



# 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 students' career plans. Respondents completed the survey based on their experiences from Fall 2018, Spring 2019, and Summer 2019. 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, Engineering, 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. If students had more than one internship, they were invited to take the survey for each one.

These data collection methods resulted in 1412 responses. Responses were representative across ethnicity/race categories, first generation status, Pell Grant recipient status, and veteran status. Women were overrepresented in the responses. Amongst primary college classification, Business and Intra-University were underrepresented while Engineering, Natural Resources, and Veterinary Medicine & Biomedical Sciences were overrepresented. Agricultural Sciences, Liberal Arts, Natural Sciences, and Health & Human Sciences were representative.

The overall response rate for the survey is approximately 6%, with response rates for individual colleges ranging from 3% (Intra-University) to 7% (Engineering, Health & Human Sciences, Natural Resources and Natural Sciences). Given that responses are not entirely representative of the university population as based on program of study, 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

- 60% of respondents identified that they had completed an internship in the last year with 57% of those identifying Internship as the primary type of experiential education with research/lab experience a distant second at 16%.
- Respondents with racially minoritized identities indicated lower internship rates than white students with the exception of Black students. First Generation respondents also indicated lower rates while Pell Grant recipients and Veteran respondents indicated slightly higher rates.
- 74% of respondents indicated participating in an internship during the summer.
- 60% of those who participated in an internship indicated that they were paid with the average of all hourly reported wages at \$16.01.
- Disaggregating salary by racially minoritized identity does not identify any patterns from this data although both First Generation and Pell Grant recipient respondents indicated slightly lower average salaries.
- 36% 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.
- 23% indicated that they received an offer of full-time employment.
- 78% of respondents indicated Colorado as their internship location; however, respondents listed 32 countries outside of the United States as well.
- 78% of senior respondents, 65% of junior respondents, and 46% of sophomore respondents indicated they had participated in an internship.
- Respondents indicated approximately 550 unique internship locations with 240 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:

- They did not look for an internship and/or were not interested (38%)
- They were too busy with academics, health/family obligations, and/or work (18%)
- They were unable to find/secure an internship of their interest (13%)
- It was too early in their academic career to do an internship (10%)
- They pursued another experience including full-time work, summer jobs, or work to earn money (9%)
- They were unaware of internships, how to apply, or what their opportunities were (8%)

Additionally, 8 respondents identified having secured an internship that will begin soon, 7 respondents identified interest in pursuing an internship in the future, 1 respondent identified having work authorization issues, and 1 respondent identified having a rescinded offer.

## 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

- *It changed my career goals by showing me the things in which I am passionate about in computer science. I did not know how rewarding mobile app development was until I got the chance, given to me by HomeAdvisor, to work on their mobile app. It truly is amazing how many people you can touch every day with your work as an engineer.*
- *I participated in this internship primarily because of my interest in law enforcement. Though my goals still revolve around law enforcement, I feel encouraged and driven enough after this internship to pursue an administration or 'higher up' position after working at this internship.*
- *I never thought I would be into research because there is too much freedom and not enough direction. But now I love it because it really allows me to get creative!*
- *I always have had a passion for individuals with disabilities, and having this position over the summer made me realize the capacity I would like to work in. I enjoyed the adaptive recreation within the department and my role with this population.*
- *It helped me figure it out more than anything. I now know I want to work with nonprofits abroad and help those that are unable to access health care, receive the care they deserve.*
- *It made me get my mortgage brokers license while still in school, and I aspire to go into the field when I graduate.*
- *It made me realize all the other amazing experiences/people out there. I would love to work for NOLS however I would also like to try other outdoor education organizations.*
- *It made me realize I do not want to do small animal or even mixed animal general practice. I would much rather focus my efforts in equine welfare and behavior and wanting to do research as my career path of choice.*



