x) | • Kewaunee WI | • Ripon WI |
| • Plover WI (2x) | • La Crosse WI | • Roseville MN |
| • Plum City WI (2x) | • Lake Elmo MN | • Shell Lake WI |
| • Shawano WI (2x) | • Litchfield CT | • Somerset WI |
| • Spring Valley WI (2x) | • Lomira WI | • Spring Grove MN |
| • St. Paul MN (2x) | • Luverne MN | • Springfield IL |
| • Almena WI | • Madison WI | • Stillwater MN |
| • Black River Falls WI | • Manitowoc WI | • Wabasha MN |
| • Bloomington MN | • Menasha WI | • Wisconsin |
| • Brainerd MN | • Mendota IL | • Zeeland MI |
| • Brookfield WI | • Menomonee Falls WI | |
| • Canton NY | • Michigan and Ohio | |

Q12. Housing 'Other' (during internship)

- Lived with family/lived with relatives (5x)
- Home and hotels
- With girlfriend's parents

Q13. Pay Rate per Hour:

- | | | |
|-----------------|---------------------------|--|
| • \$10.00 (15x) | • \$13.75 (2x) | • Don't know per hour. |
| • \$9.00 (11x) | • \$17.75 (2x) | • Salary |
| • \$12.00 (7x) | • \$3.50 | • I was paid \$4000 for the 3 month period. I did not calculate per hour |
| • \$0.00 (6x) | • \$4.17 | • NA |
| • \$8.00 (5x) | • \$7.00 | • Salary |
| • \$14.00 (5x) | • \$8.25 | • Salary of \$750 |
| • \$15.00 (4x) | • \$8.30 | • Started at 9.00, got a raise to 10.00 |
| • \$8.50 (3x) | • \$10.50 | • Unknown |
| • \$1.75 (2x) | • \$12.21 | • Volunteer |
| • \$6.00 (2x) | • \$13.20 | |
| • \$7.50 (2x) | • \$14.20 | |
| • \$9.25 (2x) | • \$14.75 | |
| • \$9.50 (2x) | • \$16.55 | |
| • \$11.00 (2x) | • \$17.50 | |
| • \$12.50 (2x) | • 7.13+ education stipend | |
| • \$13.00 (2x) | | |

Q14. Average number of hours worked each week:

- | | | |
|--------------|-------------|------------------------|
| • 40 (37x) | • 37.5 (2x) | • 42 |
| • 30 (9x) | • 30-40 | • 44 |
| • 45 (6x) | • 35-40 | • 48 |
| • 50 (5x) | • 35-45 | • 55 |
| • 20 (4x) | • 40-45 | • 56 |
| • 60 (4x) | • 40-60 | • 70 |
| • 8 (3x) | • 40-80 | • 77 |
| • 40+ (2x) | • 60-100 | • Approximately 80-90 |
| • 40-50 (2x) | • 25 | • Varies between 10-40 |
| • 45-50 (2x) | • 32 | |
| • 36 (2x) | • 35 | |

Q23. Please describe any other professional, personal, or academic impacts your internship has provided. (43 responses)

Career Plans and Future (10 responses)

- As an agronomy intern at CHS, I was encouraged to try and go for my certification as a Certified Crop Adviser after graduation.
- Helped prepare me for my post-graduation jobs.
- I feel that when I graduate I would like to become a Ranger at this Wildlife Sanctuary. I could live near home and gain an excellent place to enjoy my working profession.
- I have gained valuable experience that will help me out in the future. I have figured out some of the things that I do not want to do in my career (i.e. work weekends).
- I know greenhouse production is not what I want to do.
- I learned this wasn't necessarily the line of work I want in the future and I'm so thankful I was able to get this experience otherwise I could have been working for them after college and been stuck there for awhile.
- I was unsure of where I wanted to go with my major and after doing the internship and getting hands on experience I now have a better idea of my future goals.
- My internship helped me to narrow my decision in a future career choice.
- Strengthened my future career choice.
- While on my internship, I learned this specific career was not for me. However, being a supervisor in a food plant elsewhere might be a possibility in the future. My supervisors did not challenge my knowledge as I was expecting. At times, internship was very unorganized and I found myself wondering around the plant with no instruction as to what to do and was very bored at times.

