



# 16-17 Internship Survey Report



CAREER CENTER  
COLORADO STATE UNIVERSITY

# INTERNSHIP SURVEY INTRODUCTION

Internships and other experiential education prepare students for their next steps after their bachelor degrees, whether that be employment, graduate school or a year of service. Internships at Colorado State University (CSU) for credit are housed within the academic departments, but many students do internships outside of their academic curriculum. The Internship Survey was developed to be a central gathering point of internship data from across the university including information on the type of experiential education (e.g., internship, research, etc.), paid/unpaid, credit/no credit, and whether the experience confirmed or changed their career plans. Respondents completed the survey based on their experiences from Fall 2016, Spring 2017, and Summer 2017. (The survey collects data on a variety of experiential education experiences but for the purposes of this report, internship is used to refer to all of them.)

## Methodology

All rising sophomores, juniors, and seniors (by credit) in Agricultural Sciences, Health & Human Sciences, Liberal Arts, Natural Resources, Natural Sciences, and Veterinary Medicine & Biomedical Sciences received an email from the Career Center with a link to take the survey. Those that did not respond received one reminder email. Three RamCash gift cards were offered as incentives. Business students received a link to the survey as part of their classes and Engineering students fitting the same school years as above received an email with a separate incentive from the Engineering Success Center. If students had more than one internship, they were invited to take the survey for each one.

These data collection methods resulted in 2089 responses, 4 of which were graduate students who were removed from the final data set. Responses were representative across ethnicity/race categories, first generation status, pell grant status, and veteran status. Women were overrepresented in the responses. Amongst primary college classification, Business, Liberal Arts and Intra-University were underrepresented while Agricultural Sciences and Natural Sciences were overrepresented. Engineering, Health & Human Sciences, Natural Resources, and Veterinary Medicine & Biomedical Sciences were representative.

The overall response rate for the survey is approximately 11%, with response rates for individual colleges ranging from 1% (Intra-University) to 19% (Veterinary Medicine & Biomedical Sciences). Given that responses are not entirely representative of the university population, caution should be used in trying to make inferences from this overall data set. The best use of this data set is as a description of a sample of internship experiences.

## Summary of Results

- 58% of respondents identified that they had completed an internship in the last year with 51% of those identifying Internship as the primary type of experiential education with research/lab experience a distant second at 19%.
- Almost 3/4 (73%) of respondents indicated participating in an internship during the summer.
- 57% of those who indicated they participated in an internship indicated that they were paid with the average of all hourly reported wages at \$14.72.
- 35% of respondents who indicated they participated in an internship identified that they earned credit for it.
- 75% indicated that the experience confirmed their career goals while 25% indicated the experience changed their career goals.
- 18% indicated that they received an offer of full-time employment.
- 81% of respondents indicated Colorado as their internship location; however, respondents listed 28 countries outside of the United States as well.
- 71% of senior respondents, 46% of junior respondents, and 30% of sophomore respondents indicated they had participated in an internship.
- Respondents indicated 513 unique internship locations with 358 responses indicating an internship at a CSU office or department.

## Reasons for Not Completing an Internship

Respondents who selected that they did not complete an internship in the last year were asked to share their reasons why. Six main themes emerged from the responses:

- It was too early in their academic career to do an internship (26%) however 21% of these respondents indicated they planned on completing an internship;
- They were too busy with academics, student organizations, family obligations, and/or work (20%);
- They pursued another experience (including full-time work, work study, summer jobs, or work specifically to earn money) or already completed an internship (18%);
- They were unable to find and/or secure an internship that interested them (14%);
- They were uninterested in internships or simply did not look for one (11%);
- They were unaware of internships, how to apply, or what their opportunities were (8%).

Additionally, 7 respondents identified health concerns, 7 respondents identified money concerns, 2 respondents identified work authorizations, and 1 identified transportation as barriers. Amongst all themes, approximately 10% identified money as a barrier to completing an internship.

These responses also identified an error in the survey methodology as many transfer and new students filled out the survey as they were sophomores or higher by credit, and the survey asked for their internship experience over their past year at CSU. The next survey will only be sent to continuing students who are sophomores through seniors by credit.

## Confirmed/Changed Quotes

Respondents were asked to share how their experience confirmed or changed their career goals. Below is a selected list of responses:

### Changed

- *Yes, this experience was pivotal for determining my career goals. I learned so much about what I don't want from a career. It also helped me learn about myself and what kind of work would matter to me. I also learned about how my knowledge from school will be applied in a work environment. I learned so much that can't really be taught any other way than through experience.*
- *I love finance and what I did, but it wasn't something I was excited about every day and it felt repetitive. I've found that I am a problem solver in the terms of IT and CIS and while the job at the internship was not for me, it gave me a great array of networking opportunities to explore what else I was interested in.*
- *My career goals have always been up in the air, but I will be doing my masters in Warner College of Natural Resources to explore more career possibilities where I can be outside, working with animals and people. This internship made me realize that agriculture isn't the only industry that offers jobs out of an office working with land and animals and has a goal of benefiting the environment and economy.*
- *In a way, this experience helped change and confirm my dreams as a Zoologist. Working in this lab allowed me to realize that although I would enjoy a laboratory-based career, it wouldn't be my passion. Now that I have this experience under my belt, I feel more confident in my decision to explore a career in field research and opportunities abroad.*
- *I had never thought about pursuing a product management role, but my undergraduate studies in statistics and economics mapped perfectly to the responsibilities and qualifications.*
- *I love facilitation, but I realized the demanding travel schedule isn't something I would not be capable of maintaining. I pushed me to think about places where I could teach truth and love people more informally. I still want to have quality coaching and helping interactions, just not as the sole function of my career.*