## Confirmed

- *Allowed me to be outside studying community ecology in the beautiful state of Vermont over the summer. Though the work ' could be long, hot, and hard, it was very worthwhile to see the data that I was collecting come together to help better shape our understanding of pollinator/microbacterial relationships.*
- *Equine reproduction has always been an interest of mine and after having this opportunity to learn more about it and getting hands on experience has confirmed my desire to pursue that career path even more.*
- *I always knew that I wanted to be involved in circuit design, but I was unsure if I wanted to do digital or analog. During this internship, I learned so many things about real-world circuits and the industry-standard design process. I was pleased to receive an offer at the end of the summer. I very much look forward to starting my career in Digital ASIC.*
- *I already knew I wanted to work with survivors of sexual assault; this work is very important to me and to see younger (high school) kids educate their peers about sexual violence as a means of prevention, it's very heartening.*
- *I do clinical research on the physiological effects of cancer drugs on equine tumors. I've known for a while that I wanted to be some kind of doctor, and doing research cemented my desire to complete an MD/PhD in medical school.*
- *I got hands on experience working with students in a classroom setting, lesson planning, and assessing student learning. I absolutely loved this experience and gained a lot of confidence in my teaching*
- *I knew that I wanted to work with animals. I was just unsure in what way. This experience allowed me to get hands-on with bears and other animals throughout the zoo and confirmed my decision that zookeeping is a potential career goal for me.*
- *I was able to do real audit work and I worked on a 6/30 year-end client so I was able to experience a real busy season in public accounting. I also had the opportunity to spend half of my internship in the KPMG Sydney, Australia. I loved being able to work on real test work and get to travel and work internationally with the firm.*
- *I want to work with medical devices and was able to work directly with the manufacturing portion of the device build. While I still want to explore the research and development side of the process this was an amazing experience that solidified my goal to work in this field. If R&D doesn't pan out then I would be very happy doing this.*
- *I was interested in working with prosthetics or rehabilitation in grad school after completing the prosthetic innovation abroad trip with CSU. This further solidified my interest in this field, and I got to work with physicians and engineers using FES and creating a new exercise device for children with muscular dystrophy which was an incredible experience. I loved the hands-on work I got to do and learned a lot. It was also a unique way to apply the problem solving skills I have been learning. I also enjoyed the work style and it confirmed my plan to go to grad school for a PhD once I graduate in the spring.*
- *It strengthened and supported my desire to work outdoors. It motivated me to continue learning about sustainability as well as how I can serve nature and serve my community.*
- *The mission of this organization confirmed two of my passions - working to help those less fortunate and bringing music to the community.*
- *The work at RockSol reminded me why I got into civil engineering in the first place: to solve problems, be involved in construction, and design things. Especially after a tough spring 2019 semester, the work this summer was very refreshing and enjoyable.*
- *Being a Siegle Intern helped me confirm my interest in pursuing a master's degree after I finish my undergraduate career. It also confirmed my interest in conservation education and outreach as a professional career.*

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

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

**Table 3** displays internship 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	%	Aver-	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>AG</b>	91	73%	45	55%	\$12.96	44	54%	23	28%	60	76%	19	24%	124	8%
<b>BU</b>	55	74%	38	88%	\$18.90	9	21%	24	57%	31	72%	12	28%	74	3%
<b>EG</b>	145	74%	121	90%	\$18.51	9	7%	44	33%	89	68%	42	32%	197	7%
<b>HS</b>	176	61%	65	48%	\$15.95	69	51%	22	16%	107	80%	26	20%	288	7%
<b>IU</b>	21	28%	7	47%	\$11.39	4	27%	2	13%	8	53%	7	47%	76	3%
<b>LA</b>	129	49%	49	46%	\$14.36	50	47%	17	16%	84	81%	20	19%	263	6%
<b>NR</b>	81	65%	49	64%	\$13.05	32	42%	11	14%	57	76%	18	24%	125	7%
<b>NS</b>	111	55%	44	44%	\$16.51	34	34%	15	15%	72	73%	26	27%	203	5%
<b>VM</b>	42	68%	18	45%	\$12.60	14	35%	8	20%	28	74%	10	26%	62	7%

**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		Student Teaching		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	419	57%	119	16%	48	7%	8	1%	54	7%	32	4%	9	1%	22	3%	21	3%
<b>AG</b>	58	71%	10	12%	4	5%	0	0%	4	5%	4	5%	0	0%	0	0%	2	2%
<b>BU</b>	39	91%	1	2%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%	0	0%
<b>EG</b>	99	74%	18	13%	3	2%	7	5%	3	2%	2	1%	0	0%	1	1%	1	1%
<b>HS</b>	69	51%	17	13%	12	9%	1	4%	13	10%	9	7%	1	1%	6	4%	7	5%
<b>IU</b>	8	53%	2	13%	1	7%	0	0%	3	20%	0	0%	0	0%	0	0%	1	7%
<b>LA</b>	70	66%	8	8%	5	5%	0	0%	11	10%	6	6%	2	2%	2	2%	2	2%
<b>NR</b>	31	41%	15	20%	14	18%	0	0%	5	7%	4	5%	1	1%	2	3%	4	5%
<b>NS</b>	39	39%	31	31%	5	5%	0	0%	9	9%	5	5%	3	3%	7	7%	2	2%
<b>VM</b>	6	15%	17	43%	4	10%	0	0%	3	8%	2	5%	2	5%	4	10%	2	5%