Working with Others (9 responses)

- Greatly enhanced communication skills.
- Helped me show employers how well I can work with others.
- I found that I could deal with many people that are from other parts of the United States like Church Groups.
- I was the only intern at my location and from that; I was able to learn a lot about myself. I am constantly working in teams which are good but not the whole project is on my shoulders.
- It helped me better myself and how I work and communicate with co-workers and customers. I also learned a lot about working with animals and how to react to them as their temperaments change.
- It was a pleasure working with the people at Abrahamson Nurseries.
- My internship greatly helped me improve my skills when dealing with international customers from around the world as well as managing a crew of workers to complete a task successfully.
- Taught me how to work with and under a supervisor/herd manager. I never had this kind of guidance on my home farm. I learned that a supervisor can still easily be a friend that you work closely with.
- This internship was very challenging at times but it has taught me a lot about communications in which I did not know before.

Maturity and Self Confidence (7 responses)

- I feel that I have matured as an employee.
- I was also able to run and manage the store by myself during the summer, a sign of confidence and trust in me.
- It showed me that I could learn just about anything quickly and efficiently, I had little experience with plants and nursery stock before starting my internship, and after I am much more confident in helping customers with their purchases.
- It showed me what my professional weaknesses are (appearing confident and outspoken) and also increased my loyalty to that business.
- My internship allowed me to take on a lot of responsibility which made me so much more confident with a job well done. I loved seeing something I did work out.
- This internship helped me develop my leadership qualities the most and I learned a lot about the more specific qualities that make someone a leader.
- Working independently a lot I learned to be more responsible and smart about time management.

Insight and Understanding (4 responses)

- Gave me in site into an industry I thought I knew... I didn't.
- Gave me insight on graduate school.
- I gained a good understanding of how a grain terminal works and look to further my experience in one.
- It's made me want to work harder so I don't have to be a salesman again.

Networking (4 responses)

- Have an excellent reference now.
- I enjoyed the connections I made with my co-workers as well as other businesses we worked with.
- I have been able to make many contacts in my field, which may be helpful to me throughout my career.
- This internship has also applied my aspects learned in my classes and enforced the importance of them. Personally, I got to develop a great relationship with my boss as well as develop new friendships within my coworkers. It was truly a great experience.

Applying Classroom Knowledge (3 responses)

- I was able to develop a scientific method for my project.
- My internship provided hands on experience with propagation. Here at school we talk about how to do cuttings, graphing and budding but we don't get hands on experience. At Johnson's I got to do several graphs and cuttings and than got to watch my work grow over the summer.
- The internship really tested my plant name ID and seeding physiology.

Experience and Opportunities (3 responses)

- Amazing opportunity to get in the work field and learn hands on.
- It gave me a lot of new computer capabilities and allowed me to work within an agricultural company to see if I would want to do so in the future.
- The experiences this summer were more beneficial than anything you can learn in a classroom lecture.

Miscellaneous (3 responses)

- Internship went well.
- It was fun but I honestly think a lot of what they had me do was below my potential ability. I asked for some more challenges and they gave a few but not as much of what I liked. I honestly feel I could have done the job of my boss pretty much at the very start of the internship.
- Learned how to live on my own.

Q26. Which resources did you use in learning about internship opportunities? 'Other responses' (35 comments)**Own Initiative (12 Responses)**

- Developed on my own/Found on my own/I looked by myself/Researched on my own **(4x)**
- Contacting company myself **(2x)**
- DNR website
- I set it up, and my advisor made it official.
- Own research
- Pro Selling Class
- Sent email to local planning offices.
- Set up my own internship.