## QUALITATIVE RESPONSE ANALYSIS (CONTINUED)

### Confirmed

- *It showed me how exciting being a design engineer with a biomedical background can be. You can really help a lot of people and do a lot of good and exciting things!*
- *I've always loved public relations and this internship only made my love for the field stronger and taught me more about the profession.*
- *The experience made me realize that I am truly passionate about Mechanical Engineering and that I have picked the correct major to study in.*
- *I worked with one kid the entire time and knew that I want to do that as a career. It helped me be more sure that I really do want to work with kids as a career*
- *Confirmed that I am not interested in conducting research in the academic setting long-term, nor am I thrilled by chemical engineering. But did also confirm that I am talented at writing and can definitely keep research as an option for the future.*
- *I plan on working within the field of social environmental sustainability. This opportunity allowed me to meet with professionals who held a variety of jobs within this field. It helped to convince me that opportunities are everywhere and that I am heading in the right direction.*
- *I was teaching middle school flute players for a few hours a week and observing and participating in their ensemble rehearsals, and as a music education major, I realized that is something that I love doing and want to continue to do.*
- *I wanted to work in an Elderly Care facility and this confirmed that realization for me. Now I work there every other week in admissions.*
- *I had planned on working in a zoo setting with marine mammals, this summer I worked with sea lions and seals at the Denver zoo and I now know that this is what I want to do.*
- *My background as an EMT and my position in Glacier allowed me to participate in their SAR team, solidifying my goal of pursuing my Biology Degree as a means of entering a medical program to further study emergency medicine.*
- *It was so fun to work as a designer for real clients. One of my projects (a website redesign) was chosen to go live. It reaffirmed that I'm in the right field, and can actually be a successful graphic designer.*
- *I still desire being a leadership consultant for agribusinesses and realize there are multiple ways to reach that goal between experience and education.*
- *With the new, hands-on experience I had in the classroom at Wellington, I confirmed my dream of being a teacher and further reinforced my wish to teach high school, specifically.*
- *Not only did it confirm my career goals but it made me so incredibly excited for what's to come and made me even more passionate about what I do and am working towards.*
- *I was testing the waters in research and my experience in this lab, especially over the summer, showed me that this is truly what I want to do. I loved every minute of the work, even some of the more menial tasks. I have had a great experience with a wonderful supervisor that has showed me what it means to be a researcher. I am extremely grateful for this opportunity and definitely want to continue to pursue a career in research.*

**Table 1** displays CSU internship results overall and by college.

**Table 2** displays type of experience results overall and by college.

**Table 3** displays internships rates by college and school year.

**Table 4** displays internship rates by college and time of internship.

**Table 1**  
**Internship Results Overall and by College**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>AG</b>	133	63%	57	48%	\$12.52	67	56%	33	28%	92	79%	25	21%	211	18%
<b>BU</b>	63	61%	37	86%	\$16.36	9	21%	10	23%	30	71%	12	29%	104	6%
<b>EG</b>	219	89%	180	90%	\$16.97	24	12%	51	26%	142	71%	57	29%	246	12%
<b>HS</b>	221	53%	80	45%	\$14.24	96	54%	33	19%	138	79%	36	21%	417	12%
<b>IU</b>	6	60%	2	33%	--	3	50%	0	0%	2	40%	3	60%	10	1%
<b>LA</b>	143	45%	48	42%	\$12.09	50	44%	15	13%	86	77%	26	23%	321	9%
<b>NR</b>	142	66%	75	59%	\$12.04	47	37%	14	11%	95	75%	31	25%	216	15%
<b>NS</b>	220	51%	77	43%	\$15.65	54	30%	27	15%	136	78%	39	22%	431	14%
<b>VM</b>	72	56%	30	48%	\$10.95	15	24%	5	8%	38	63%	22	37%	129	19%

**Table 2**  
**Type of Experience Overall and by College**

	Internship		Research/ Lab Experience		Field Experience		Co-Op		Student Org Leadership		Significant Volunteer Experience		Independent Study		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	530	51%	199	19%	73	7%	23	2%	91	9%	64	6%	12	1%	40	4%
<b>AG</b>	81	68%	6	5%	5	4%	0	0%	10	8%	8	7%	3	3%	6	5%
<b>BU</b>	38	88%	1	2%	1	2%	0	0%	2	5%	0	0%	0	0%	1	2%
<b>EG</b>	132	66%	37	18%	2	1%	20	10%	4	2%	4	2%	0	0%	2	1%
<b>HS</b>	93	52%	21	12%	18	10%	1	1%	21	12%	18	10%	2	1%	4	2%
<b>IU</b>	3	50%	2	33%	0	0%	0	0%	1	17%	0	0%	0	0%	0	0%
<b>LA</b>	70	61%	5	4%	5	4%	0	0%	18	16%	9	8%	2	2%	5	4%
<b>NR</b>	45	35%	21	17%	31	24%	2	2%	9	7%	10	8%	2	2%	7	6%
<b>NS</b>	59	33%	75	41%	6	3%	0	0%	16	9%	8	4%	3	2%	14	8%
<b>VM</b>	9	14%	31	49%	5	8%	0	0%	10	16%	7	11%	0	0%	1	2%

<sup>1</sup> Internships can be both paid and for credit.

