



UWRF CAFES Internship Program Evaluation - 2014

**Taylor Halopka, Kaylin Spaeth,
David Trechter and Denise Parks**

**Survey Research Center Report 2014/25
November 2014**

The staff working for the Survey Research Center at UW-River Falls was instrumental in the completion of this study. We would like to thank our SRC colleagues (Jim Janke, Shelly Hadley, and Denise Parks). 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.

Table of Contents

Executive Summary	4
Survey Purpose.....	6
Survey Methods and Design.....	6
Profile of Respondents	7
CAFES Intern Information.....	7
CAFES Internship Information.....	9
Internship Coordinator Communication.....	15
Internship Experience	16
Professional/Personal/Academic Impacts of Internship - Additional Comments	23
Internship Value.....	25
UWRF CAFES Internship Program – Resources and Services	26
Appendix A: Written Comments: 2014 CAFES Internship Program Evaluation.....	33
Appendix C: Breakdown by Supervisor of Selected Survey Questions	56

Executive Summary

In the fall of 2014, the Survey Research Center (SRC) at the University of Wisconsin-River Falls contacted College of Agriculture, Food and Environmental Sciences (CAFES) summer 2014 interns by email and invited them to comment on their recent internship experience by participating in an on-line survey. 100 of 101 interns completed the survey.

The profile of the 2014 Internship Program participants was similar to previous years: more males than females, about 40% were juniors, about one-quarter were sophomores, and about one-quarter were seniors (**Table 1**). Compared to previous years there were significantly more agribusiness majors doing internships in 2014 and fewer conservation majors than in the past (**Table 2**). The average (self-reported) GPA was 3.02 for 2014, which is similar to previous years (**Figure 2a**).

Virtually all (99%) of the internships were completed during the summer and most (91%) were first internships (**Table 3**). Most interns earned credits that would count in their major (89%) (**Figure 3**).

A majority (60%) of the interns lived at home; one-third was provided housing or received a rent subsidy from their employer (**Figure 4**). The wages earned by interns in 2014 increased substantially, jumping from an average of \$9.90/hour in 2013 to \$11.52/hour in 2014 (**Figure 5a**). The average number of hours worked per week (44) stayed the same in 2014 as in 2013 (**Figure 6a**). While one-fifth of the 2014 interns were able to save less than \$1,000 during the summer, almost 50% reported saving an excess of \$2,000 (**Figure 7**).

Almost all interns reported receiving a visit in person or by phone call/email from their faculty coordinator (**Table 7**).

Interns generally agreed that the organization of their internship (company orientation, company communications, assigned projects, supervision, resource availability, etc.) was adequate. Fewer than 75% would recommend their site to future students, which is lower than in previous years, and 8% would not recommend the site, which is much higher than has typically been the case. (**Table 8/Figure 8**).

Interns mostly agreed or strongly agreed that their internship provided them with a host of valuable professional experiences (handling responsibility, practical experiences, learning new methods, applying knowledge, etc.) (**Figure 9**).

Similarly, most agreed or strongly agreed that their internship increased their confidence and increased their maturity (**Figure 10**).

The internship also tended to strengthen their interest in their majors (**Figure 11**) and reinforce their career plans (**Figure 12**).

The positive experiences they had resulted in nearly 90% of the respondents rating the overall value of the internship as a 4 or 5 on a 5-point scale with 5 being “high” (**Figure 13**).

The final set of questions sought feedback on various dimensions of the CAFES' internship program. Interestingly, despite the array of information conduits, the largest proportion of 2014 interns said they learned about their internship from "other" sources (mostly family and friends, professional networking, or through their own initiative) (**Figure 14**). Students were less likely to report using their faculty coordinator during their internship search. Those who did use their faculty coordinator were most likely to seek help with application materials and resume and cover letter assistance (**Figure 15**). On the other hand, about 45% reported going to an informational meeting organized by the Internship Office; the office also helped almost 40% find the proper faculty coordinator (**Figure 16**).

When given an opportunity to offer suggestions for improving the internship program, the largest number of comments received were complimentary/no suggestions. The three areas with a substantial number of comments focused on improving communications between the internship faculty coordinator and the student, improving or eliminating the weekly reports, and miscellaneous suggestions about internship plans or experiences (**Table 20**).

Student interns are receiving more money per hour now than they have in the past which is following the pattern that has been developing over the years. Although students are receiving more compensation, fewer students strongly agreed that their orientations with the companies met their expectations and that they were given enough resources to move their projects to completion. To help fix this issue, the communication between the student and the company needs to improve before the internship begins and during the internship. The students in 2014 also reported using fewer resources and services provided by the CAFES Internship Program. This may be because more students are taking advantage of the career fair and building those relationships on their own through networking instead of relying on the office.

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 University of Wisconsin–River Falls (UWRF). The Survey Research Center (SRC) at UWRF conducted the survey.

Survey Methods and Design

In the fall of 2014, the SRC contacted the 101 CAFES students who completed an internship during the summer of 2014. They were invited to participate in an online survey about their internship experience. Reminders were sent over a two week period to interns from whom a completed survey had not been received. A total of 100 surveys were completed.

Appendix A to this report contains a compilation of responses to open-ended comments.

Appendix B contains summarizes the numeric portions of the questionnaire.

The following analysis will:

- Summarize the responses to the 2014 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 responses from the 2009 (105 interns), 2010 (104 interns), 2011 (97 interns), 2012 (116 interns), and 2013 (99 interns) to the 2014 responses.

Differences across time or demographic group that are significant at the 5% level will be pointed out in the report.

Profile of Respondents

Table 1 summarizes the profile of respondents to the survey and indicates that there were more male than female interns in 2014 and approximately two-thirds were juniors or seniors prior to their internship (65%). Gender and class standings were not significantly different in 2014 than in previous years.

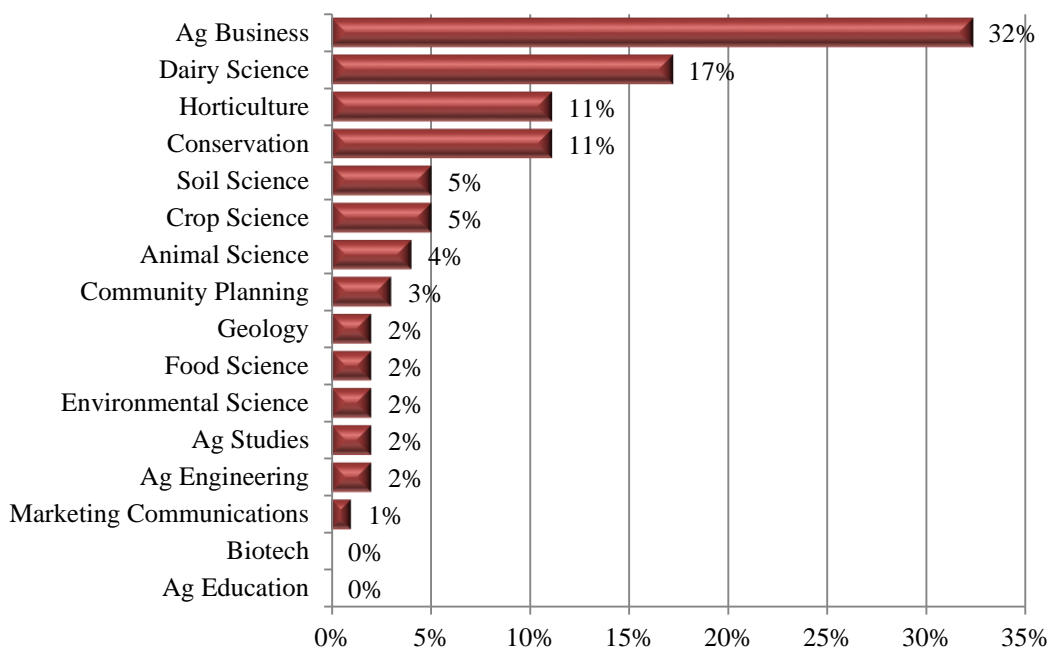
Table 1: Profile of Respondents - Comparison of 2009-2014 Survey Results					
Gender	Count	Male	Female		
Sample – 2014	100	57%	43%		
Sample – 2013	98	54%	46%		
Sample – 2012	116	50%	50%		
Sample – 2011	97	53%	47%		
Sample – 2010	103	56%	44%		
Sample – 2009	104	51%	49%		
Class Standing (sem. prior to internship)	Count	Freshman	Sophomore	Junior	Senior
Sample – 2014	100	9%	26%	39%	26%
Sample – 2013	99	4%	24%	42%	29%
Sample – 2012	116	4%	20%	49%	27%
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 100 interns who completed the assessment in 2014. Ag Business and Dairy Science were the leading majors, followed by Horticulture and Conservation. Together, the four majors account for 71% of the interns. 83 interns reported their minor, with more than three quarters listing Ag Business (55%), Soil Science (12%), or Agricultural Studies (12%). The complete breakdown of minors can be found in Appendix A.

Figure 1: Respondants by Major, 2014



There were more Ag Business majors and a large decline in Conservation majors in 2014 compared to previous years (Table 2).

Table 2: Responses by Major - Comparison of 2009-2014 Survey Results

	Count	Ag Business	Ag Education	Ag Eng. Tech.	Ag Studies	Animal Science	Environmental Science	Bio-tech
Sample – 2014	100	32%	0%	2%	2%	4%	2%	0%
Sample – 2013	99	26%	3%	4%	2%	7%		0%
Sample – 2012	114	16%	4%	4%	4%	5%		0%
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%
	Conservation	Crop & Soil Science	Dairy Science	Food Science	Horticulture	Geology	Marketing Comm.	Community Planning
Sample – 2014	11%	10%	17%	2%	11%	2%	1%	3%
Sample – 2013	21%	4%	14%	3%	12%	3%	2%	
Sample – 2012	19%	6%	13%	4%	8%		7%	
Sample – 2011	21%	5%	15%	8%	19%		2%	
Sample – 2010	19%	10%	15%	3%	14%		5%	
Sample – 2009	15%	7%	14%	10%	22%		6%	

Grade Point Average

Interns were asked to report their current grade point average (Figure 2a). GPA's ranged from 1.9 to 3.99. Almost 70% of the interns had a GPA between 2.6 and 3.39. The average GPA in 2014 was 3.02 (*average GPA in 2009 was 3.04, 3.08 in 2010, 3.00 in 2011, 2.94 in 2012, and 3.01 in 2013 Figure 2b*).

Figure 2a: GPA Distribution, 2014

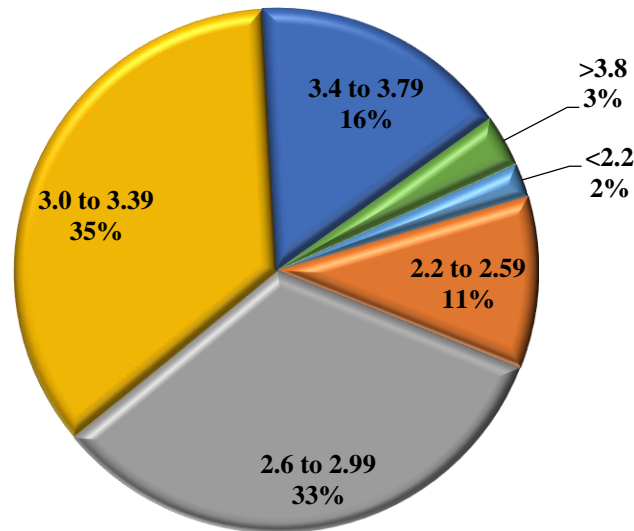
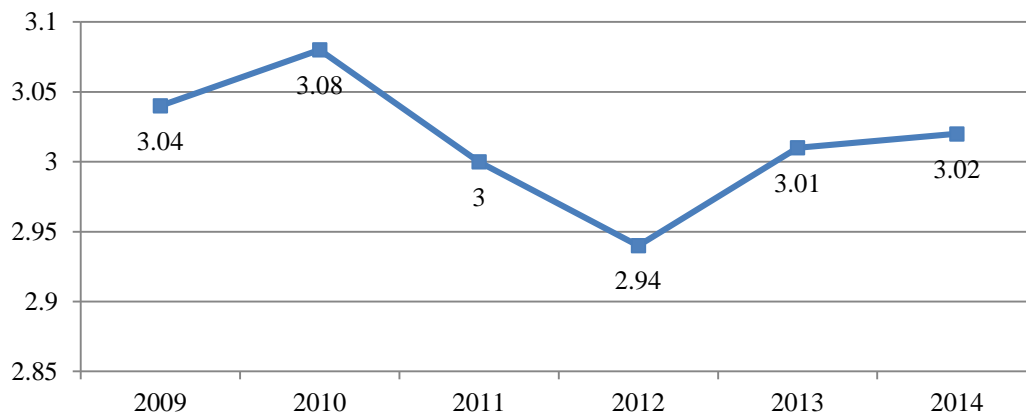