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

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

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

	First Year		Sophomore		Junior		Senior		All School Years	
	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	59	31%	151	46%	277	65%	364	78%	851	60%
<b>AG</b>	4	31%	26	74%	28	72%	33	89%	87	70%
<b>BU</b>	0	0%	9	56%	26	79%	20	83%	55	74%
<b>EG</b>	8	39%	4	33%	22	76%	110	83%	136	69%
<b>HS</b>	12	39%	39	51%	69	64%	56	77%	164	57%
<b>IU</b>	10	25%	9	30%	2	50%	0	0%	11	14%
<b>LA</b>	8	24%	31	41%	58	57%	32	62%	121	46%
<b>NR</b>	8	62%	18	46%	21	66%	34	83%	73	58%
<b>NS</b>	6	23%	10	29%	34	55%	61	75%	105	52%
<b>VM</b>	2	18%	5	63%	17	89%	18	75%	40	65%

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

	Fall 2018		Spring 2019		Summer 2019	
	Count	%	Count	%	Count	%
<b>CSU Total</b>	197	27%	262	36%	539	74%
<b>AG</b>	20	24%	25	30%	56	68%
<b>BU</b>	3	7%	8	19%	41	95%
<b>EG</b>	24	18%	30	22%	123	92%
<b>HS</b>	39	29%	48	36%	88	65%
<b>IU</b>	7	47%	6	40%	8	53%
<b>LA</b>	33	31%	42	40%	70	66%
<b>NR</b>	17	22%	23	30%	62	82%
<b>NS</b>	34	34%	50	50%	66	65%
<b>VM</b>	20	50%	30	75%	25	63%

**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
Amazon
Applied Medical
Caterpillar
Columbine Health Systems
Cummins
Dillard's
FCI Constructors
Greenwood Wildlife Rehabilitation Center
Hagyard Equine Medical Institute
Kiewit Corporation
KPMG
Lockheed Martin
Medtronic
Northwestern Mutual
UCHealth
US Department of Agriculture
USDA Forest Service

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

CSU Internship Organizations
Athletics
BioMARC
Campus Connections
College of Liberal Arts
Colorado Natural Heritage Program
Department of Chemistry
Department of Geosciences
Department of Microbiology, Immunology, and Pathol-
Department of Psychology
Health, Emotion, and Aging Research Team Laboratory
Housing & Dining Services

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

Location	Count	Percent
CO	564	78.3%
International	32	4.4%
CA	22	3.1%
IL	11	1.5%
TX	9	1.3%
MN	8	1.1%
DC	6	0.8%
WA	5	0.7%
IN	5	0.7%
FL	5	0.7%
NY	4	0.6%
WY	4	0.6%

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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>AG</b>	91	73%	45	55%	\$12.96	44	54%	23	28%	60	76%	19	24%	124	8%
<b>Ag Business</b>	5	56%	4	80%	--	1	20%	1	20%	4	80%	1	20%	9	6%
<b>Ag Education</b>	2	100%	0	0%	--	0	0%	0	0%	1	100%	0	0%	2	6%
<b>Animal Science</b>	37	82%	14	40%	\$12.02	21	60%	9	26%	28	80%	7	20%	45	10%
<b>Env &amp; NR Econ</b>	1	33%	1	100%	--	0	0%	1	100%	1	100%	0	0%	3	6%
<b>Environmental Hort</b>	3	75%	3	100%	--	3	100%	3	100%	2	67%	1	33%	4	8%
<b>Equine Science</b>	27	82%	10	50%	\$10.33	11	55%	6	30%	10	56%	8	44%	33	10%
<b>Horticulture</b>	3	38%	2	67%	--	2	67%	1	33%	2	67%	1	33%	8	5%
<b>Landscape Arch</b>	4	44%	3	75%	--	0	0%	0	0%	4	100%	0	0%	9	8%
<b>Soil &amp; Crop Sci</b>	9	82%	8	89%	\$13.14	6	67%	2	22%	8	89%	1	11%	11	13%