<sup>2</sup> Salary only reported if n>4 and only hourly salaries are used in average calculation.

# INTERNSHIP OVERVIEW (CONTINUED)

**Table 3**  
**Internship Rates by School Year and College**

	Sophomore		Junior		Senior	
	Count	%	Count	%	Count	%
<b>CSU Total</b>	79	30%	275	46%	865	71%
<b>AG</b>	6	29%	37	57%	90	72%
<b>BU</b>	5	56%	11	44%	47	67%
<b>EG</b>	8	62%	34	77%	177	94%
<b>HS</b>	19	27%	52	44%	150	66%
<b>IU</b>	1	25%	1	50%	4	100%
<b>LA</b>	3	9%	33	31%	107	59%
<b>NR</b>	8	31%	31	54%	103	77%
<b>NS</b>	24	33%	59	40%	137	64%
<b>VM</b>	5	31%	17	43%	50	68%

**Table 4**  
**Internship Rates by Time Frame and College**

	Fall 2016		Spring 2017		Summer 2017	
	Count	%	Count	%	Count	%
<b>CSU Total</b>	296	29%	420	41%	753	73%
<b>AG</b>	28	24%	34	29%	91	76%
<b>BU</b>	5	12%	13	30%	39	91%
<b>EG</b>	32	16%	50	25%	176	88%
<b>HS</b>	48	27%	74	42%	118	66%
<b>IU</b>	2	33%	2	33%	5	83%
<b>LA</b>	43	38%	60	53%	68	60%
<b>NR</b>	38	30%	53	42%	97	76%
<b>NS</b>	70	39%	94	52%	114	63%
<b>VM</b>	30	48%	40	63%	45	71%

**Table 5** displays most common internship organizations external to CSU.

**Table 6** displays most common internship organizations internal to CSU.

**Table 7** displays most common locations of internships.

**Table 5**  
**Most Common Internship Organizations - External**

Internship Organizations
Applied Medical
Arrow Electronics
Ball Corporation
Columbine Health Systems
Cummins
Disney
Greenwood Wildlife Rehabilitation Center
JBS USA
Lockheed Martin
Medtronic
Poudre School District
RockSol Consulting Group
Rocky Mountain Raptor Program
Turning Point Center for Youth and Family Development
UCHealth
USDA Agricultural Research Service
USDA Forest Service
Woodward

**Table 6**  
**Most Common Internship Organizations – CSU**

CSU Internship Organizations
Athletics Marketing
Campus Connections
Early Childhood Center
Housing and Dining Services
Natural Resource Ecology Laboratory
Orientation and Transition Programs
Presidential Leadership Program
Psychology Department
SLICE
Veterinary Teaching Hospital

**Table 7**  
**Most Common Internship Locations**

Location	Count	Percent
CO	830	80.82%
International	49	4.77%
CA	25	2.43%
AZ	8	0.78%
NM	8	0.78%
TX	8	0.78%
FL	8	0.78%
IL	6	0.58%
NC	6	0.58%
MN	6	0.58%
VA	5	0.49%
UT	5	0.49%
WY	5	0.49%
OH	5	0.49%



Tables 8 – 23 display internship results and types of internship experiences by college.

**Table 8**  
**Agricultural Sciences Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>AG</b>	133	63%	57	48%	\$12.52	67	56%	33	28%	92	79%	25	21%	211	18%
<b>Ag Business</b>	22	69%	10	53%	\$13.68	3	16%	6	32%	15	83%	3	17%	32	16%
<b>Ag Education</b>	5	56%	2	40%	--	1	20%	1	20%	5	100%	0	0%	9	22%
<b>Animal Science</b>	49	67%	19	43%	\$13.04	35	80%	8	18%	35	80%	9	20%	73	25%
<b>Env &amp; NR Econ</b>	1	33%	1	100%	--	0	0%	1	100%	1	100%	0	0%	3	11%
<b>Environmental Hort</b>	4	100%	3	100%	--	3	100%	3	100%	2	67%	1	33%	4	9%
<b>Equine Science</b>	28	54%	7	27%	--	18	69%	7	27%	22	85%	4	15%	52	20%
<b>Horticulture</b>	6	55%	5	83%	\$10.10	4	67%	3	50%	3	50%	3	50%	11	8%
<b>Landscape Arch</b>	5	56%	2	40%	--	1	20%	0	0%	4	80%	1	20%	9	11%
<b>Soil &amp; Crop Sci</b>	13	72%	8	80%	\$11.50	2	20%	4	40%	5	56%	4	44%	18	23%

**Table 9**  
**Agricultural Sciences Internship Employers**

Sample Internship Organizations - Agricultural Sciences	Sample CSU Internship Organizations - Agricultural Sciences
Archer Daniels Midland	Agribusiness Association
Ardent Mills	Agronomy Foundation Seed
Blue Sky Dairy	Animal Welfare Judging Team
BrightView Landscape	Annual Flower Trial Garden
Busch Agricultural Resources	Collegiate Farm Bureau
Cargill	English Riding Club
Cheley Colorado Camps	Equine Orthopaedic Research Center
Colorado Farm Bureau	Equine Reproduction Laboratory
Colorado FFA	Extension
Colorado Seed Growers Association	Hall Council
Crop Production Services	Insectary
Hagyard Equine Medical Institute	John E. Rouse Beef Improvement Center
JBS USA	Nutrition Lab
Marine Mammal Care Center	Ram Country Meats
Minnesota 4-H	Student Chapter of the American Society of Landscape Architects
Monsanto	Wheat Breeding and Genetics
National FFA Organization	
Professional Rodeo Cowboys Association	
Rocky Mountain Raptor Program	
Silver Spur Ranches	
Smithfield Hog Production	
Tierra Bella Farm	
US Department of Agriculture	
USDA Agricultural Research Service	
Vista Equine	

<sup>1</sup> Internships can be both paid and for credit.