Figure 2b: Average Intern GPA, 2009-2014



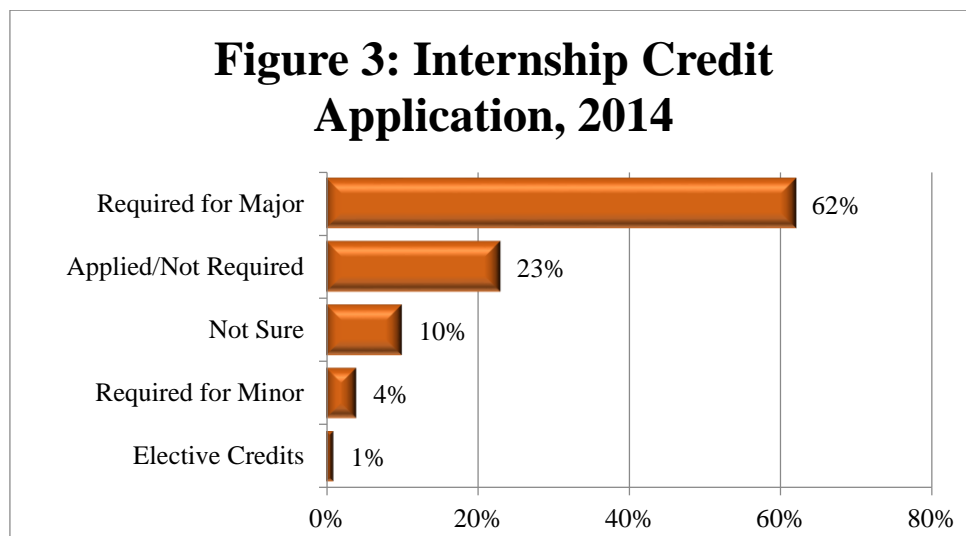
CAFES Internship Information

Interns were asked when the internship was completed and if it was their first, second, or third internship experience. Table 3 indicates that nearly all internships were completed in the summer and most were first-time internships. Results in 2014 are consistent with previous years.

Table 3: Internship Information - Comparison of 2009-2014 Survey Results				
When was your internship completed?	Count	Summer	Fall	Spring
Sample – 2014	100	99%	1%	0%
Sample – 2013	99	99%	1%	0%
Sample – 2012	113	97%	3%	0%
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	3 rd Internship
Sample – 2014	100	91%	9%	0%
Sample – 2013	99	89%	9%	2%
Sample – 2012	116	91%	9%	
Sample – 2011	97	94%	6%	
Sample – 2010	102	90%	10%	
Sample – 2009	105	92%	8%	

Internship Credits

Over 60% of interns reported that their internship was required and counted in their major (Figure 3). 23% of interns reported that their internship was not a requirement, but will apply in their major or minor. 1% will apply their credits to general electives, 4% said their internship was required for their minor, and 10% did not know how their internship credits will be applied. Those in Animal Science, Conservation, Environmental Studies, Crop Science, and Marketing Communications were significantly more likely to say an internship is required. About 30% of Agribusiness students stated, incorrectly, that an internship is required for the major.



There were no statistically significant differences in how 2014 interns applied credits earned compared to those between 2009 and 2013 (Table 4).

Table 4: Internship Credits - Comparison of 2009-2014 Survey Results						
	Count	Major Req	Applied/Not Req in Maj/Min	Not Sure/Don't Know	Elective Credits	Minor Req
Sample – 2014	100	62%	23%	10%	1%	4%
Sample – 2013	99	62%	4%	24%	4%	6%
Sample – 2012	116	62%	22%	11%	2%	3%
Sample – 2011	97	71%	18%	3%	5%	3%
Sample – 2010	103	65%	22%	9%	4%	0%
Sample – 2009	105	72%	17%	5%	5%	1%

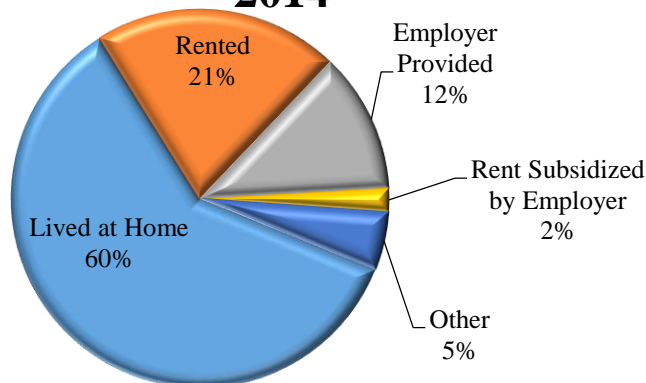
Internship Organization/Location

Students were asked to provide the name and location of the organization at which they completed their internship. Dozens of organizations in ten states, mostly Minnesota and Wisconsin, hired UWRF interns during the summer of 2014; a complete list of internship organizations can be found in Appendix A. There were relatively few organizations that employed multiple UWRF interns (CHS, AgStar, WinField Solutions, Purina Animal Nutrition, River Country Co-op, UW-Extension, UW-Discovery Farms)

Housing

Interns were asked to describe their housing status during their internship. As Figure 4 highlights, more than one-half of the 2014 interns lived at home (60%), while one-fifth rented. Another 14% of interns were provided housing or had their rent subsidized by their employer. Responses in the “other” category included living with friends and family. Appendix A contains “other” housing situations mentioned.

Figure 4: Housing During Internship, 2014



There were no statistically significant differences in housing experiences for 2014 interns and those from earlier years (Table 5).

Table 5: Housing During Internship - Comparison of 2009-2014 Survey Results						
	Count	Lived at Home	Rented	Employer Provided	Other	Rent Subsidized by Employer
Sample – 2014	100	60%	21%	12%	5%	2%
Sample – 2013	99	56%	18%	15%	4%	7%
Sample – 2012	116	48%	23%	16%	3%	9%
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 2014 CAFES interns was \$11.32. Pay ranged from a low of zero (only 3 interns (3%) reported “0” as their pay rate per hour), to a high of \$18.75 an hour. Nearly half the interns made between \$10.00 and \$15.00/hour and another 38% earned between \$5 and \$10/hour (Figure 5a). Wages for 2014 interns were significantly higher than those paid to interns from 2009 to 2013 (Figure 5b). Perhaps the economic recovery has forced CAFES’ internship employers to raise their pay offers to continue to attract strong candidates.

Figure 5a: Interns' Hourly Pay, 2014

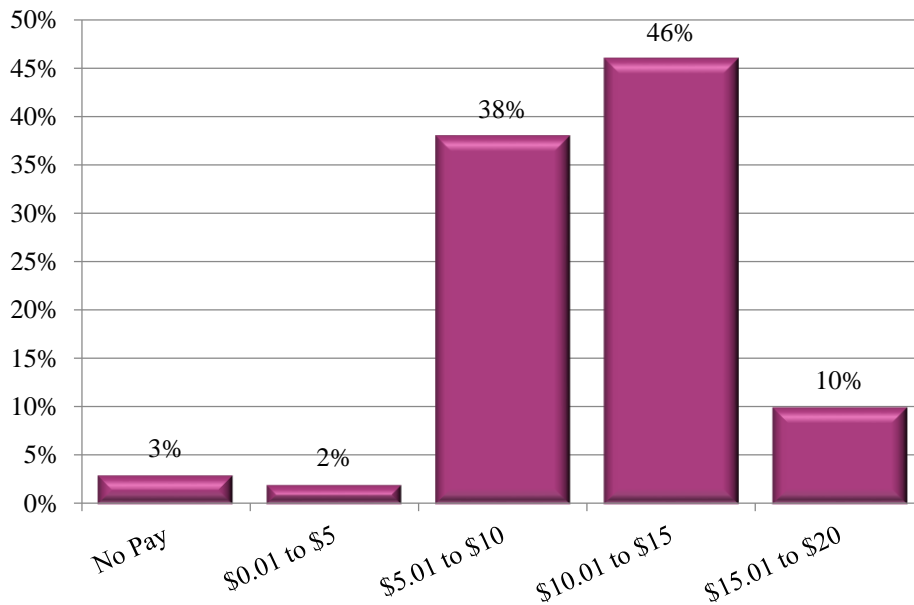
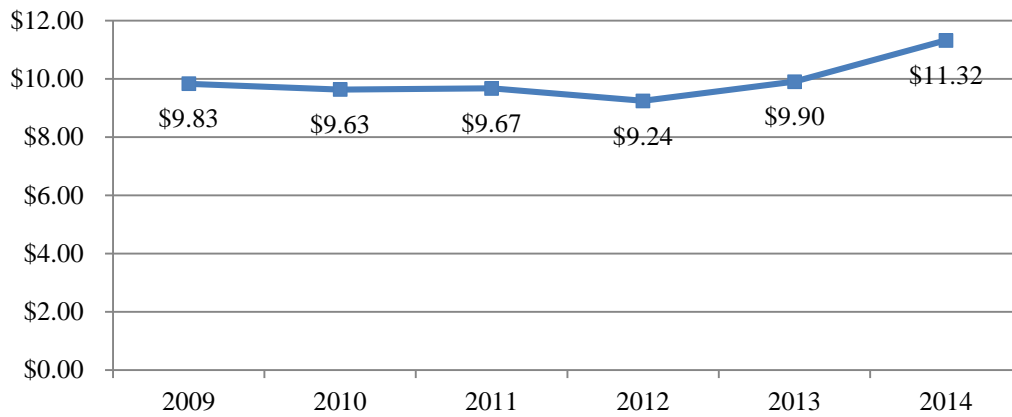


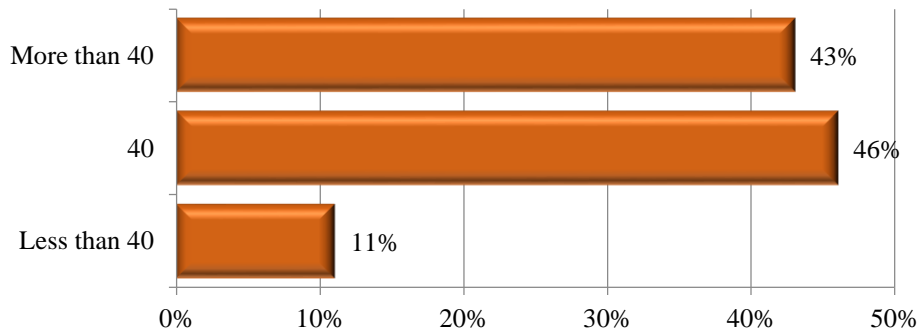
Figure 5b: Pay Rate per Hour, 2009-2014



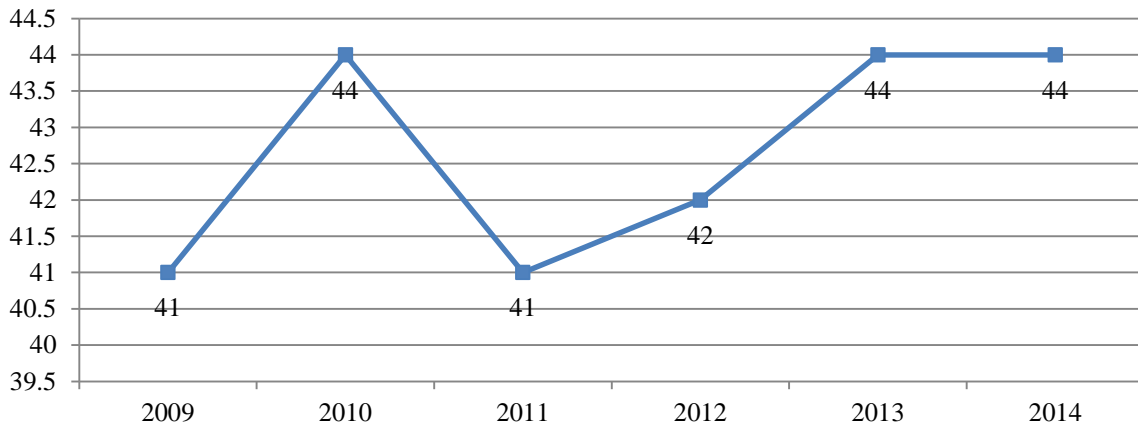
Average Number of Hours Worked Per Week

The average number of hours worked per week in 2014 was 44 hours. As shown in Figure 6a, almost 90% of CAFES interns report working at least 40 hours per week. The average weekly hours worked by CAFES interns has trended upward over time (Figure 6b).