Career Fair & Other Services (10 Responses)

- Career Fair **(8x)**
- Hire-a-Falcon Website
- Job Fair

Personal Contacts (6 Responses)

- Family **(2x)**
- I talked to connections back home in Indiana to find one in my area.
- My family business has professionally associated with them previously.
- My father gave me the information of a man that was on the Fire Department with him that worked at a Wildlife Sanctuary.
- Parents

Prior Employment & Prior Internship (2 Responses)

- Previous connection with employer.
- Previous employer

Miscellaneous (5 Responses)

- Cheryl was very helpful in helping me find internships and applying to them!
- Direct from Coop.
- I was hired prior to applying for the internship credits.
- Veterinarian
- Word of mouth

Q27. What services provided by CAFES Internship Faculty Coordinators did you use in securing an internship? 'Other responses' (12 comments)

- Found on my own/Contacted and secured it on my own/Secured this internship by myself **(4x)**
- AFE internship company.
- Found on DNR website.
- I found mine on my own, but did see it on the board under Dr. Li.
- I received this internship before I asked for help.
- Just went to class.
- Learning objectives.
- Since the internship office had, no connections to dairies in Indiana I had to secure the internship myself.
- Used my own resources.

Q28. What services provided by the CAFES Internship Office did you use in securing an internship? 'Other responses' (9 comments)

- Did on my own/Did this all on my own/Found on my own/Got it myself/ Got the interview myself/Secured this internship by myself. **(6x)**
- All the CAFES Office did was registering for credits.
- I received this internship before I asked for help.
- Worked for company previous summer.

Q29. Please list your suggestions as to how the CAFES Internship Office or your Faculty Coordinator could improve the Internship Program. (36 comments)

Positive Statements (11 responses)

- Did a great job supporting me.
- Great program.
- I honestly cannot think of any suggestions. My internship experience was great!
- I think the connection with the faculty at UWRF throughout the summer of my internship was good. I do not have any complaints.
- I think the program has all bases covered. Good job!
- My faculty coordinator has been of great help throughout my whole internship and is still helping me out. The CAFES office has also been of great help when it came to organizing my internship and planning. I have no suggestions; both have done a great job.
- My internship went great.
- No suggestions, successful/beneficial experience throughout.
- None, very well set up!
- They helped a lot.
- Was a wonderful experience. Nothing I felt needed to be changed.

Weekly Reports and Requirements/Project (10 responses)

- Change the special project. Took away from things I was interested in doing. Didn't help learn in the whole area of my internship. Project takes away from the main idea of the internship.
- Have more contact/check-ins with the students. I felt as if whatever I wrote didn't matter on the reports, because it seemed no one read them anyways.
- Have the weekly reports less repetitious.
- I felt the weekly reports detracted from the overall experience of my internship. I felt that these were just an annoyance and hindered my learning and real work opportunities.
- I guess just being more specific on the special project.
- I think that the internship office does a nice job with the program. The report sheets are helpful, but I think we should have one every week instead of combining some weeks. You could use the extra weeks as just general reporting on what is going on.
- Much time for filling out reports and the responsibilities kept changing. I can honestly say that there were times when the paperwork seemed like it didn't apply, but I filled it out anyways. I think having the coordinators talking more with the students to figure out what is going on would be better than filling out the paperwork. You get a better understanding talking to students than reading what they did.
- My internship had never had an Intern before, and asked to be contacted to learn more about how to have an intern. I felt I didn't have much guidance as I tried to give them this information. I know I had to report on my special project, but it would've also had been nice to know we had to turn in a summary of our internship more than getting an email the day before it was due. Overall, I wasn't impressed with the CAFES internship program.
- Stay more in contact with students about the expectations of papers and projects required of the program. Send emails of the internships available.
- The weekly updates. There were too many, some of the questions were not applicable or didn't apply.