<sup>2</sup> Salary only reported if n>4 and only hourly salaries are used in average calculation.



**Table 10**  
**Business Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>BU</b>	63	61%	37	86%	\$16.36	9	21%	10	23%	30	71%	12	29%	104	6%
<b>Accounting</b>	6	35%	2	100%	--	0	0%	1	50%	2	100%	0	0%	17	7%
<b>Business Admin</b>	1	100%	--	--	--	--	--	--	--	--	--	--	--	1	1%
<b>Finance</b>	20	83%	13	93%	\$16.07	1	7%	6	43%	8	57%	6	43%	24	5%
<b>Financial Planning</b>	2	50%	2	100%	--	0	0%	0	0%	2	100%	0	0%	4	10%
<b>HR Mgmt</b>	3	50%	0	0%	--	1	100%	0	0%	1	100%	0	0%	6	9%
<b>Information Systems</b>	9	56%	6	86%	\$20.88	2	29%	2	29%	3	43%	4	57%	16	11%
<b>Marketing</b>	8	47%	5	83%	--	3	50%	0	0%	6	100%	0	0%	17	4%
<b>Org &amp; Innov Mgmt</b>	12	80%	9	82%	\$15.78	2	18%	1	9%	8	80%	2	20%	15	6%
<b>Real Estate</b>	--	--	--	--	--	--	--	--	--	--	--	--	--	0	0%
<b>Supply Chain Mgmt</b>	2	50%	--	--	--	--	--	--	--	--	--	--	--	4	4%

**Table 11**  
**Business Internship Organizations**

Sample Internship Organizations - Business	
Aimco	Encana
Arrow Electronics	FirstBank
Attend	Hach Company
Balanced Financial	Hewlett Packard Enterprise
BILLGO	Innosphere
Boy Scouts of America	ISNetworld
Canidium	JAD Inc.
CEA Study Abroad	JPMorgan Chase
Center for Error Management	Lockton
Centura Health	Maximus
Charles Schwab	OneMain Financial
Children's Hospital Colorado	Outreach, Inc.
City of Fort Collins Special Events	Raymond James Financial
CoBank	Sequoia Equities
Colorado Horse Park	Target
Colorado State University Admissions Office	Travelport
Colorado State University El Centro	Ultimate Fighting Championship
Comcast Viper	US Department of State
Crop Production Services	Woodward

NOTE: College of Business students reported limited internship experiences with CSU organizations.

<sup>1</sup>Internships can be both paid and for credit.

<sup>2</sup>Salary only reported if n>4 and only hourly salaries are used in average calculation.

# COLLEGE SPECIFIC INTERNSHIP RESULTS (CONTINUED)

**Table 12**  
**Engineering Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>EG</b>	219	89%	180	90%	\$16.97	24	12%	51	26%	142	71%	57	29%	246	12%
<b>Biomed &amp; CBE</b>	10	83%	8	89%	\$15.48	0	0%	2	22%	7	78%	2	22%	12	9%
<b>Biomed &amp; EE</b>	1	50%	1	100%	--	0	0%	1	100%	1	100%	0	0%	2	5%
<b>Biomed &amp; ME</b>	30	86%	23	79%	\$16.42	2	7%	6	21%	24	83%	5	17%	35	21%
<b>Chem &amp; Bio Eng</b>	21	95%	17	94%	\$16.61	3	17%	4	22%	8	44%	10	56%	22	9%
<b>Civil Eng</b>	40	93%	37	97%	\$15.89	3	8%	14	37%	28	74%	10	26%	43	14%
<b>Computer Eng</b>	5	63%	4	80%	--	1	20%	1	20%	4	80%	1	20%	8	8%
<b>Electrical Eng</b>	15	79%	12	86%	\$20.15	1	7%	1	8%	11	79%	3	21%	19	9%
<b>Engineering Sci</b>	4	100%	2	67%	--	0	0%	1	33%	2	67%	1	33%	4	7%
<b>Environmental Eng</b>	16	89%	10	71%	\$16.41	0	0%	5	36%	9	64%	5	36%	18	13%
<b>Mechanical Eng</b>	77	93%	66	94%	\$17.50	14	20%	16	23%	48	71%	20	29%	83	12%

**Table 13**  
**Engineering Internship Organizations**

Sample Internship Organizations - Engineering	Sample CSU Internship Organizations - Engineering
Advanced Energy	Biomaterials Research and Engineering Laboratory
Applied Medical	Biomedical Engineering Society
Arrow Electronics	Cancer Prevention Laboratory
Ball Aerospace	Center for the New Energy Economy
Ball Corporation	Colorado Stormwater Center
BioMARC	Cooperative Institute for Research in the Atmosphere
CHD Bioscience	Diversity Programs in Engineering
City and County of Denver	Electric Propulsion and Plasma Engineering Laboratory
Colorado Department of Transportation	Engines and Energy Conversion Laboratory
Cummins	Flint Animal Cancer Center
e-flux	Gross Laboratory
General Dynamics	Hydraulics Laboratory
Hewlett Packard Enterprise	Idea-2-Product 3D Laboratory
HP, Inc.	Institute for the Built Environment
Intel	Krummel Research Group
Lockheed Martin	National Society of Collegiate Scholars
Medtronic	Orthopaedic Bioengineering Research Laboratory
National Aeronautics and Space Administration	Powerhouse
New Belgium Brewing	Prasad Lab
Otter Products	von Fischer Lab
RockSol Consulting Group	
Tolmar	
Toyota Motors North America	
US National Renewable Energy Laboratory	
USDA Natural Resources Conservation Service	
Woodward	
Xcel Energy	

<sup>1</sup> Internships can be both paid and for credit.