Figure 6a: Hours Worked Per Week, 2014



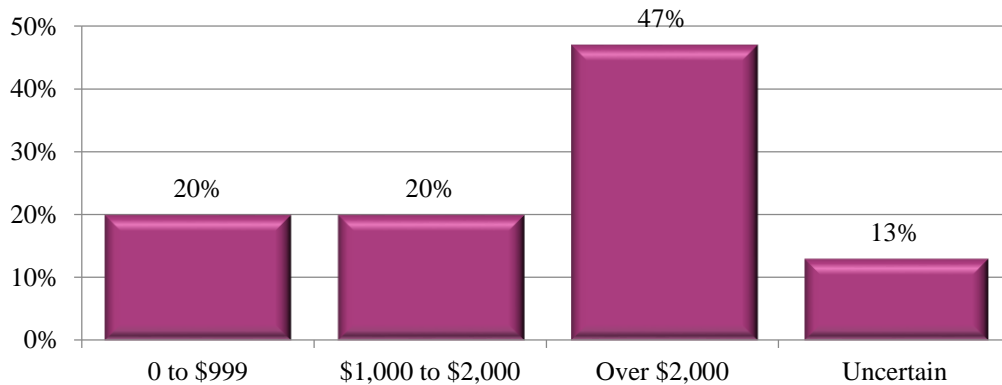
**Figure 6b: Average Hours Worked/Week
2009-2014**



Total Amount Saved During Internship

Almost 50% of the interns saved over \$2,000 during their 2014 internship (Figure 7). One-fifth saved under \$1,000, another one-fifth saved \$1,000 - \$2,000, and 13 percent were not sure how much money they had saved.

**Figure 7: Amount Saved After
Expenses, 2014**



The amount saved by interns in 2014 did not differ significantly from the savings of interns in previous years (Table 6).

	Count	0 - \$999	\$1,000 - \$2,000	Over \$2,000	Uncertain
Sample – 2014	100	20%	20%	47%	13%
Sample – 2013	99	25%	19%	42%	13%
Sample – 2012	115	28%	20%	37%	16%
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*).

Of the interns who were located within the 3-state area, 4% had a visit in the beginning of their internship, 60% were in the middle, and 31% reported having a visit near the end. Interns who were located outside of the 3-state area reported that their faculty coordinator called or emailed them in the beginning (8%), middle (62%) or near the end (31%) of the internship. Both groups of interns could select multiple time periods during which they were contacted (or not contacted), the rows frequently sum to more than 100%. Almost all interns reported that their coordinator visited or contacted them during their internship.

There were no significant differences between when 2014 faculty coordinators visited or called their interns compared to previous years.

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 – 2014	100	4%	60%	31%	10%
Sample – 2013	90	7%	63%	31%	3%
Sample – 2012	108	2%	51%	37%	10%
Sample – 2011	84	4%	57%	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 – 2014	100	8%	62%	31%	23%
Sample – 2013	12	58%	58%	42%	17%
Sample – 2012	18	28%	50%	33%	39%
Sample – 2011	23	22%	57%	48%	17%
Sample – 2010	16	25%	38%	44%	25%
Sample – 2009	20	20%	50%	30%	20%

Internship Experience

Respondents were asked to indicate to what extent they agreed with various statements about their internship. The results in Table 8 suggest that most interns agree or strongly agree with all of the statements included in the Table. More than 90% of interns agreed or strongly agreed that their employer provided an open line of communication throughout the internship, they received an appropriate amount of supervision, and the orientation with the internship company met their expectations. At least 80% agreed or strongly agreed with the rest of the statements in Table 8.

The questions with the largest amount of disagreement dealt with the adequacy of resources they were given to complete their projects (12% disagreed), the match between their project and their skills (9%), and the clarity of their projects (8%)

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	100	53%	34%	8%	3%	2%
Employer provided appropriate amount of supervision	100	37%	48%	8%	5%	2%
Given ample resources to move projects to completion	100	36%	39%	13%	8%	4%
Orientation with internship company met expectations	100	35%	49%	12%	2%	2%
Projects developed/assigned were beneficial to enhancing/broadening career development	100	36%	50%	9%	2%	3%
Internship Special Project was a good match for skills and interest as an intern	100	37%	44%	10%	7%	2%
Work/projects were well-defined	100	28%	49%	14%	7%	1%

Significantly fewer interns in 2014 strongly agreed that they were given ample resources and that the orientation with the internship company met expectations compared to the opinions from previous years (Table 9).

In 2014 there were significantly more males than females who strongly agreed that they were given ample resources to move projects forward and that their work/projects were well defined.

Table 9: Aspects of Internship - Comparison of 2009-2014 Survey Results

To what extent would you agree with the following statements pertaining to aspects of your internship?	Count	Strongly Agree	Agree	Don't Agree or Disagree	Disagree	Strongly Disagree
Employer provided open line of communication Sample – 2014	100	53%	34%	8%	3%	2%
Sample – 2013	99	68%	26%	3%	3%	0%
Sample – 2012	116	59%	34%	3%	3%	2%
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 – 2014	100	35%	49%	12%	2%	2%
Sample – 2013	99	43%	51%	3%	3%	0%
Sample – 2012	116	37%	55%	5%	2%	1%
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 – 2014	100	36%	39%	13%	8%	4%
Sample – 2013	99	44%	41%	10%	4%	0%
Sample – 2012	116	37%	48%	8%	5%	2%
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 – 2014	100	37%	48%	8%	5%	2%
Sample – 2013	99	49%	39%	7%	3%	1%
Sample – 2012	116	42%	46%	9%	3%	1%
Sample – 2011	97	47%	41%	8%	3%	0%
Sample – 2010	103	53%	37%	3%	7%	0%
Sample – 2009	103	46%	40%	9%	3%	3%
Work projects beneficial to enhancing/ broadening career development Sample – 2014	100	36%	50%	9%	2%	3%
Sample – 2013	99	42%	39%	11%	5%	2%
Sample – 2012	116	34%	53%	9%	3%	1%
Sample – 2011	97	42%	43%	10%	4%	0%
Sample – 2010	103	50%	40%	8%	2%	0%
Sample – 2009	104	29%	52%	15%	2%	2%

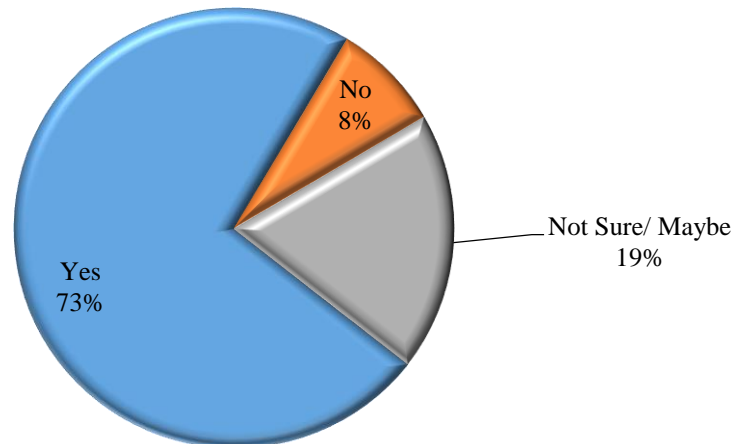
Table 9: Aspects of Internship - Comparison of 2009-2014 Survey Results (continued)

To what extent would you agree with the following statements pertaining to aspects of your internship?	Count	Strongly Agree	Agree	Don't Agree or Disagree	Disagree	Strongly Disagree
Internship Special Project was a good match for skills/ interest as an intern Sample – 2014	100	37%	44%	10%	7%	2%
Sample – 2013	99	33%	48%	15%	3%	0%
Sample – 2012	116	34%	41%	18%	7%	1%
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 – 2014	100	28%	49%	14%	7%	1%
Sample – 2013	99	28%	56%	15%	1%	0%
Sample – 2012	116	32%	50%	10%	7%	1%
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). Nearly 75% of interns would recommend their internship site. 19% were not sure if they would recommend their site to others; 8% (8 interns) would not recommend the site.

Figure 8: Recommend Internship to Others, 2014

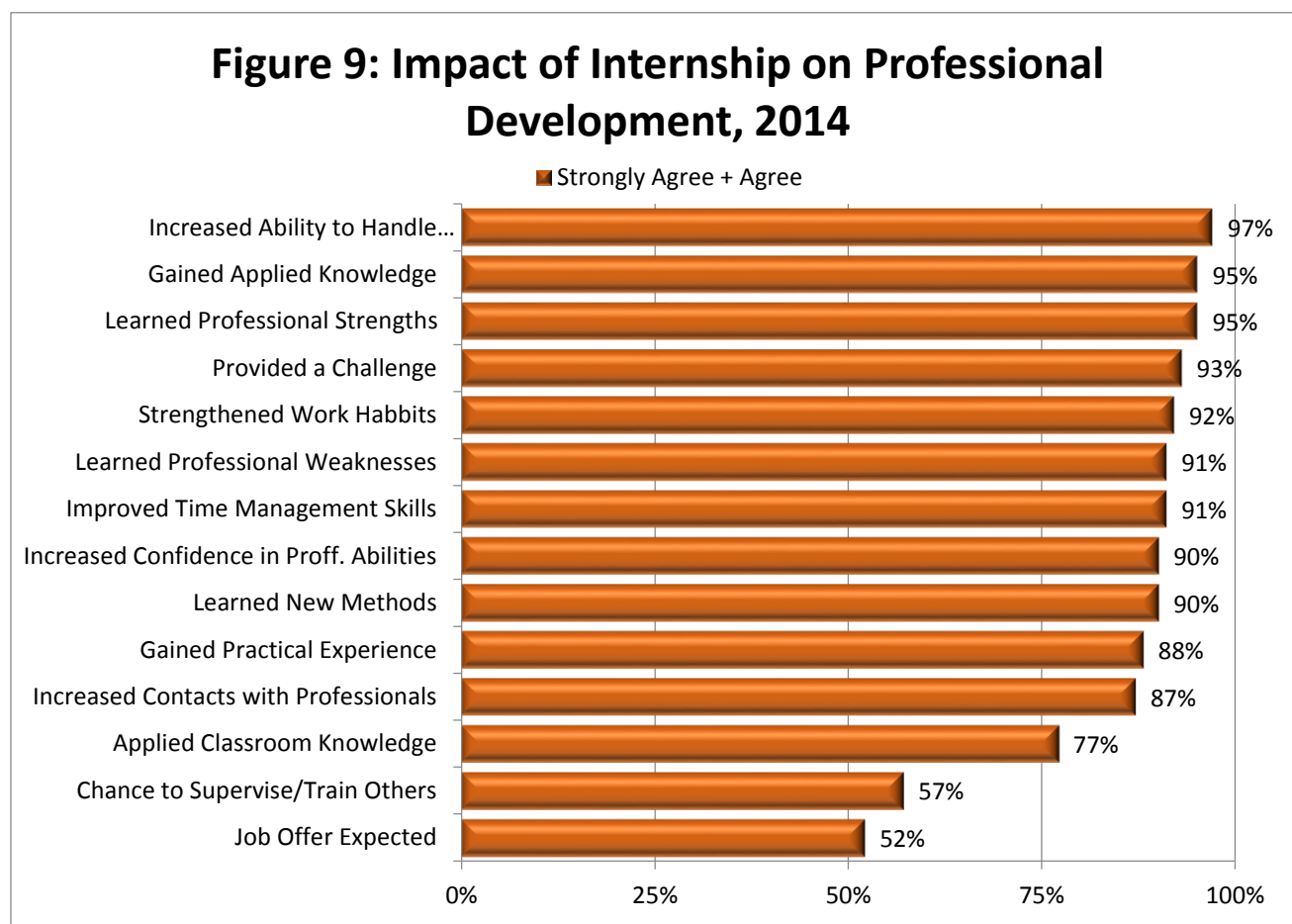


Though it appears that a lower proportion of interns in 2014 would recommend their site to future interns, the difference is not statistically significant (Table 10).

Table 10: Recommend Internship Site for Future Students - Comparison of 2009-2014 Survey Results				
	Count	Yes	No	Not Sure/Maybe
Sample – 2014	100	73%	8%	19%
Sample – 2013	99	87%	1%	12%
Sample – 2012	116	78%	4%	17%
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. Figure 9 shows the proportion of 2014 interns who “strongly agreed” and “agreed” that their internship afforded them the listed experiences. 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: supervising or training others (57% agreed or strongly agreed), applied classroom knowledge (over three-fourths agreed or strongly agreed), and expecting a job offer after graduation (about half agreed or strongly agreed).



Interestingly, women (49%) were less likely to strongly agree or agree that their internship provided them with a chance to supervise/train others than were men (65%). This is part of somewhat troubling pattern in which male interns seem to have had a somewhat better internship experience than did females in 2014. In addition to more supervisory opportunities, higher proportions of males than females said that their work project was well defined, and that they had ample resources to move their project to completion.