Internship Program Assistance/Suggestions (9 responses)

- Could post a full list of places where students have gone and have enjoyed their internship.
- Emailing reminders would help.
- I really enjoyed the experience and thought it was great that I was able to have an interview right on campus. My suggestion would be to get more students involved by making it sound more fun... the meetings make it seem boring (I know the information is good), but many students had internships and didn't take credit because they didn't want to sit through the meeting or fill out the weekly reports.
- I was under the impression that an internship through UWRF was required for my major. I wish I would have known that it was not required. I ended up using none of the internship office resources, but still had to pay for credits that will not ultimately help me towards graduation. I think at the internship meetings you should announce that if you set up your own internship, you don't necessarily need to blow all of your summer pay on credits that you may not even need.
- Make it simpler.
- More emails with available internships, Put available internships on the Internship Program Website, Better office hours! Gone by 2:00 almost every time I wanted to visit, but couldn't because no one was in office.
- More informational meetings where other students are able to talk and share their internship experiences. I know now that they are available but didn't last year when it was time to buckle down and find one.
- The hours of operation are not very convenient for students to meet with Cheryl.
- Try to offer more internships in the area.

Faculty Coordinator/Advisor (5 responses)

- Be more on top of visits and be more available.
- Faculty coordinator could have given me more direction and resources as to what to do for my special project.
- I think my advisor Terry did a great job in advising me in where to go and what to do, but other than that I don't think the CAFES internship Office did anything of use for me. I think the Advisors do most of it and I did the rest.
- I think that the Faculty Coordinators should contact us throughout the internship so that we know what is happening during the entire process. I was unsure what was happening and when he would be out to see me for verification of my completing the internship.
- My coordinator could have told us about our final projects earlier. I had no idea when things were due and what was due and all he said was, we will talk about it after expo.

Miscellaneous (1 response)

- Don't drag it out and threaten people with failing with surveys in October... I'm starting to see an abuse of over-achievers time for a program many of us had to pay to work for.

Appendix B: Quantitative Summary: 2011 CAFES Internship Program Evaluation

1. FACULTY COORDINATOR

Dr. Cooper	3%	Dr. Kelm	15%	Dr. Sanden	20%
Dr. Dolliver	1%	Dr. Keuhl	3%	Dr. Vasavada	8%
Dr. Ferriss	19%	Dr. Li	13%	Dr. Vignona	1%
Dr. Hiney	1%	Dr. Luther	1%	Other	0%
Dr. Justen	10%	Dr. Olson	2%		
Dr. Kaltenberg	2%	Dr. Onan	1%		

2. MAJOR *See Appendix A*

3. MINOR *See Appendix A*

4. CURRENT GPA *See Appendix A*

	Spring	Fall	Summer
5. When was your internship completed?	0%	6%	94%

	1 st Internship	2 nd Internship
6. Was this your first or second internship?	94%	6%

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

71%	Required for major, credits counted in major
3%	Required for minor, credits counted in minor
18%	Not required, credits will be applied towards credits in the major/minor
5%	Not required, credits will not be applied towards major or minor, but applied as general electives
3%	Not Sure/Don't Know

8. What year in school were you the semester prior to doing your internship?	Freshman	Sophomore	Junior	Senior
	2%	21%	49%	28%

9. What is your gender?	Male	Female
	53%	47%

Internship Information

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

11. Location of Internship: *See Appendix A*

12. Housing (during internship):

Lived at Home	Rented	Employer Provided	Rent Subsidized by Employer	Other: specify See Appendix A
46%	28%	18%	1%	7%

13. Pay Rate Per Hour – example 12.50 (this info will be kept confidential and used only for aggregate statistics):

See Appendix A

14. Average number of hours worked per week:

See Appendix A

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

0 - \$999	\$1,000 - \$2,000	Over \$2,000	Uncertain
27%	14%	36%	23%

16. If your internship was within the 3 state area of Wisconsin, Minnesota, Iowa, when did your faculty coordinator visit? Mark (•) all that apply. Count = 83

Beginning of Internship	Middle of Internship	Near the End of Internship	No Visit
4%	58%	31%	8%

17. If your internship was outside the 3 state area, when did your faculty coordinator call or email you? Mark (•) all that apply. Count = 23

Beginning of Internship	Middle of Internship	Near the End of Internship	No Call or Email
22%	57%	48%	17%