<sup>2</sup> Salary only reported if n>4 and only hourly salaries are used in average calculation.

**Table 14**  
**Health & Human Sciences Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>HS</b>	221	53%	80	45%	\$14.24	96	54%	33	19%	138	79%	36	21%	417	12%
<b>Apparel &amp; Merch</b>	14	44%	5	45%	--	5	45%	4	36%	7	70%	3	30%	32	13%
<b>Construction Mgmt</b>	40	93%	37	97%	\$17.15	22	58%	14	37%	33	87%	5	13%	43	9%
<b>Early Childhood Ed</b>	5	56%	0	0%	--	3	75%	1	25%	4	100%	0	0%	9	18%
<b>Family &amp; Consumer Sci</b>	2	50%	0	0%	--	0	0%	0	0%	1	100%	0	0%	4	11%
<b>Fermentation Sci &amp; Tech</b>	5	56%	3	60%	--	5	100%	0	0%	5	100%	0	0%	9	7%
<b>Health &amp; Exercise Sci</b>	41	41%	11	37%	\$11.86	11	37%	2	7%	25	83%	5	17%	101	12%
<b>Hospitality Mgmt</b>	7	50%	4	67%	--	3	50%	2	33%	4	80%	1	20%	14	10%
<b>HDFS</b>	53	52%	6	16%	--	26	68%	3	8%	24	65%	13	35%	102	13%
<b>Interior Design</b>	14	82%	8	67%	\$11.63	7	58%	4	33%	11	92%	1	8%	17	15%
<b>Nutrition &amp; Food Sci</b>	16	46%	4	25%	--	4	25%	3	19%	13	87%	2	13%	35	16%
<b>Pre-Construction Mgmt</b>	1	20%	1	100%	--	1	100%	0	0%	1	100%	0	0%	5	4%
<b>Pre-Interior Design</b>	0	0%	--	--	--	--	--	--	--	--	--	--	--	2	8%
<b>Social Work</b>	23	52%	1	6%	--	9	56%	0	0%	10	63%	6	38%	44	15%

**Table 15**  
**Health & Human Sciences Internship Organizations**

Sample Internship Organizations - Health & Human Sciences	Sample Internship CSU Organizations - Health & Human Sciences
Anabella Poletti Design House	Adolescents Wellness Lab
Bryan Construction	Adult Development and Aging Project Laboratory
CASA of Larimer County	Adult Fitness
CB Designs	Athletics Marketing
Centura Health	Campus Connections
Colorado State Public Defender Office	Center for Family and Couple Therapy
Columbine Health Systems	Child Trauma and Resilience Assessment Center (CTRAC)
CopperMuse Distillery	Dean's Leadership Council
Crossroads Safehouse	Developmental Disabilities Research Laboratory
Culver Beer Company	Early Childhood Center
Denver Broncos	Facilities Management
Disney	Functional Foods and Human Health Research Laboratory
Foothills Gateway	Health Behaviors Laboratory
Interior Visions	Health, Emotion, and Aging Research Team
JE Dunn Construction	Integrative Neurophysiology Laboratory
Kimberly Timmons Interiors	Medford Laboratory
Marriott	Orientation and Transition Programs
MillerCoors	Presidential Leadership Program
Northside Aztlan Community Center	Rehabilitation Therapy Club
Poudre School District	Remodel and Construction Services
Rocky Mountain Chiropractic and Sports Injury Centers	Residence Hall Association
Taylor Kohrs	Society for Advancement of Chicanos/Hispanics and Native Americans in Science
Turning Point Center for Youth and Family Development	Translational Research on Aging Chronic Disease Laboratory
UCHealth	United Women of Color

<sup>1</sup>Internships can be both paid and for credit.

<sup>2</sup>Salary only reported if n>4 and only hourly salaries are used in average calculation.