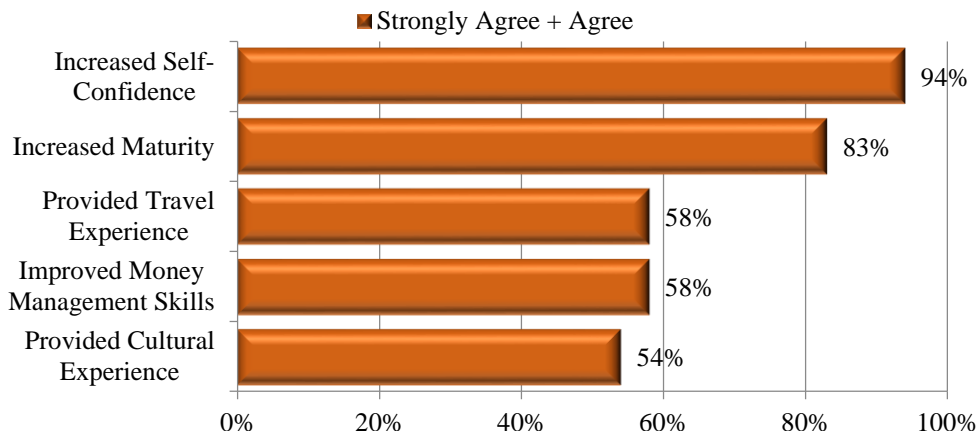
There were no statistically significant differences between the opinions of 2014 interns and those from earlier years with respect to any of the internship experiences included in Table 11.

Table 11: How Did Internship Experience Impact Professional Development? - Comparison of 2009-2014 Survey Results					
	Count	Learned New Methods	Gained Practical Experience	Gained Applied Knowledge	Increased Conf. in Professional Abilities
Sample – 2014	100	90%	88%	95%	90%
Sample – 2013	99	95%	97%	94%	92%
Sample – 2012	116	93%	93%	93%	96%
Sample – 2011	97	87%	92%	94%	92%
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 – 2014	97%	92%	93%	91%	91%
Sample – 2013	97%	91%	91%	90%	89%
Sample – 2012	92%	91%	90%	90%	87%
Sample – 2011	93%	92%	86%	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 – 2014	77%	57%	52%	87%	95%
Sample – 2013	80%	65%	52%	92%	91%
Sample – 2012	81%	53%	39%	87%	93%
Sample – 2011	77%	59%	47%	91%	87%
Sample – 2010	79%	58%	48%	86%	87%
Sample – 2009	76%	56%	41%	83%	86%

Personal Development

Figure 10 depicts interns' opinions about the impact of their internship on their personal development. More than nine in ten interns said the internship increased their self-confidence and eight in ten interns claimed their maturity increased. More than one-half of interns reported that their internship provided cultural or travel experiences, and improved their money management skills.

Figure 10: Internship Impact on Personal Development, 2014



There were significantly more male interns who agreed that their internships improved their money management skills compared to females.

There were significantly more underclassmen (freshman or sophomore) interns who agreed that their internships impacted their money management skills, provided cultural experiences, and provided travel experiences compared to upperclassmen (junior or senior) interns. There were also significantly more underclassmen interns who strongly agreed that their internships increased their maturity compared to the upperclassmen interns.

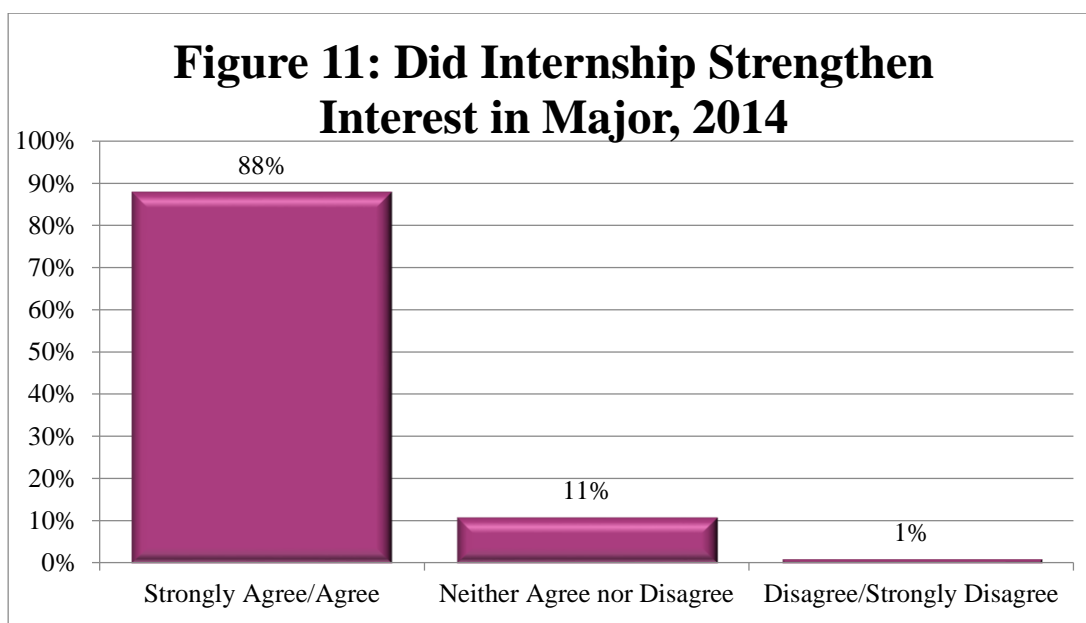
Compared to earlier years, there were no statistically significant differences between the 2014 interns and those from earlier years with respect to their personal development from the internships.

Table 12: How Did Internship Experience Impact Personal Development? - Comparison of 2009-2014 Survey Results

	Count	Increased Self Confidence	Increased Maturity	Provided Travel Experience	Improved Money Mgmt. Skills	Provided Cultural Experience
Sample – 2014	100	94%	83%	58%	58%	54%
Sample – 2013	99	94%	87%	56%	53%	49%
Sample – 2012	116	92%	88%	52%	54%	50%
Sample – 2011	95	81%	78%	47%	47%	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 shows the percentage of interns who strongly agree or agree that the internship strengthened interest in their major (88%). The middle column shows the percent of interns who neither agree nor disagree (11%), and the right column reports the few (1%, or 1 intern) that disagree or strongly disagree.



Overall, the opinions of interns in 2014 were similar to earlier years in terms of how their experienced influenced their interest in their majors.

	Count	Strongly Agree + Agree	Neither Agree nor Disagree	Strongly Disagree + Disagree
Sample – 2014	100	88%	11%	1%
Sample – 2013	99	88%	12%	0%
Sample – 2012	114	84%	13%	4%
Sample – 2011	97	86%	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. 73 comments were placed into 11 categories (Table 14). The four largest categories of comments focused on networking (10 comments), learning experiences (11 comments), general positive comments (10 comments), and communications (10 comments).

Topic	Count	%
Learning Experience	11	15
Networking	10	14
General Positive Comments	10	14
Communications	10	14
Changed/Refined Interests	8	11
Reaffirmed Choice of Major	6	8
Negative Experiences	5	7
Taste of Being a Professional	4	5
Miscellaneous	4	5
Job Opportunities	3	4
Nothing to Add	2	3
Total	73	100%

Interns wrote about their networking opportunities:

“I was able to increase my network of people that I know through this internship, which I see as the biggest impact of the summer.”

In terms of having a learning experience, a typical comment was:

“I’ve learned more relevant information to my major in one summer than I have in two years in the classroom. Both classroom and internship experiences have helped develop my education for future use.”

Interns were able to learn about the importance of communications.

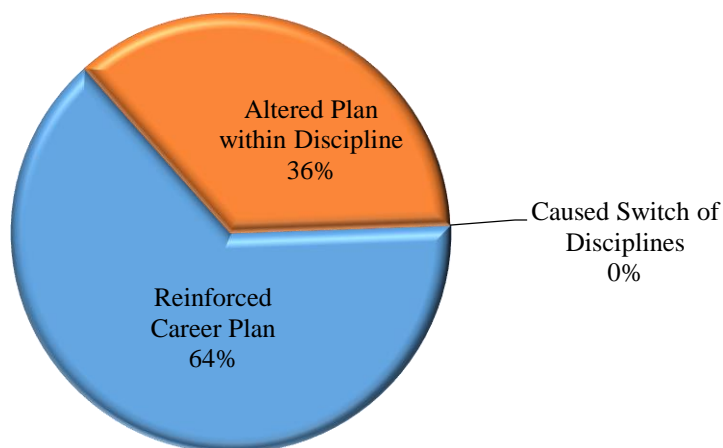
“It helped me to become much more comfortable talking with a variety of customers.”

All responses to this question are included in Appendix A, Question 21.

Career Plans

The survey asked interns to reflect on how their internship influenced their career plans. The data in Figure 12 indicates that for almost two-thirds of the respondents, the internship reinforced their previous career plans. For about one-third, their internship experience altered their career plans within their discipline.

Figure 12: Impact of Internship on Career Plans, 2014



Though not quite statistically significant, more female (91%) than male (85%) interns indicated that their internship reinforced their career plans. Given the pattern noted above, in which the internship experiences for females in 2014 were somewhat more circumscribed, this result is surprising.

The impact of the internship on the career paths of 2014 interns was not significantly different than those of students during the 2009 – 2013 years (Table 18).

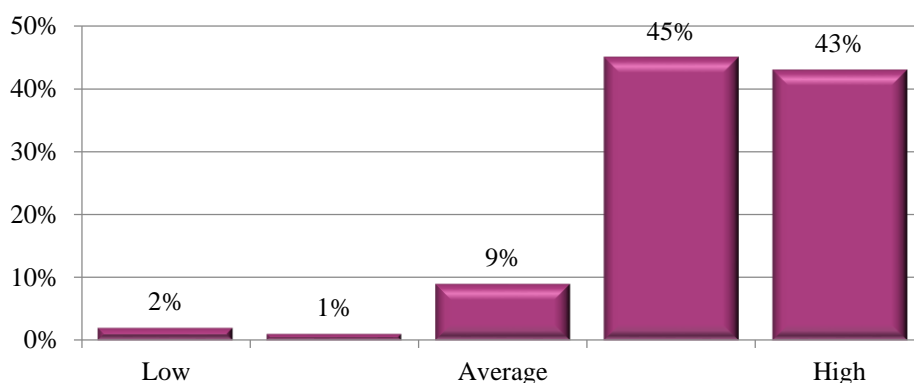
Table 18: How Did Internship Impact Your Career Plans? - Comparison of 2009-2014 Survey Results

	Count	Reinforced Previous Career Plans	Altered Direction of Career Plans within the Discipline	Decided to Switch Field of Study Altogether
Sample – 2014	100	64%	36%	0%
Sample – 2013	98	68%	32%	0%
Sample – 2012	116	65%	34%	2%
Sample – 2011	97	69%	31%	0%
Sample – 2010	104	62%	36%	3%
Sample – 2009	103	58%	41%	1%

Internship Value

We asked interns how valuable (low to high value) their internship was in terms of career development; their responses are summarized in Figure 13. Nearly half (43%) ranked the value of their internship a “5” or the highest value on the scale. 45% of interns ranked the internship a “4.” 9% believed the internship was of “average” value in terms of career development. Three interns gave his or her internship a “2” or “1” (lowest values). The overall value 2014 interns placed on their internship experiences was similar to previous years. Though a somewhat smaller percentage rated their experience as a 5 in 2014 than in earlier years, a smaller percentage were neutral (3) to negative (1 or 2) than in any previous year.

**Figure 13: Value of Internship, 2014
(1=low to 5=high)**



The willingness to recommend an internship site (see Figure 8) is correlated with the value placed on an internship (Figure 13). 93% of interns who rated the value of their internship (in terms of career development) a 4 or 5, agreed that they would recommend their internship site for future students. Nearly 45% of those who rated the value of their internship a 3 said they were unsure if they would recommend the site to future students.

The value of the experience for 2014 interns compared to interns over the 2009-2013 years wasn’t statistically significant (Table 16).

