

## Executive Summary of Internship Evaluations for 2005-2006 Academic Year

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### **Introduction**

Westminster College offers a number of internship opportunities for students. Some internships are taken for credit, and some are not for credit. Students develop a learning plan for their internship in collaboration with their faculty sponsor. The plan is shared with the internship supervisor.

Both halfway through the internship experience and at the end of the experience, both students and supervisors complete evaluations of the student's work. Students rate themselves and are evaluated by supervisors on 1-5 scales (where 1 = unsatisfied, 2 = improvements needed, 3 = satisfactory, 4 = above average, and 5 = excellent) in a number of areas, including ability to take direction, ability to use resources, academic preparation, acceptance of constructive comments, acceptance of responsibility, completion of assignments, oral expression, problem-solving ability, progress toward learning goals, quality of work, quantity of work, relationship with others, work attitudes, and written expression.

The following table shows the numbers of students who completed internships, how many completed evaluations, and how many supervisors completed evaluations during the 2005-2006 academic year.

Table 1. Number of Internship Evaluations Completed

<b>Semester</b>	<b>No. of Internships</b>	<b>Student Evaluations</b>	<b>Supervisor Evaluations</b>
<b>Summer 2005</b>	<b>24</b>	<b>13</b>	<b>12</b>
<b>Fall 2005</b>	<b>31</b>	<b>23</b>	<b>19</b>
<b>Spring 2006</b>	<b>30</b>	<b>21</b>	<b>19</b>
<b>Total</b>	<b>85</b>	<b>57</b>	<b>50</b>

Thus, evaluations of about 67% of all internships in the 2005-2006 year are available from students, while evaluations of about 59% of internships are available from supervisors. (Note: Why weren't all internships evaluated?).

## Results

Table 2 shows a summary of evaluations completed by site supervisors. Clearly, site supervisors believed that Westminster student interns did a superior job.

**Table 2. Site Supervisor Evaluations for Summer 2005-Spring 2006**

<i>Evaluation</i>	<i>Supervisor Summer 2005</i>	<i>Supervisor Fall 2005</i>	<i>Supervisor Spring 2006</i>
Ability to take direction	4.38	4.63	4.50
Ability to use resources	4.19	4.58	4.14
Academic preparation	4.15	4.63	4.39
Acceptance of constructive comments	4.08	4.63	4.12
Acceptance of responsibility	4.23	4.67	4.58
Completion of assignments	4.00	4.53	4.44
Oral expression	4.31	4.83	4.72
Overall rating	4.69	4.53	4.83
Problem-solving ability	4.69	4.63	4.83
Progress toward learning goals	4.38	4.61	4.61
Quality of work	4.62	4.58	4.78
Quantity of work	4.69	4.58	4.83
Relationship with others	4.46	4.68	4.75
Work attitudes (i.e. initiative, enthusiasm)	4.62	4.63	4.56
Written expression	4.24	4.68	4.64
<b>Overall Rating</b>	<b>4.39</b>	<b>4.63</b>	<b>4.58</b>

Table 3 shows students' ratings of themselves during the same time period. Like supervisors, students also believed that their internship experiences were positive.

**Table 3. Site Supervisor Evaluations for Summer 2005-Spring 2006**

<i>Evaluation</i>	<i>Student Summer 2005</i>	<i>Student Fall 2005</i>	<i>Student Spring 2006</i>
Ability to take direction	4.92	4.43	4.47
Ability to use resources	4.42	4.26	4.21
Academic preparation	4.50	4.14	4.39
Acceptance of constructive comments	4.45	4.23	4.24
Acceptance of responsibility	4.67	4.22	4.29
Completion of assignments	4.55	4.38	4.25
Oral expression	4.67	4.48	4.47
Overall rating	4.83	4.43	4.37
Problem-solving ability	4.75	4.48	4.53
Progress toward learning goals	4.58	4.48	4.53
Quality of work	4.50	4.52	4.59
Quantity of work	4.67	4.57	4.63
Relationship with others	4.75	4.35	4.53
Work attitudes (i.e. initiative, enthusiasm)	4.75	4.26	4.42
Written expression	4.67	4.37	4.39
<b>Overall Rating</b>	<b>4.65</b>	<b>4.37</b>	<b>4.42</b>

Interestingly, students ratings of themselves were less than ratings given by supervisors in both the Fall, 2005 and in the Spring, 2006 semesters.

### **Overall Conclusions**

The data clearly indicate that both supervisors and students are having successful internship experiences. Career Services should continue to practice the same internship preparation and experiences for students that they have been doing.