# COLLEGE SPECIFIC INTERNSHIP RESULTS (CONTINUED)

**Table 16**  
**Liberal Arts Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>LA</b>	143	45%	48	42%	\$12.09	50	44%	15	13%	86	77%	26	23%	321	9%
<b>Anthropology</b>	8	44%	2	29%	--	5	71%	1	14%	6	86%	1	14%	18	12%
<b>Art</b>	11	42%	7	78%	\$11.32	2	22%	1	11%	8	89%	1	11%	26	7%
<b>Comm Studies</b>	12	39%	6	67%	--	4	44%	2	22%	6	67%	3	33%	31	6%
<b>Dance</b>	1	33%	--	--	--	--	--	--	--	--	--	--	--	3	14%
<b>Economics</b>	14	48%	8	80%	\$15.13	0	0%	3	30%	8	80%	2	20%	29	8%
<b>English</b>	14	40%	3	33%	--	5	56%	1	11%	7	78%	2	22%	35	13%
<b>Ethnic Studies</b>	0	0%	--	--	--	--	--	--	--	--	--	--	--	3	14%
<b>History</b>	5	33%	2	40%	--	3	60%	0	0%	3	60%	2	40%	15	8%
<b>Interdis Liberal Arts</b>	6	43%	2	33%	--	2	33%	1	17%	4	67%	2	33%	14	7%
<b>Intl Studies</b>	12	52%	3	27%	--	4	36%	0	0%	6	60%	4	40%	23	16%
<b>JMC</b>	19	54%	6	38%	\$10.17	11	69%	1	6%	14	88%	2	13%	35	12%
<b>Lang, Lit, &amp; Cultures</b>	4	50%	1	25%	--	1	25%	0	0%	2	50%	2	50%	8	14%
<b>Music</b>	8	47%	3	50%	--	3	50%	2	33%	6	100%	0	0%	17	9%
<b>Philosophy</b>	3	50%	1	50%	--	0	0%	2	100%	1	50%	1	50%	6	12%
<b>Political Science</b>	10	38%	2	22%	--	5	56%	1	11%	5	56%	4	44%	26	11%
<b>Sociology</b>	12	44%	0	0%	--	4	50%	0	0%	7	100%	0	0%	27	8%
<b>Theatre</b>	4	80%	2	67%	--	1	33%	0	0%	3	100%	0	0%	5	15%
<b>Women's Studies</b>	--	--	--	--	--	--	--	--	--	--	--	--	--	0	0%

**Table 17**  
**Liberal Arts Internship Organizations**

Sample Internship Organizations - Liberal Arts	Sample Internship CSU Organizations - Liberal Arts
Allyson Conklin Public Relations	Alumni Association
Arrow Electronics	ASCSU
Bates Dance Festival	Athletics Marketing
Bowditch and Cassell Public Affairs	Bookstore
Boys and Girls Club of Larimer County	Campus Connections
Central City Opera	Center for Public Deliberation
Colorado General Assembly	Colorado Water Institute
Core Media	Creative Services
Denver Broncos	Criminal Justice Organization
Disney	Digital Liberal Arts Hub
Enterprise	Events & Donor Engagement
Foundation For a Better Economy	Greyrock Review
Larimer County Probation Office	Housing and Dining Services
Lightsource Creative Communications	Key Communities
Mishawaka Amphitheatre	Metalworking Program
Poudre School District	Middle School Outreach Ensemble
Rocky Mountain Student Media	Morgan Library
Tesla	National Residence Hall Honorary
Travelers Insurance	Orientation and Transition Programs
US House of Representatives	Paleontology Field School
USDA Forest Service	Presidential Leadership Program
Woodward	University Advancement

<sup>1</sup>Internships can be both paid and for credit.

<sup>2</sup>Salary only reported if n>4 and only hourly salaries are used in average calculation.

**Table 18**  
**Natural Resources Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>NR</b>	142	66%	75	59%	\$12.04	47	37%	14	11%	95	75%	31	25%	216	15%
<b>Ecosystem Sci &amp; Sust</b>	33	63%	17	61%	\$11.80	8	29%	2	7%	23	85%	4	15%	52	23%
<b>Fire &amp; Em Serv Admin</b>	--	--	--	--	--	--	--	--	--	--	--	--	--	0	0%
<b>FWCB</b>	47	77%	20	48%	\$12.13	11	26%	6	14%	29	69%	13	31%	61	15%
<b>Forestry</b>	6	67%	4	67%	--	2	33%	1	17%	4	67%	2	33%	9	11%
<b>Geology</b>	8	47%	5	71%	\$11.54	3	43%	0	0%	6	86%	1	14%	17	13%
<b>HDNR</b>	15	63%	9	60%	--	10	67%	1	7%	11	73%	4	27%	24	22%
<b>NR Tourism</b>	9	43%	4	57%	--	6	86%	2	29%	5	71%	2	29%	21	12%
<b>NRM</b>	15	83%	10	77%	\$12.91	5	38%	2	15%	10	77%	3	23%	18	11%
<b>Rangeland Ecology</b>	3	50%	2	67%	--	1	33%	0	0%	3	100%	0	0%	6	19%
<b>Watershed Science</b>	6	75%	4	67%	--	1	17%	0	0%	4	67%	2	33%	8	21%

**Table 17**  
**Natural Resources Internship Organizations**

Sample Internship Organizations - Natural Resources	Sample CSU Internship Organizations - Natural Resources
Boulder County Resource Conservation Division	Agronomy Foundation Seed
Colorado Parks and Wildlife	Alternative Spring Break
Deep Blue Sea Foundation	Center for Protected Area Management
Denver Zoo	Colorado Forest Restoration Institute
Disney	Colorado Natural Heritage Program
Greenwood Wildlife Rehabilitation Center	Crab Laboratory
Leadville National Fish Hatchery	EcoLeaders
Mile High Youth Corps	Ecotoxicology Laboratory
National Outdoor Leadership School	Facilities Management
Parsons Corporation	Flint Animal Cancer Center
Rocky Mountain National Park	Geospatial Centroid
Rocky Mountain Raptor Program	Ghalambor Laboratory
School for Field Studies	Larval Fish Laboratory
Teton Science Schools	Mountain Campus
US Bureau of Land Management	Natural Resource Ecology Laboratory
US Department of Agriculture	NREL East African International Research Experience for Students
US Fish and Wildlife Service	Presidential Leadership Program
US Geological Survey	Pulliam Scholars Program
US Geological Survey	Residence Hall Association
US National Park Service	Todos Santos Center
US National Park Service - Geologic Resources Inventory	
USDA Agricultural Research Service	
USDA APHIS	
USDA Forest Service	
USDA National Wildlife Research Center	
Western Environment and Ecology	

<sup>1</sup> Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

<sup>2</sup> Average salary is based on permanent, full-time employment. Salary is only reported if n>4.