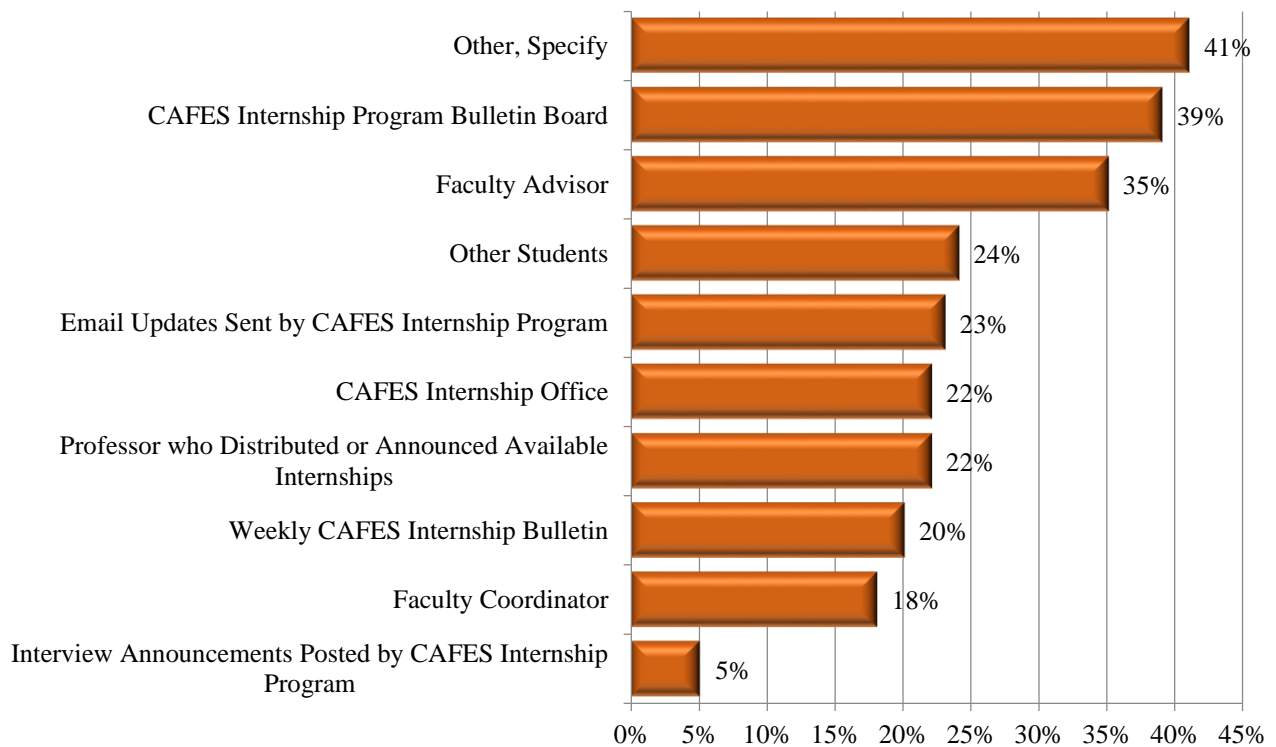
Table 16: How Valuable was your Internship for your Career Development? – Comparison of 2009-2014 Survey Results						
	Count	5 High Value	4	3	2	1 Low Value
Sample – 2014	100	43%	45%	9%	1%	2%
Sample – 2013	98	47%	39%	14%	0%	0%
Sample – 2012	116	35%	46%	14%	3%	3%
Sample – 2011	96	40%	35%	19%	6%	0%
Sample – 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. Surprisingly, the most frequent resource used was “other.” When this option was selected, students were asked to specify what other resources were used and those responses are summarized below the chart. Most of the “other” responses involved the student’s own efforts, including making use of their professional network. With respect to the information channels within CAFES, a bit more than one-third of interns said they learned of the internship from their faculty advisor or the bulletin board. The least utilized resource was interview announcements posted by the CAFES Internship Program. The average number of resources CAFES interns said they used when learning about internship opportunities was 2.5 resources/per intern with a range of zero to ten.

Figure 14: How Learned of Internship, 2014



Other Responses

Networking	14
Found on Own	12
Friends/Family	6
Internet	4
Miscellaneous	3

Table 17: Resources Used in Learning about Internship Opportunities - Comparison of 2009-2014 Survey Results

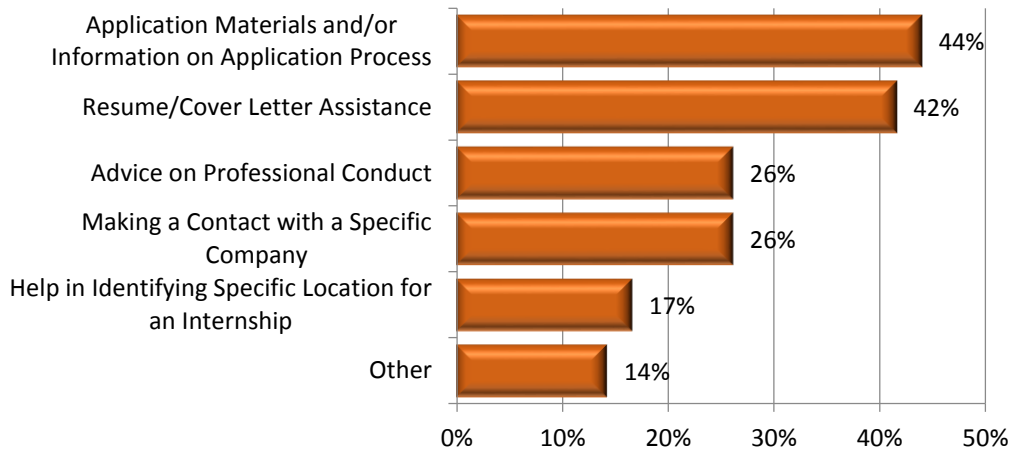
	Count	Faculty Advisor	CAFES Internship Program Bulletin Board	CAFES Internship Office	Other Students	Faculty Coord.
Sample – 2014	100	35%	39%	22%	24%	18%
Sample – 2013	97	37%	32%	22%	23%	19%
Sample – 2012	116	23%	39%	22%	30%	17%
Sample – 2011	97	37%	42%	23%	26%	14%
Sample – 2010	104	40%	40%	34%	29%	29%
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	Other
Sample – 2014	100	23%	20%	22%	5%	41%
Sample – 2013	97	12%	19%	18%	5%	42%
Sample – 2012	116	9%	15%	9%	6%	42%
Sample – 2011	97	15%	20%	26%	10%	37%
Sample – 2010	104	23%	20%	13%	12%	32%
Sample – 2009	104	19%	28%	14%	7%	41%

Services Provided by CAFES Internship Faculty Coordinators

As shown in Figure 15, nearly half the 2014 interns who used their faculty coordinator for anything, reported using them for assistance with application materials or providing information regarding the application process. About two-fifths received help from faculty coordinators with their resume/cover letter. 26% of interns utilized their faculty coordinator to get advice on professional conduct or making contact with a company. Appendix A includes a summary of “other” responses.

CAFES interns utilized an average of 1.4 Faculty Coordinator services when securing their internship with a range of zero to six.

Figure 15: Faculty Coordinator Services Use, 2014



In general, it does appear that, across the board, those who used faculty coordinators for anything (and a substantial proportion apparently didn't use them for any of these services), used them somewhat more intensively.

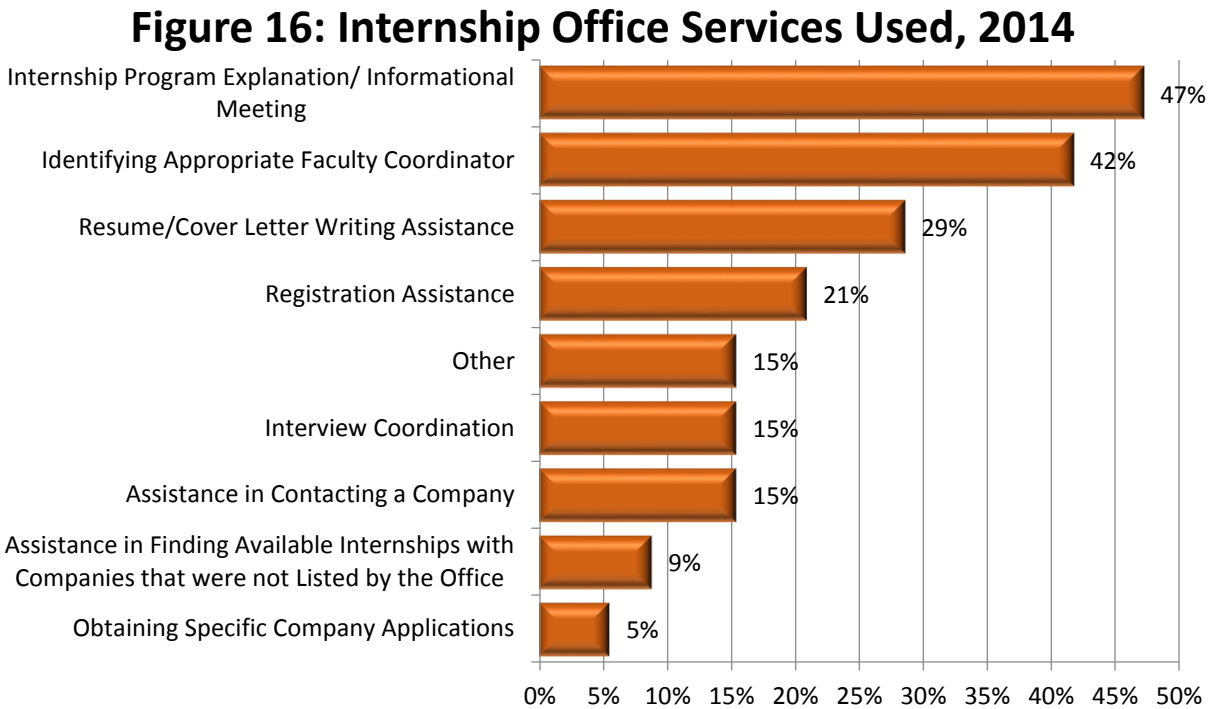
Table 18: Services Provided by CAFES Internship Faculty Coordinator in Securing Internship - Comparison of 2009-2014 Survey Results

	Count	Application Materials	Advice on Professional Conduct	Resume/Cover Letter Assist.	Making Contact with a Specific Co.	Identifying Specific Internship Location
Sample – 2014	84	44%	26%	42%	26%	17%
Sample – 2013	60	48%	30%	37%	28%	22%
Sample – 2012	116	38%	15%	22%	14%	9%
Sample – 2011	97	42%	19%	26%	15%	13%
Sample – 2010	104	47%	27%	20%	18%	8%
Sample – 2009	85	35%	25%	38%	0%	21%

Services Provided by CAFES Internship Office

Nearly half of CAFES interns reported that the internship program informational meeting was a service they utilized in securing their internship (Figure 16). More than 40% of interns used the CAFES Internship Office to help them identify the appropriate faculty coordinator and nearly 30% used the services for resume and cover letter writing assistance. One-fifth also received assistance with registration from the CAFES Internship Office. The other services listed were used by relatively few interns: interview coordination, 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 (15%) consisted mainly of interns who 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.



Men (56%) were more likely to report having gotten assistance finding an unlisted internship than were women (44%).

Table 19: Services Provided by CAFES Internship Office in Securing Internship - Comparison of 2009-2014 Survey Results

	Count	Internship Program Explanation/ Info Meeting	Identifying Appropriate Coordinator	Registration Assistance	Resume/ Cover Letter Assistance
Sample – 2014	91	47%	42%	21%	29%
Sample – 2013	78	64%	44%	33%	15%
Sample – 2012	116	48%	34%	28%	11%
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 by Office	Obtaining Specific Company Applications	Other
Sample – 2014	15%	15%	9%	5%	15%
Sample – 2013	13%	6%	14%	6%	6%
Sample – 2012	10%	8%	2%	6%	
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 61 written responses, 30% were positive sentiments about their internship experience, 15% were suggestions regarding communications with the faculty members, and 15% of the comments revolved around the weekly reports that were submitted by interns (Table 20). Examples of the comments are provided below. The complete compilation of comments can be found in Appendix A, Question 27.

Topic	Count	%
No Changes/Positive	19	30%
Improve Communications-Faculty	9	15%
Weekly Reports	9	15%
Miscellaneous	9	15%
Improve Communications-General	4	7%
More Availability	4	7%
Didn't Use Internship Office	4	7%
Special Project	3	4%
Total	61	100%

An intern with a positive internship experience stated:

“They did an excellent job assisting me in finding and securing an internship, as well as registering for it. I really like that I was able to submit my weekly reports online and got a copy of it via email. Keep up the great work!”

A typical comment regarding the improvement student-faculty communications:

“I would like to see increased contact between the student and faculty coordinator. This summer I was unsure of if I was on track to receive credit for my internship or not, because I hadn't heard for my coordinator or the internship office all summer.”

A typical comment regarding the improvement of the weekly reports:

“Better weekly question forms that are not just “busy work” but actually ask relevant information.”

An intern with a miscellaneous comment stated:

“My only suggestion is encouraging students to start looking early. It is a good idea because it will help students decide the best experience for them and they may even do more than one internship, which is what I wished I would have done.”

Conclusions

Based on these responses, the 2014 CAFES Internship program appears to be meeting the needs of students for the most part.