Internship Experience

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a. Orientation with internship company met your expectations	41%	47%	4%	7%	0%
b. Projects developed/assigned were beneficial to enhancing/broadening your career development	42%	43%	10%	4%	0%
c. The Internship Special Project was a good match for your skills and interest as an intern	34%	47%	15%	2%	1%
d. The employer provided the appropriate amount of supervision	47%	41%	8%	3%	0%
e. Employer provided an open line of communication throughout the internship	68%	22%	5%	5%	0%
f. I was given ample resources to move projects to completion	46%	37%	12%	4%	0%
g. Work/ projects were well-defined	31%	48%	14%	6%	1%

	Yes	No	Not Sure/Maybe
19. Would you recommend this internship site for future students?	82%	4%	14%

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA
a. Increased contacts with professionals	47%	43%	8%	1%	0%	0%
b. Gained practical experience in my field	56%	36%	8%	0%	0%	0%
c. Gained applied knowledge in my field	60%	34%	5%	1%	0%	0%
d. Learned new methods, procedures	56%	31%	12%	1%	0%	0%
e. Broadened/strengthened on-the-job work habits	48%	44%	7%	0%	0%	0%
f. Chance to supervise/train others	22%	37%	21%	12%	1%	7%
g. Increased my ability to handle responsibility	52%	41%	6%	1%	0%	0%
h. Provided challenge	40%	46%	10%	3%	0%	0%
i. Applied acquired classroom knowledge	25%	52%	22%	2%	0%	0%

Q20 (cont.) How did your internship experience impact your PROFESSIONAL DEVELOPMENT?	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA
j. Increased confidence in my professional abilities	46%	46%	5%	2%	0%	0%
k. Improved time management skills	36%	45%	16%	2%	0%	0%
l. Learned about my professional weaknesses	40%	42%	15%	2%	0%	0%
m. Learned of my professional strengths	38%	48%	11%	2%	0%	0%
n. Job offer expected after graduation	26%	21%	28%	8%	6%	11%

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

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA
a. Improved money management skills	14%	33%	42%	6%	2%	3%
b. Provided travel experience	24%	23%	28%	13%	3%	8%
c. Provided cultural experience	19%	32%	29%	11%	3%	6%
d. Increased maturity	33%	45%	19%	1%	1%	1%
e. Increased self confidence	35%	46%	14%	4%	1%	0%

22. How did your internship experience impact you ACADEMICALLY?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA
a. Strengthened interest in my major	47%	39%	10%	3%	0%	0%
b. Reduced interest in my major	4%	4%	13%	35%	40%	3%

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?

69% Reinforced my previous career plans

31% Altered the direction of my career plans within the discipline

0% I decided to switch my field of study altogether

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

Low Value					High Value
1	2	3	4	5	
0%	6%	19%	35%	40%	

UW-RF CAFES Internship Program

26. Which resources did you use in learning about internship opportunities? Mark (•) all that apply.

42%	CAFES Internship Program Bulletin Board	15%	Email Updates Sent by CAFES Internship Program
20%	Weekly CAFES Internship Bulletin	10%	Interview Announcements posted by CAFES Internship Program
37%	Faculty Advisor	26%	Professor who distributed or announced available internships
14%	Faculty Coordinator	23%	CAFES Internship Office
26%	Other Students	36%	Other, specify <i>See Appendix A</i>

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

42%	Application materials and/or information on application process	13%	Help in identifying specific location for an internship
26%	Resume/Cover letter assistance	19%	Advice on professional conduct
15%	Making a contact with a specific company	18%	Other, specify <i>See Appendix A</i>

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

37%	Internship program explanation/informational meeting	5%	Assistance in finding available internships with companies that were not listed by the office
27%	Identifying appropriate faculty coordinator	16%	Interview coordination
16%	Resume/cover letter writing assistance	28%	Registration assistance
10%	Obtaining specific company applications	13%	Other, specify <i>See Appendix A</i>
10%	Assistance in contacting a company		

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