# COLLEGE SPECIFIC INTERNSHIP RESULTS (CONTINUED)

**Table 20**  
**Natural Sciences Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>NS</b>	220	51%	77	43%	\$15.65	54	30%	27	15%	136	78%	39	22%	431	14%
<b>ACT</b>	8	57%	7	88%	\$17.28	1	13%	3	38%	6	75%	2	25%	14	10%
<b>Biochemistry</b>	14	52%	7	54%	\$15.80	5	38%	2	17%	7	54%	6	46%	27	12%
<b>Biological Science</b>	40	39%	12	35%	\$12.40	7	21%	2	6%	26	81%	6	19%	102	14%
<b>Chemistry</b>	6	40%	1	25%	--	1	25%	0	0%	3	75%	1	25%	15	14%
<b>Computer Science</b>	39	61%	27	82%	\$18.49	3	9%	8	24%	27	82%	6	18%	64	13%
<b>Mathematics</b>	11	38%	3	50%	--	0	0%	2	33%	6	100%	0	0%	29	16%
<b>Natural Sciences</b>	1	50%	1	100%	--	0	0%	0	0%	1	100%	0	0%	2	5%
<b>Physics</b>	6	86%	3	50%	--	1	17%	1	17%	3	60%	2	40%	7	10%
<b>Psychology</b>	65	56%	9	16%	\$12.40	29	53%	5	9%	43	83%	9	17%	116	14%
<b>Statistics</b>	3	43%	1	50%	--	0	0%	0	0%	1	50%	1	50%	7	12%
<b>Zoology</b>	27	56%	6	32%	\$10.72	7	37%	4	21%	13	68%	6	32%	48	17%

**Table 21**  
**Natural Sciences Internship Organizations**

Sample Internship Organizations - Natural Sciences	Sample CSU Internship Organizations - Natural Sciences
Arrow Electronics	Action-Specific Perception Lab
Biostar Pharmaceuticals	Admissions Office
CA Technologies	Alternative Spring Break
Children's Hospital Colorado	Association of Computing Machinery-W
ChildSafe	Black/African American Cultural Center
Columbine Health Systems	Bridges to Baccalaureate
DanoneWave	Campus Connections
Denver Zoo	Canetto Gender and Culture Research Team
Encompass Technologies	Center for Family and Couple Therapy
Greenwood Wildlife Rehabilitation Center	Center for Public Deliberation
Hewlett Packard Enterprise	Center for Study and Prevention of Violence
HP, Inc.	Confucius Institute
JBS USA	Crab Laboratory
JPMorgan Chase	Engineering Network Services
LGS Innovations	Gender Identity Group
PGA of America	Health, Emotion, and Aging Research Team
Raytheon	Hoke Laboratory
Secure64	Housing and Dining Services
Summit Plant Laboratories	Kanatos Extreme Physiology Laboratory
SummitStone	Key Communities
Travelport	McNaughton Laboratory
TRC Solutions	Mindful Parenting Observational Study
Turning Point Center for Youth and Family Development	Orientation and Transition Programs
Woodward	Powerhouse
Xcel Energy	Therapeutic Materials Biointerfacial Research Laboratory
Yellowstone Bear World	Veterinary Teaching Hospital

<sup>1</sup>Internships can be both paid and for credit.

<sup>2</sup>Salary only reported if n>4 and only hourly salaries are used in average calculation.

**Table 22**  
**Veterinary Medicine & Biomedical Sciences Internship Results**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>VM</b>	72	56%	30	48%	\$10.95	15	24%	5	8%	38	63%	22	37%	129	19%
<b>Biomedical Sciences</b>	33	52%	12	41%	\$10.83	7	24%	1	3%	19	70%	8	30%	64	17%
<b>Environmental Health</b>	4	36%	1	50%	--	1	50%	0	0%	1	50%	1	50%	11	17%
<b>Microbiology</b>	22	76%	13	65%	\$11.45	6	30%	3	15%	13	68%	6	32%	29	16%
<b>Neuroscience</b>	13	52%	4	33%	--	1	8%	1	8%	5	42%	7	58%	25	69%

**Table 23**  
**Veterinary Medicine & Biomedical Sciences Internship Organizations**

Sample Experiential Education Organizations - Vet Med & Biomed Sci	Sample Experiential Education CSU Organizations - Vet Med & Biomed Sci
Alpenview Veterinary Hospital	Admissions Office
BioMARC	Animal Reproduction and Biotechnology Laboratory
Broadcom	ASCSU
China Agricultural University	Athletics Marketing
City and County of Denver Mayor's Office	Brainwaves Research Laboratory
City of Fort Collins	Cultural Mentors
Claws 'n' Paws Mobile Veterinary Services	Dobos Laboratory
DAAD - German Academic Exchange Service	Hoover Laboratory
PhysAssist Scribes	Housing and Dining Services
Poudre School District	Microbial Ecology Group
Sandia National Laboratories	Microbiology, Immunology and Pathology Department
Student Information Agency	Orientation and Transition Programs
Swedish Medical Center	Premedica
Teague Diversified	Presidential Leadership Program
UCHealth	Telling Laboratory
Uppsala University	Veterinary Teaching Hospital
Vivaldi Biosciences	

<sup>1</sup> Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

<sup>2</sup> Average salary is based on permanent, full-time employment. Salary is only reported if n>4.