- The hourly pay rate for CAFES interns in the summer of 2014 appears to have been substantially higher than in recent years and is consistent with a trend of rising wages.
- Relatively few interns were not contacted by their faculty coordinator during the course of their internships.
- Most interns agreed or strongly agreed that they received adequate communications and supervision from their employer and that the internship broadened their career development. Most interns also agreed that they had sufficient resources to complete projects
- Nearly 75% would recommend their internship site to other students.
- Most students gave their internship high marks in terms of learning how to handle responsibility, gaining practical experience, learning new methods and applied knowledge, building a professional network, learning how to handle challenges, developing good work habits, identifying their professional strengths and weaknesses, and time management.
- Nearly 90% said the experience strengthened their interest in their major and none said it caused them to change their major. Almost 65% said it reinforced their career plans.
- Nearly nine of ten rated the value of the internship as a 4 or 5 (on a 5 point scale with 5 = high).
- The open-ended comments about the Internship Program offered few suggestions for improvements. Improving student-faculty communications and making the weekly reports more beneficial with less busy work seem to be the most pressing issues to be addressed by the program.

Appendix A: Written Comments: 2014 CAFES Internship Program Evaluation

*Questions 8-9: Please provide the name of the company or organization where you did your internship and the city and state where it was located.
(100 Responses)*

Company	City	State
4 Control Inc.	Menomonie	Wisconsin
65 Vines	Roberts	Wisconsin
AA Seeds LLC	Arlington	Wisconsin
Abbyland Foods Inc.	Abbotsford	Wisconsin
Agronomy Services Plus Inc.	Rochester	Minnesota
AgStar Financial Services, ACA	Northfield	Minnesota
AgStar Financial Services, ACA	Rochester	Minnesota
Allied Cooperative	Plainfield	Wisconsin
Animart	Beaver Dam	Wisconsin
Army Corp of Engineers	Spring Valley	Wisconsin
Avi-Lanche Jerseys	Dalhart	Texas
Avon Locker Plant LLC	Darlington	Wisconsin
Bachman's	Farmington	Minnesota
Ball Horticulture	West Chicago	Illinois
Bergen's Greenhouses	Columbus	Minnesota
Blackbrook Farm LLC	Clayton	Wisconsin
Brandvale Dairy	Ellsworth	Wisconsin
Breeze Dairy Group	Malone	Wisconsin
Chris Hansen	River Falls	Wisconsin
CHS Inc.	New Town	North Dakota
CHS Inc.	Black River Falls	Wisconsin
City of Blaine	Blaine	Minnesota
Crop Production Services	Lewiston	Minnesota
CWMF	Freeport	Illinois
Dare to Dream Dairy	Frederic	Wisconsin
DNR Watercraft Inspection Program	Washington Cty	Wisconsin
Dow AgroSciences	Olivia	Minnesota
Federation Cooperative	Hixton	Wisconsin
Genesis Coop	Le Center	Minnesota
Green Bay Botanical Garden	Green Bay	Wisconsin
Growmark Inc.	Amherst Junction	Wisconsin
Hanenburg Dairy	Milaca	Minnesota
Hartung Brothers Inc.	Madison	Wisconsin

Heron Lake Watershed District	Heron Lake	Minnesota
Hillcrest View Dairy	Pittsville	Wisconsin
Hillsboro Equipment Inc.	Hillsboro	Wisconsin
Hilmar Cheese Company	Hilmar	California
Hudson Baking Company	Hudson	Wisconsin
Johannson Dairy LLC	Chili	Wisconsin
Kemps LLC	Rochester	Minnesota
Kimmes Bauer Irrigation and Well Drilling	Hastings	Minnesota
Kinnamon Ridge Dairy, LLC	Reedsburg	Wisconsin
Lakeside Foods	New Richmond	Wisconsin
Land O' Lakes/WinField Solutions	River Falls	Wisconsin
Land O' Lakes/WinField Solutions	River Falls	Wisconsin
Land-O-Lakes/WinField Solutions	Goodhue	Minnesota
Landscape Renovations Inc.	Afton	Minnesota
Legend Seeds	Baldwin	Wisconsin
Lost Creek Ranch	Beldenville	Wisconsin
Marschall Dairy	Shakopee	Minnesota
Minnesota DNR Aquatic Invasive Program	N/A	Minnesota
Monsanto Company	Soda Springs	Idaho
N/A	Austin	Minnesota
Natural Resource Conservation Service	Altoona	Wisconsin
Nelson Dairy Consultants	Decorah	Iowa
Nerstrand Agri Center	Nerstrand	Minnesota
New Horizons Supply Co-op	Lancaster	Wisconsin
Nutrition Service Company	Pulaski	Wisconsin
Pigeon Falls State Bank	Pigeon Falls	Wisconsin
Plainview Milk Products	Plainview	Minnesota
Prince Agra Products	Allegan	Michigan
Prince William Sound Aquaculture Corporation	Cordova	Alaska
Progressive Ag Center LLC	Stewartville	Minnesota
Purina Animal Nutrition	Eyota	Minnesota
Purina Animal Nutrition	Rushford	Minnesota
RhexCo	Bayport	Minnesota
Riesterer and Schnell	Chilton	Wisconsin
River Country Coop	Bloomer	Wisconsin
River Country Coop	Randolph	Minnesota
River Falls Ace Hardware	River Falls	Wisconsin
River Falls City Hall Engineering Department	River Falls	Wisconsin
RJ's Meats	Hudson	Wisconsin
Saint Croix National Scenic Riverway	Trego	Wisconsin
Sarah's Cottage Creations	Stillwater	Minnesota
Schalow's Nursery and Landscape	Marshfield	Wisconsin
Schoenfelder Farms	Rochester	Minnesota

SEMA	Northfield	Minnesota
Spoooner Agricultural Research Center	Spoooner	Wisconsin
St. Croix Wetland Management District-U.S. Fish and Wildlife Service	New Richmond	Wisconsin
Star Prairie Trout Farm	Star Prairie	Wisconsin
Sugar Creek Dairy	Elkhorn	Wisconsin
Taralan	Stewartville	Minnesota
United Farmers Cooperative	Lafeytte	Minnesota
UW Discovery Farms	Pigeon Falls	Wisconsin
UW-ANRE Extension	Baldwin	Wisconsin
UW-ANRE Extension	Dunn/St. Croix Cty	Wisconsin
UW-Discovery Farms	Pigeon Falls	Wisconsin
UW-Madison Soils Department	Madison	Wisconsin
Value Implement	Ellsworth	Wisconsin
Vande Hey Company	Appleton	Wisconsin
Vita Plus	Fall River	Wisconsin
Washington County	Stillwater	Minnesota
Weise Brothers Dairy	Greenleaf	Wisconsin
West Croix Holsteins and Jerseys	New Richmond	Wisconsin
White Pine Berry Farm	River Falls	Wisconsin
Wildlife Rehabilitation Center of MN	Roseville	Minnesota
WineHaven Winery	Chisago City	Minnesota
Wisconsin Department of Natural Resources	Horicon	Wisconsin
YMCA Camp du Nord	Ely	Minnesota
Zoetis	Cottage grove	Minnesota

Question 10 : Housing during internship, Other (5 Responses)

Lived at a relatives (3X)

I lived at home most of the time. The company put us up in hotels/motels if we traveled and stayed overnight anywhere.

Permanent residence-rented

Question 21: Please describe any professional, personal, or academic impacts your internship has provided. (73 Responses)

Learning Experience (11 Responses)

- Abbyland helped me understand what all goes on in a multi-million dollar business. I learned a lot for one summer.
- Academically I feel as if I was able to use my previous knowledge to complete tasks and the tasks that I had been unsure about I am currently learning about this semester. I hope to broaden my knowledge to better improve my ability to be successful in this field.
- During my internship I experienced severe anxiety that had not been an issue or affected me in my previous summers working at Camp du Nord. It helped me grow and learn new ways of coping with personal issues while still maintaining a professional level of work and communication with my supervisors.
- During my internship with Legend Seeds, I learned more information in the four months that I worked for them than my entire college career. There is only so much that can be learned in a classroom, and the seed industry encompasses so many different aspects of crop science and sales all at once, so it forced me to look at the position and tasks at hand from multiple angles. In all it was a very beneficial internship.
- Gave me a better understanding of my weak points in the industry. So now I can spend the next school year focusing on these points to improve that weakness.
- Getting out in the field with all the hands on learning was very good.
- I learned how to work in difficult and dangerous environments.
- I learned that speed in learning is paramount. It showed that accuracy of paperwork is essential and if not done correctly creates extra work. It showed me the importance of trust.
- In general, my internship has taught me that people at the local cooperative are not as aggressive with goals and consider family time more valuable than production (which is understandable but in order to make a profit a company must be able to ensure that their employees are being treated fairly and want to see the company success). From a marketing standpoint, I have learned that even with a group of 10 or 15 people not everyone will ever like the same idea if you show them multiple choices of the same project.
- It exposed me to the federal resume process and what it all entails, particularly how it varies from that of the standard resume development process I was shown here at UWRF. While there is nothing wrong with what I was taught regarding the standard resume style, it's worth noting that the federal resume development process is far different and more detailed and should also be taught here at UWRF in addition to the standard style.
- I've learned more relevant information to my major in one summer than I have in two years in the classroom. Both classroom and internship experiences have helped develop my education for future use.
- Learning what all goes into running a larger scale operation
- My internship gave me the chance to travel the states of Wisconsin and Iowa by myself to work with large dairy producers and their crop harvesting. I learned lot about traveling, expenses, and time management when on the road, along with communication with these producers to stay on the same page so I didn't miss a sample collection.
- Seemed to learn more and retain more information while on the job training rather than sitting in a classroom. The knowledge acquired should help in the classroom for my senior year.

Communications (10 Responses)

- In addition, my internship has taught me that when too many people have a say over what an intern is doing it makes it really hard for them to be productive and ensure projects are being completed.
- It has greatly improved my ability to work with others when needed.
- It helped build my communication skills with people that I've never met. I guess it was a confidence booster in that sense. I had to learn how to read people, and to be able to explain what they wanted to hear.
- It helped me to become much more comfortable talking with a variety of customers
- My internship helped me to get out of my comfort zone more by having to contact and talk to land owners, as well as to give a presentation to others about what and how I was doing my special project and the data that was collected during the project. I learned how to explain to others what is and needs to be done and how I got there. I was able to train another person on how to complete the stream sampling correctly. I was able to grow in my professional abilities.
- My internship taught me the importance of speaking up. I am a very mellow guy and am often just a listener. I need to be able to talk openly with others about things that could benefit the company. I keep my ideas in my head, and that does no good for the company I will be working for and someday I might be getting paid to come up with ideas, therefore need to be able to speak openly about them. My internship also had a great deal of customer interaction that I am very grateful for. In a future job, I will be working for a company with customers and need to know how to professionally interact.
- My internship with the Minnesota DNR has boosted my people skills and my ability to just walk up to a stranger and start a conversation with them and educate them with what I have learned
- The main thing this internship showed the how beneficial it is to get things right on the first try. A good lesson on the importance of timing and tact in dealings with others. It showed that minimal direction does not mean minimal expectations of results of my core responsibilities. It was highlighted that policies will unravel unless renewed in the eyes of those that must follow them. At times I had to "right up" people who I considered friends, I had to negotiate the situation correctly and carefully to ensure I was doing my job as well as retain my working relationships. I also learned that sometimes, despite my best efforts, it does not work.
- This internship helped me to improve my communication skills by customer support, and with communicating with other employees.
- This internship provided opportunities for me to improve my public communications skills, through communicating with land owners and coming to agreements on what I needed to accomplish and any concerns that they had.

General Positive Comments (10 Responses)

- Avi-Lanche Jerseys provided an outstanding experience for me during my internship. I learned a lot from my mentor and other dairy managers from neighboring dairies. On the other hand, this internship was part of the Hilmar Dairy Internship Program. Hilmar Cheese Company did a great job placing me at the dairy.
- I love it. It has opened my eyes to new things and helped me to develop more skills.
- I really enjoyed it and think everyone should be required to do an internship
- I really loved interning there this summer! :D
- It overall helped me become more well-rounded as a whole
- It was a great experience, I was glad I had the opportunity to work here.

- My internship job itself was very helpful in the professional category, but in person and academic impacts were more based off of what I saw in other opportunities within the company. For example, AgStar promotes doing job shadows, so I went on 5-6 different shadows and that is where my eyes were opened to what I feel I would be best at and where I want to be in the future. The job shadow experiences were by far the highlight of my internship.
- My internship was very helpful and gave me a good taste of the kind of industry I would like to enter after graduating. From the interview to the hiring process, until the end, I felt as though my professional skills were enhanced and I felt I learned a lot from this experience.
- My supervisor did a great job in scheduling me to get out and do a wide array of event and research projects.
- Overall, I will definitely recommend interning at Avi-Lanche Jerseys.