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

Sample Internship Organizations - Agricultural Sciences	Sample CSU Internship Organizations - Agricultural Sciences
Absolute Equine	Agricultural Research, Development and Education Center
Agriculture Future of America	BioMARC
Clyde Einspahr Farms	College of Agricultural Sciences
Dave's Meat Service	Colorado Seed Lab
Dogs Aid Animal Sanctuary	Department of Animal Sciences
Elkstone Farm	Equine Reproduction Lab
Greenwood Wildlife Rehabilitation Center	Equine Teaching and Research Center
Hagyard Equine Medical Institute	Colorado State University Extension
Hat Ranch	Institute for the Built Environment
Morning Fresh Dairy	JBS Global Food Innovation Center
National Western Stock Show	Mountain Riders Horse Club
Orr Concrete	Orientation and Transition Programs
San Bruno Pet Hospital	Pearce Lab
Tabby Road Animal Hospital	Preclinical Surgical Research Laboratory
Vista Equine Colorado	Research Foundation
Vondy & Powell Veterinarians	STEM Center

<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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>BU</b>	55	74%	38	88%	\$18.90	9	21%	24	57%	31	72%	12	28%	74	3%
<b>Accounting</b>	10	77%	9	100%	\$23.11	1	11%	7	78%	7	78%	2	22%	13	5%
<b>Finance</b>	16	84%	11	100%	\$16.67	3	27%	8	73%	7	64%	4	36%	19	4%
<b>Financial Planning</b>	2	100%	2	100%	--	1	50%	1	50%	2	100%	0	0%	2	5%
<b>HR Mgmt</b>	2	33%	1	100%	--	0	0%	0	0%	0	0%	1	100%	6	11%
<b>Information Systems</b>	3	75%	2	67%	--	0	0%	1	33%	2	67%	1	33%	4	3%
<b>Marketing</b>	8	73%	5	63%	--	2	25%	1	14%	6	75%	2	25%	11	3%
<b>Org &amp; Innov Mgmt</b>	6	86%	3	100%	--	1	33%	2	67%	3	100%	0	0%	7	3%
<b>Real Estate</b>	--	--	--	--	--	--	--	--	--	--	--	--	--	0	0%
<b>Supply Chain Mgmt</b>	7	78%	5	83%	\$17.90	1	17%	4	67%	4	67%	2	33%	9	8%

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

Sample Internship Organizations - Business	
Allergan	MISSION Boat Gear
Arrow Electronics	North Star Resource Group
Bank of America	Northwestern Mutual
Brightscape Investments	Peak Talent Search
Charles Schwab	Plante Moran
Children's Hospital Colorado	Poshmark
Colonial Life & Accident Insurance Company	PwC
Edward Jones	Protiviti
Endeavour Capital Advisors	Sierra Nevada Corporation
FirstBank	Stone Pine Accounting Services
High Country Beverage	Student Mobilization
IFAM Capital	Swire Coca-Cola, USA
Insight Asset Management	Target
J. B. Hunt	TIAA
Kiewit Corporation	Townsquare Media
KPMG	Trilogy Spa Holdings
Lazy Days RV	USAA
Medica	Zayo Group
MG Stover & Co.	

NOTE: College of Business students reported limited intership 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.

**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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>EG</b>	145	74%	121	90%	\$18.51	9	7%	44	33%	89	68%	42	32%	197	7%
<b>Biomed &amp; CBE</b>	9	75%	7	78%	\$16.50	0	0%	6	67%	5	56%	4	44%	12	7%
<b>Biomed &amp; EE</b>	4	57%	2	67%	--	1	33%	1	33%	2	100%	0	0%	7	16%
<b>Biomed &amp; ME</b>	23	85%	17	81%	\$20.04	2	10%	1	5%	14	70%	6	30%	27	12%
<b>Chem &amp; Bio Eng</b>	16	73%	14	88%	\$19.93	1	6%	7	44%	7	44%	9	56%	22	7%
<b>Civil Eng</b>	26	72%	24	96%	\$17.26	2	8%	8	32%	18	72%	7	28%	36	8%
<b>Computer Eng</b>	5	56%	5	100%	--	0	0%	0	0%	2	40%	3	60%	9	7%
<b>Electrical Eng</b>	10	67%	7	88%	\$20.69	0	0%	6	75%	7	88%	1	13%	15	6%
<b>Engineering Sci</b>	2	67%	1	100%	--	0	0%	1	100%	0	0%	1	100%	3	9%
<b>Eng Sci &amp; Intl Studies</b>	0	0%	--	--	--	--	--	--	--	--	--	--	--	2	20%
<b>Environmental Eng</b>	9	75%	7	88%	\$15.71	0	0%	3	38%	7	100%	0	0%	12	7%
<b>Mechanical Eng</b>	41	79%	37	97%	\$18.46	3	8%	11	29%	27	71%	11	29%	52	7%