Tables 24-29 display internship results and types of internship experiences by population.

**Table 24**  
**Internship Results by Ethnicity/Race**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>Asian</b>	37	58%	15	52%	\$15.73	12	41%	6	21%	20	69%	9	31%	64	14%
<b>Black</b>	14	42%	5	38%	--	5	38%	1	8%	11	85%	2	15%	33	8%
<b>Hawaiian/Pac. Islander</b>	2	100%	2	100%	--	0	0%	1	50%	2	100%	0	0%	2	6%
<b>Hispanic/Latino</b>	141	52%	57	48%	\$14.78	41	34%	15	13%	96	82%	21	18%	269	12%
<b>International</b>	40	65%	6	21%	--	12	43%	2	7%	22	81%	5	19%	62	8%
<b>Multi-Racial</b>	63	60%	27	50%	\$14.52	19	35%	7	13%	34	67%	17	33%	105	17%
<b>Native American</b>	4	44%	1	33%	--	2	67%	0	0%	2	67%	1	33%	9	10%
<b>No Response</b>	29	64%	19	73%	\$17.86	6	23%	5	19%	19	73%	7	27%	45	13%
<b>White</b>	889	59%	454	60%	\$14.46	268	35%	151	20%	553	75%	189	25%	1496	11%

**Table 25**  
**Type of Experience by Ethnicity/Race**

	Internship		Research/ Lab Experience		Field Experience		Co-Op		Student Org Leadership		Significant Volunteer Experience		Independent Study		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	530	51%	199	19%	73	7%	23	2%	91	9%	64	6%	12	1%	40	4%
<b>Asian</b>	16	55%	4	14%	3	10%	1	3%	3	10%	1	3%	0	0%	1	3%
<b>Black</b>	5	38%	1	8%	2	15%	0	0%	1	8%	2	15%	1	8%	1	8%
<b>Hawaiian/Pac. Islander</b>	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
<b>Hispanic/Latino</b>	44	37%	23	19%	10	8%	3	3%	16	13%	11	9%	2	2%	10	8%
<b>International</b>	7	25%	6	21%	3	11%	0	0%	9	32%	3	11%	0	0%	0	0%
<b>Multi-Racial</b>	24	44%	14	26%	0	0%	2	4%	7	13%	3	6%	1	2%	3	6%
<b>Native American</b>	2	67%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>No Response</b>	19	73%	1	4%	0	0%	1	4%	4	15%	0	0%	0	0%	1	4%
<b>White</b>	412	54%	149	20%	55	7%	16	2%	51	7%	44	6%	8	1%	23	3%

<sup>1</sup> Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

<sup>2</sup> Average salary is based on permanent, full-time employment. Salary is only reported if n>4.

**Table 26**  
**Internship Results by Gender**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>Women</b>	828	56%	324	47%	\$13.37	278	40%	104	15%	514	76%	159	24%	1486	16%
<b>Men</b>	391	65%	262	77%	\$16.29	87	26%	84	25%	245	73%	92	27%	599	7%

**Table 27**  
**Type of Experience by Gender**

	Internship		Research/Lab Experience		Field Experience		Co-Op		Student Org Leadership		Significant Volunteer Experience		Independent Study		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	530	51%	199	19%	73	7%	23	2%	91	9%	64	6%	12	1%	40	4%
<b>Women</b>	318	46%	143	21%	55	8%	10	1%	76	11%	50	7%	9	1%	30	4%
<b>Men</b>	212	62%	56	16%	18	5%	13	4%	15	4%	14	4%	3	1%	10	3%

**Table 28**  
**Internship Results by First Generation, Pell Grant Recipient, and Veteran Status**

	Internship Rate		Paid <sup>1</sup>		Hourly Rate <sup>2</sup>	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	1219	58%	586	57%	\$14.72	365	35%	188	18%	759	75%	251	25%	2085	11%
<b>First Gen</b>	272	51%	123	52%	\$14.19	94	40%	36	15%	185	80%	45	20%	529	11%
<b>Pell Grant</b>	254	51%	111	51%	\$14.56	84	38%	31	14%	165	78%	46	22%	497	12%
<b>Veteran</b>	34	51%	19	61%	\$15.18	6	19%	5	16%	24	77%	7	23%	67	9%

**Table 29**  
**Type of Experience by First Generation, Pell Grant Recipient, and Veteran Status**

	Internship		Research/Lab Experience		Field Experience		Co-Op		Student Org Leadership		Significant Volunteer Experience		Independent Study		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	530	51%	199	19%	73	7%	23	2%	91	9%	64	6%	12	1%	40	4%
<b>First Gen</b>	104	44%	50	21%	23	10%	3	1%	24	10%	17	7%	6	3%	9	4%
<b>Pell Grant</b>	95	43%	47	21%	15	7%	3	1%	21	10%	18	8%	6	3%	14	6%
<b>Veteran</b>	15	48%	5	16%	2	6%	0	0%	1	3%	5	16%	0	0%	3	10%

<sup>1</sup> Continuing Education includes graduate, veterinary, medical, and professional school and continuing education that is not graduate school.

<sup>2</sup> Average salary is based on permanent, full-time employment. Salary is only reported if n>4.