Networking (10 Responses)

- Allowed me to meet a lot of new people that could possibly provide me with a job out of college. **(2X)**
- I also met a lot of good professional connections in many different companies.
- I learned a lot about John Deere sprayers during my internship. This knowledge has led me to have connections at John Deere.
- I was able to increase my network of people that I know through this internship, which I see as the biggest impact of the summer.
- I was fortunate enough to be quality control but also was able to talk to some guys from one of the largest companies in the United States for retail sausage.
- I worked right on the farm for my internship but communicated with so many other professionals in the industry.
- My internship connected me with a lot more people in the dairy industry and also left me with a better sense of managing a herd.
- Opened up lots of doors to people who are interested in my field for future internships and job opportunities.
- This job was a great experience to network with other people my age that are interested in a similar field.

Changed/Refined Interests (8 Responses)

- I have also learned that I would like to be able to do a job that allows me to move around whether it is outdoors for part of the day or doing different tasks because I did not enjoy 8 straight hours of Door-to-door propane sales. I felt like after 2-3 hours all my energies were used up and that I would have been more productive switching tasks for a while. Career-wise I have decided I do not want to work in sales or have a position where I am not able to access the resources to do my job effectively. From this I would like to work in a position that allows me to do event coordination, marketing proposals/plans, or something dealing with company profits and losses.
- I have learned that I do not like to sit in a desk all day. I caught on very fast to all tasks given to me.
- I made close to \$20,000 this summer but I am sick of building irrigators and I would like to find something different for the following summer.
- It has allowed me to further narrow down my career path that I want to take when I graduate.
- It has made me want to be in the public sector much more than the private sector.
- It has pushed me towards my goal, and allowed me to have confidence to start a business, showing me that there is no reason to take all these filler classes and fall deeper in debt. I

am going to focus on classes that will benefit my future business endeavors, with or without a degree.

- Made me not sure if dairy nutrition is what I really want to do since it is based off of commission.
- Made me think about higher level of education.

Reaffirmed Choice of Major (6 Responses)

- I loved all the rangers I got to work with and this internship put in stone that this is what I want to do and I am going to work my hardest to get a job where ever I may get it.
- It helped reinforce me that I'm entering the right field and I'm well on my way to do something I love.
- It made me confident that I have chosen the correct major and career path for me.
- It solidified my interest in research/product development.
- Overall a great experience! It has motivated me to finish my degree in horticulture professionally.
- The Internship helped me to finally make a decision about what I want to do after graduation this spring. The company took care of me and the other interns with the company very well and I would be proud to go back to work for them.

Negative Experience (5 Responses)

- Although my internship was eventful and allowed me to experience what working for the DNR is all about, I felt as though I was being used as free labor while never having and chance for future employment.
- However, they failed to fulfill my expectations for the internship. They advertise the "unique experience to bond with other interns" as well as classes applicable to the dairy industry. I never had those experiences. They have very poor communication with the interns during the internship. For example, a mutual contact introduced me to another intern, in the same program, and was only 40 minutes from my dairy. Also, I never got any contact information from the other interns in Hilmar, CA. The Hilmar Dairy Internship Program needs some serious upgrading and revising if they want to attract potential dairy managers to Dalhart, TX and Hilmar, CA.
- I was not happy with the way this internship went, and felt like the company was just using me to do their lousy jobs since I was cheap labor for the summer. When there was an opportunity for someone to teach me how to do something they would do it themselves and somewhat talk me through it to save time. The jobs that I was assigned, I believe you could pick someone off the street and they could just about as good of a job as me.
- I wish I would have been accepted for a more engaging internship, I knew the responsibilities going into it but it was all I was accepted for.
- My internship provided me with a variety of opportunities to learn from others but did not provide enough direction and resources to complete all the tasks they desired me to perform. Throughout the summer I learned how to adapt to a variety of situations that just never seem to go right. For instance, the cooperative helped me find a location to rent but the family I live with did not share the same values as me so throughout the summer I had to move three times which made it difficult to interact with people in the area because I felt like I was always moving. If interns were to be placed at this same location I would highly suggest that they find their own housing or have a few options that way they can choose what is best for them as an individual.

Miscellaneous (4 Responses)

- Found out that minimal class applied to my internship.

- I went on Craigslist and found housing in Appleton and I feel like that's a big thing since people on Craigslist could be weird creepers or nice people and I was lucky enough to find housing with a nice person.
- Overall the one thing I learned that helped me the most was that even after graduating I will still have little to no working knowledge about how, when, and why certain conservation practices are done or not done. Real world applications of conservation are so much more complicated than the things I learned in school have not prepared me; especially for the political side of the issues.
- Provided me an ability to use a facility that I do not own along with the resources and inventory necessary to keep it in shape and functional (a greenhouse).

Taste of Being a Professional (4 Responses)

- Gained personal abilities in people management as I was more experienced than many of my fellow employees.
- Overall my internship did not change my personal life or impact it in any way that would have helped me gain from what I have already acquired in my life thus far. Professionally I have gained the ability to have a greater patience when frustrated or when I do not understand the task at hand. Being one of the only females employed this past summer I have gained the respect from others by presenting myself in a professional matter by asking questions and ensuring I can accomplish the tasks at hand.
- This internship allowed me to further gain knowledge of a management system I had not been accustomed to and allowed me to grow as a manager and worker.
- Working for a company also taught me how a company is run and I learned many great skills about working with coworkers. Some are not the best to deal with but it's all about gaining the knowledge and expertise on how to go about those everyday interactions.

Job Opportunities (3 Responses)

- Even though I wasn't happy about the way things were going at work, I still arrived 10 minutes early every morning and asked enthusiastically what I would be doing for the day. I must have been doing something right though, since one of the owners asked me what the company would have to do to get me to come back next year.
- I had a great experience and may possibly have a job come graduation.
- I was offered multiple jobs in the industry due to the two projects I took on right on the farm. This opened my eyes to other opportunities that are available in the industry.

Nothing to Add (2 Responses)

- None (2X)

Q24 Resources used in learning about internship opportunity: Other? (39 Responses)

Networking (14 Responses)

- Career Fair (8X)
- ABMS Club
- Dan Matzek- employee
- Email from Coordinator for Wisconsin Workforce Resource
- Email sent from Katheryn Littlefield

- Lawn and Garden Expo
- Recruiter from Land-O-Lakes

Found on Own (12 Responses)

- Found on own (4X)
- I called business (2X)
- Previous Job (2X)
- Contacted consultant of the company that I interned with.
- I contacted people I knew with conservation agencies
- Talked to the store manager if there were any available
- Walked into company and asked if they did internships (we do business with the company)

Friends/Family (6 Responses)

- High school teacher
- My dad
- My own farm
- Previous co-worker
- Step-mom knew the General manager
- Talked to my cousin

Internet (4 Responses)

- Online Research (3X)
- League of MN Cities website

Miscellaneous (3 Responses)

- Agency is in my hometown
- They came to food science seminar
- Through word of mouth from other farmers

Question 25. What services provided by CAFES Internship Faculty Coordinators did you use in securing an internship? ‘Other’: (12 Responses)

- None; I found it on my own (9x)
- Already had worked for this organization
- Getting registered to have the internship credited to my academic achievements
- References

Question 26. What services provided by the CAFES Internship Office did you use in securing an internship? ‘Other’: (14 Responses)

- None (12X)
- Family farm
- Jesse Aerlyn-Crook- HQ help and a great guy

Question 27. Please list your suggestions as to how the CAFES Internship Office or your Faculty Coordinator could improve the Internship Program. (61 Responses)

No Changes/Positive (19 Responses)

- N/A (12X)
- I thought it was a great experience and have no suggestions. (2X)
- Good to me. The best I have encountered so far.
- I don't know if there is any way to improve because they do so much to help all interns to get an internship and to be able to succeed in the internship.
- I thought the program was very good, it needs no changes.
- They did an excellent job assisting me in finding and securing an internship, as well as registering for it. I really like that I was able to submit my weekly reports online and got a copy of it via email. Keep up the great work!
- They do a great job.

Improve Communications- Faculty (9 Responses)

- Faculty Coordinator needs to keep in better contact with the student.
- Hopefully the faculty coordinator tells their students that an internship is required before their last semester of school. That's what made me little upset and wished I would have known ahead of time.
- I found it difficult to contact my coordinator initially. I emailed more than once, but was unaware that he wanted me make contact by visiting his office initially.
- I had to make contact twice to Faculty Coordinator on when he would be able to come. I thought that should have been his job to email me back the first time. He came out the very last day of internship which was fine just made things a little hectic for me.
- I wasn't aware I was required to do an internship. There was a miscommunication between me and my academic faculty advisor, so that was confusing for me. Otherwise the program was satisfactory.
- I would like to have more contact with faculty during the internship. I loved the visit, but having like a phone conference would be nice.
- I would like to see increased contact between the student and faculty coordinator. This summer I was unsure of if I was on track to receive credit for my internship or not, because I hadn't heard for my coordinator or the internship office all summer.
- My faculty coordinator needs to do her job. I realize it was the summer, but this is her job and she needs to do it correctly. There was very little communication and my "mid-term visit" was held two weeks before my last day (quite late!!).
- The only problem I had during my internship with the school was that my Faculty Coordinator didn't receive an email I sent during one of the first weeks of the internship.

Miscellaneous (9 Responses)

- After I find a second internship and complete that, it will be much easier for me to know what I could've used help for. For my second internship, I plan on working to find an internship that is out of my comfort zone. The best way for me to learn more is by getting experience in many different settings.
- Do not include my internship in the list.

- I think everyone does a good job of announcing the different internships and opportunities. For some students, I feel that it is just hard to pick out the right internship because you want it to be worthwhile.
- I thought it was annoying how I had to find my own housing and pay for that and pay for tuition for the internship. It was a great source of stress for me during the semester before my internship.
- Make the CAFES Internship Office Board more noticeable while on display, since I haven't really seen it.
- Maybe the CAFES website could list internship openings with links.
- My only suggestion is encouraging students to start looking early. It is a good idea because it will help students decide the best experience for them and they may even do more than one internship, which is what I wished I would have done.
- Possibly gathering more information about the opportunity prior to interview.
- The program is a very useful tool for anyone looking to have the internship experience. Although I did not use a lot of the helpful planning tools, I would highly suggest that everyone should take the opportunity to better their professional side, i.e. cover letter, resume, application, and interviews.

Weekly Reports (9 Responses)

- Better weekly question forms that are not just "busy work" but actually ask relevant information.
- Change up questions more regularly or make it less formal, rigid and boring. We are all doing some pretty cool stuff just let us tell you a bit about it each week and I bet a lot of us would actually write more.
- Don't make us fill out the internship papers. They are a waste of our time.
- Feedback on the weekly reports, just to see if they are getting them and if they are being completed the way they are supposed to be.
- Have more stuff online such as the forms for the internship. I heard some already are able to do this.
- I find that all the progress reports are bullshit. They are there just to justify the school making 1500 dollars off each student. Each internship is different and if time doesn't allow time for projects and progress reports, why do it? You take an internship to gain knowledge of the field you are interested in. With farming it is work sun up till sun down, you don't have time to please the school. You are gaining the experience that an internship should give you though.
- I think the 12 weeks of papers to fill out and send back to UWRF though necessary to produce a grade were inconvenient. They created busy work.
- Less reporting and clearer objectives in doing the reporting. Some of the questions were worded poorly or were the exact same forms and took an extremely long time to complete in detail. Less reporting during the summer would be nice, and put the added work into a paper or something turned in at the end of the summer.
- Lessen the monotony of filling out all those weekly reports; let us summarize what goes on after a while.

Didn't Use Internship Office (4 Responses)

- I contacted the DNR and custom built my own internship and special project. The only thing in the end I used the internship office for was to file paper work.
- I don't know. My dad set up an interview, the guy offered me a job so I didn't use CAFES.
- I found this internship on my own, so I do not really have any advice.
- I personally do not have any suggestions for the CAFES internship program; I have not used the tools provided and do not have the background to suggest changes.

Improve Communication- General (4 Responses)

- Have a write up that the student can give to the employer before hiring about what exactly the internship requires from the employer.
- More organization. Students who work in remote areas do not have the ability to call or email regularly, and guidance could have been better at the start.
- Perhaps have students who have recently completed internships speak or informally present to future prospective interns about their experiences and how certain internships may benefit them. I feel as though I received a great deal of relevant real-world experience during my internship but I think a lot of students didn't apply for the same one simply because of the fact that it wasn't a paid position. I believe the experience I gained certainly offset the lack of pay though and students need to be aware of such opportunities.
- They need to either hold more meetings or send out more emails to notify of deadlines.

More Availability (4 Responses)

- Get more internships available to students from a wide area of careers and a bigger internship base geographically.
- I would just mention if you are from far away there is a way for you to get an internship back home even though most of all the internships available by UWRF are close to the area.
- Maybe find for available positions on the Eastern part of Wisconsin though. A lot of internships are located in this area.
- Offer a broader range of internships available through the office for dairy science students, since not everyone is entering management.

Special Project (3 Responses)

- Less importance on the special projects (2X)
- All the faculty coordinators should be on the same page for what the "project" is supposed to be.

Appendix B: Quantitative Summary: 2012 CAFES Internship Program Evaluation

1. Faculty Coordinator

#	Answer	Response	%
1	Dr. Cooper	3	3%
2	Dr. Dolliver	5	5%
3	Dr. Ferriss	13	13%
4	Dr. Justen	13	13%
5	Dr. Kelm	13	13%
6	Dr. Olson	4	4%
7	Dr. Onan	3	3%
8	Dr. Sanden	17	17%
9	Dr. Trechter	3	3%
10	Dr. Walters	1	1%
11	Other, please specify:	25	25%
	Total	100	100%

2. What is your major?

#	Answer	Response	%
1	Ag Business	32	32%
2	Ag Education	0	0%
3	Ag Engineering	2	2%
4	Ag Studies	2	2%
5	Animal Science	4	4%
6	Biotech	0	0%
7	Conservation	11	11%
8	Environmental Science	2	2%
9	Horticulture	11	11%
10	Food Science	2	2%
11	Crop Science	5	5%
12	Soils Science	5	5%
13	Dairy Science	17	17%
14	Marketing Communications	1	1%
15	Geology	2	2%
16	Community Planning	3	3%
	Total	99	100%

3. What is your minor?

#	Answer	Response	%
1	Not Applicable		55%
2	Ag Business	5	6%
3	Ag Education	0	0%
4	Ag Engineering	7	8%
5	Ag Studies	0	0%
6	Animal Science	5	6%
7	Biotech	0	0%
8	Conservation	0	0%
9	Environmental Science	1	1%
10	Horticulture	3	4%
11	Food Science	1	1%
12	Crop Science	10	12%
13	Soils Science	1	1%
14	Dairy Science	2	2%
15	Marketing Communications	1	1%
16	Geology	1	1%
	Total	83	100%

4. What is your current grade point average?

GPA	Number
2.0 or less	1
2.001 – 2.5	10
2.501 – 3.0	40
3.001 – 3.5	33
3.501+	10
Average	3

5. When was internship completed?

#	Answer	Response	%
1	Spring	0	0%
2	Fall	1	1%
3	Summer	99	99%
	Total	100	100%

6. Year in school prior to internship

#	Answer	Response	%
1	Freshman	9	9%
2	Sophomore	26	26%
3	Junior	39	39%
4	Senior	26	26%
	Total	100	100%

7. Credits applied to major, minor, or electives

#	Answer	Response	%
1	Required for major, credits counted in major	62	62%
2	Required for minor, credits counted in minor	4	4%
3	Not required, credits will be applied towards credits in the major/minor	23	23%
4	Not required, credits will not be applied towards major or minor, but applied as general electives	1	1%
5	Not Sure/Don't Know	10	10%
	Total	100	100%

8. First, second, or third internship?

#	Answer	Response	%
1	1st Internship	91	91%
2	2nd Internship	9	9%
3	3rd internship	0	0%
	Total	100	100%

9. Gender

#	Answer	Response	%
1	Male	56	57%
2	Female	43	43%
	Total	99	100%

10. Name of internship company – See Appendix A

11. Internship Location – See Appendix A

12. Housing during internship

#	Answer	Response	%
1	Lived at Home	60	60%
2	Rented	21	21%
3	Employer Provided	12	12%
4	Rent Subsidized by Employer	2	2%
5	Other, specify:	5	5%
	Total	100	100%

13. Pay Rate Per Hour

\$ per hour	Number
\$5 or less	3
\$5.01 - \$10	38
\$10.01 - \$15	46
\$15.01 - \$20	9
Average	\$11.52

14. Average number of hours worked per week

Average hours per week	Number
10 or less	0
10.1 – 20	2
20.1 – 30	3
30.1 – 40	52
40.1+	43
Average	44.03 hours

15. Amount saved during your internship

#	Answer	Response	%
1	0 - \$999	20	20%
2	\$1000 - \$2000	20	20%
3	Over \$2,000	47	47%
4	Uncertain	13	13%
	Total	100	100%

16. Faculty Visit - Internship within the 3 state area of WI, MN, IA

#	Answer		Response	%
1	Beginning of Internship		4	4%
2	Middle of Internship		56	60%
3	Near the End of Internship		29	31%
4	No Visit		9	10%

17. Faculty Call - Internship outside 3 state area

#	Answer		Response	%
1	Beginning of Internship		1	8%
2	Middle of Internship		8	62%
3	Near the End of Internship		4	31%
4	No Call or Email		3	23%

18. Level of Agreement - Aspects of Internship

#	Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total Responses	Mean
5	Orientation with internship company met your expectations	35	49	12	2	2	100	1.87
1	Projects developed/ assigned were beneficial to enhancing/ broadening your career development	36	50	9	2	3	100	1.86
2	The Internship Special Project was a good match for your skills and interest as an intern	37	44	10	7	2	100	1.93
3	The employer provided the appropriate amount of supervision	37	48	8	5	2	100	1.87
7	Employer provided an open line of communication throughout the internship	53	34	8	3	2	100	1.67
4	I was given ample resources to move projects to completion	36	39	13	8	4	100	2.05
6	Work/projects were well-defined	28	49	14	7	1	99	2.03

19. Recommend internship site for future students?

#	Answer	Response	%
1	Yes	73	73%
2	No	8	8%
3	Not Sure/Maybe	19	19%
	Total	100	100%

20. How internship experience impacted your prof. dev.

#	Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N A	Total	Mean
1	Increased contacts with professionals	44	43	11	1	0	1	100	1.73
2	Gained practical experience in my field	59	29	11	1	0	0	100	1.54
3	Gained applied knowledge in my field	55	40	4	1	0	0	100	1.51
4	Learned new methods, procedures	54	36	8	1	1	0	100	1.59
5	Broadened/strengthened on-the-job work habits	53	39	6	2	0	0	100	1.57
6	Chance to supervise/train others	23	34	24	9	4	6	100	2.55
7	Increased my ability to handle responsibility	56	41	1	2	0	0	100	1.49
8	Provided challenge	53	40	4	2	1	0	100	1.58
9	Applied acquired classroom knowledge	32	45	15	5	3	0	100	2.02
10	Increased confidence in my professional abilities	44	46	7	3	0	0	100	1.69
11	Improved time management skills	41	50	5	3	0	1	100	1.74
12	Learned about my professional weaknesses	32	59	6	3	0	0	100	1.80
13	Learned of my professional strengths	38	57	4	1	0	0	100	1.68
14	Job offer expected after graduation	20	32	29	2	4	13	100	2.77

21. Internship experience impacted your personal dev.

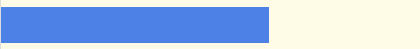

#	Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA	Total Responses	Mean
1	Improved money mgmt. skills	19	39	33	3	1	5	100	2.43
2	Provided travel experience	26	32	20	10	0	12	100	2.62
3	Provided cultural experience	21	33	30	8	0	8	100	2.57
4	Increased maturity	28	55	14	1	1	1	100	1.95
5	Increased self confidence	39	55	4	2	0	0	100	1.69

22. Internship experience impact you academically?






#	Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	NA	Total Responses	Mean
1	Strengthened interest in my major	40	48	11	0	1	0	100	1.74
2	Reduced interest in my major	1	2	16	36	39	6	100	4.28

23. Other prof, personal, or academic impacts of internship – See Appendix A

24. How internship impacted your career plans?

#	Answer		Response	%
1	Reinforced my previous career plans		64	64%
2	Altered the direction of my career plans within the discipline		36	36%
3	I decided to switch my field of study altogether		0	0%
	Total		100	100%

25. Internship value for your career development (1 = low, 5 = high)

#	Answer		Response	%
1	1		2	2%
2	2		1	1%
3	3		9	9%
4	4		45	45%
5	5		43	43%
	Total		100	100%

26. Resources used in learning about internship opport.

#	Answer	Response	%
1	CAFES Internship Program Bulletin Board	39	39%
2	Weekly CAFES Internship Bulletin	20	20%
3	Faculty Advisor	35	35%
4	Faculty Coordinator	18	18%
5	Other Students	24	24%
6	Email Updates Sent by CAFES Internship Program	23	23%
7	Interview Announcements posted by CAFES Internship Program	5	5%
8	Professor who distributed or announced available internships	22	22%
9	CAFES Internship Office	22	22%
10	Other, specify	41	41%

27. Services used Faculty Coordinators

#	Answer	Response	%
1	Application materials and/or information on application process	37	44%
2	Resume/Cover letter assistance	35	42%
3	Making a contact with a specific company	22	26%
4	Help in identifying specific location for an internship	14	17%
5	Advice on professional conduct	22	26%
6	Other, specify	12	14%

28. Services used CAFES Internship Office

#	Answer	Response	%
1	Internship program explanation/ informational meeting	43	47%
2	Identifying appropriate faculty coordinator	38	42%
3	Resume/Cover letter writing assistance	26	29%
4	Obtaining specific company applications	5	5%
5	Assistance in contacting a company	14	15%
6	Assistance in finding available internships with companies that were not listed by the office	8	9%
7	Interview coordination	14	15%
8	Registration assistance	19	21%
9	Other, specify	14	15%

29. Suggestions re: CAFES Intern. Office or Faculty Coord. – See Appendix A

Appendix C: Breakdown by Supervisor of Selected Survey Questions

Table C1: Total Amount Saved During Internship				
	\$0 - \$999	\$1,000 - \$2,000	\$2,001+	Uncertain
Dr. Cooper	0	0	1	2
Dr. Dolliver	0	1	3	1
Dr. Ferriss	4	4	4	1
Dr. Justen	2	2	7	2
Dr. Kelm	2	4	5	2
Dr. Olson	1	1	2	
Dr. Onan	0	0	1	2
Dr. Sanden	7	2	7	1
Dr. Trechter	1	1	1	0
Dr. Walters	0	0	1	0
Professors Howry/Remble	3	5	15	2
Total	20	20	47	13

Table C2: When Faculty Supervisor Visited or Called									
	Beginning	Middle	End	No Visit		Beginning	Middle	End	No Call
Dr. Cooper	0	0	3	0		0	0	0	0
Dr. Dolliver	0	2	2	1		0	1	1	0
Dr. Ferriss	0	9	2	1		1	0	1	1
Dr. Justen	0	11	3	0		0	0	0	0
Dr. Kelm	2	3	8	0		0	1	0	0
Dr. Olson	0	1	3	0		0	1	0	0
Dr. Onan	0	0	2	1		0	1	0	0
Dr. Sanden	0	15	1	0		0	1	0	0
Dr. Trechter	2	1	0	1		0	0	1	0
Dr. Walters	0	0	0	0		0	0	0	1
Professors Howry/Remble	0	1	5	5		0	3	1	1
Total	4	56	29	9		1	8	4	3

Table C3: Recommend Internship Site to Future Students			
	Yes	No	Maybe
Dr. Cooper	2	0	1
Dr. Dolliver	4	0	1
Dr. Ferriss	11	2	0
Dr. Justen	10	0	3
Dr. Kelm	7	2	4
Dr. Olson	4	0	0
Dr. Onan	1	0	2
Dr. Sanden	13	2	2
Dr. Trechter	3	0	0
Dr. Walters	1	0	0
Professors Howry/Remble	17	2	6
Total	73	8	19

Table C4: How Internship Affected Career Plans			
	Reinforced	Altered	Switch
Dr. Cooper	1	2	0
Dr. Dolliver	1	4	0
Dr. Ferriss	7	6	0
Dr. Justen	10	3	0
Dr. Kelm	10	3	0
Dr. Olson	3	1	0
Dr. Onan	3	0	0
Dr. Sanden	11	6	0
Dr. Trechter	2	1	0
Dr. Walters		1	0
Professors Howry/Remble	16	9	0
Total	64	36	0

Table C5: How Valuable Was Your Internship to Career Development					
	Low				High
	1	2	3	4	5
Dr. Cooper	0	0	0	1	2
Dr. Dolliver	0	0	1	2	2
Dr. Ferriss	1	0	1	4	7
Dr. Justen	0	1	0	4	8
Dr. Kelm	0	0	1	7	5
Dr. Olson	0	0	0	2	2
Dr. Onan	0	0	0	2	1
Dr. Sanden	1	0	2	8	6
Dr. Trechter	0	0	1	2	0
Dr. Walters	0	0	0	1	0
Professors Howry/Remble	0	0	3	12	10
Total	2	1	9	45	43