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

Sample Internship Organizations - Engineering	Sample CSU Internship Organizations - Engineering
AMERGINT Technologies	Asian Pacific American Cultural Center
American Healthcare Solutions	Bark Laboratory
Applied Medical	BioMARC
Caterpillar	Biomaterials Research and Engineering Laboratory
Cummins	Center for Next Generation Photovoltaics
EnerSys Advanced Systems - ABSL Space Products	Colorado State University Extension
HDR	Department of Bioagricultural Sciences and Pest Management
Interstate Highway Construction	Department of Chemical & Biological Engineering
Kiewit Corporation	Department of Mechanical Engineering
Kimley-Horn and Associates	Energy Institute
Lockheed Martin	Engineering Research Center
Maclean-Fogg	Engines and Energy Conversion Lab
Medtronic	Hydraulics Laboratory
RockSol Consulting Group	Rams Without Borders
UCHealth	TILT – The Institute for Learning and Teaching
United Launch Alliance	Veterinary Teaching Hospital Dow Laboratory
Vestas	Volckens Research Group
WSP USA	Zhao Jiangou Laboratory

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

<sup>2</sup> Salary is 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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>HS</b>	176	61%	65	48%	\$15.95	69	51%	22	16%	107	80%	26	20%	288	7%
<b>Apparel &amp; Merch</b>	16	62%	7	54%	\$15.68	10	77%	6	46%	12	92%	1	8%	26	16%
<b>Construction Mgmt</b>	32	91%	28	100%	\$18.10	10	36%	6	21%	23	82%	5	18%	35	7%
<b>Early Childhood Ed</b>	1	50%	0	0%	--	1	100%	0	0%	1	100%	0	0%	2	7%
<b>Family &amp; Consumer Sci</b>	3	75%	2	67%	--	1	33%	0	0%	3	100%	0	0%	4	10%
<b>Fermentation Sci &amp; Tech</b>	6	100%	3	50%	--	5	83%	2	33%	6	100%	0	0%	6	5%
<b>Health &amp; Exercise Sci</b>	24	49%	3	15%	--	9	45%	0	0%	14	70%	6	30%	49	4%
<b>Hospitality Mgmt</b>	5	71%	4	100%	--	1	25%	2	50%	4	100%	0	0%	7	4%
<b>HDFS</b>	42	55%	2	8%	--	18	72%	2	8%	16	67%	8	33%	77	9%
<b>Interior Arch &amp; Design</b>	4	44%	2	100%	--	2	100%	0	0%	2	100%	0	0%	9	7%
<b>Nutrition &amp; Food Sci</b>	13	68%	5	45%	--	5	45%	1	9%	10	100%	0	0%	19	8%
<b>Pre-Construction Mgmt</b>	4	67%	3	75%	--	0	0%	1	25%	3	75%	1	25%	6	2%
<b>Pre-Interior Arch &amp; Design</b>	4	40%	2	100%	--	0	0%	0	0%	1	50%	1	50%	10	13%
<b>Social Work</b>	22	58%	4	25%	--	7	44%	2	13%	12	75%	4	25%	38	11%

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

Sample Internship Organizations - Health & Human Sciences	Sample Internship CSU Organizations - Health & Human Sciences
Colorado Department of Human Services Child Protective Services	Assessment and Promotion of Physical Activity and Health Laboratory
Dillard's	Campus Connections
Elderhaus Adult Day Programs	Center for Family and Couple Therapy
FCI Constructors	Child Trauma and Resilience Assessment Center
High Hops Brewery	Clinical Biomechanics Laboratory
Life Stories Child and Family Advocacy	Developmental Disabilities Research Laboratory
M.A. Mortenson Company	Early Childhood Center
Mobb Mountain Distillers	Functional Foods and Human Health Laboratory
Mortenson Construction	Health Behaviors Laboratory
Poudre Valley Hospital	Housing & Dining Services
Putnam Elementary School of Science	Institute for the Built Environment
Sandbox Solar/Energy Institute	Neuromuscular Function Laboratory
St. David's Center for Child & Family Development	Orientation and Transition Programs
UCHealth	Prevention Research Center
Walt Disney World	
Weissman's Designs for Dance	

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

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

**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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>LA</b>	129	49%	49	46%	\$14.36	50	47%	17	16%	84	81%	20	19%	263	6%
<b>Anthropology</b>	8	89%	4	67%	--	3	50%	2	33%	6	100%	0	0%	9	8%
<b>Art</b>	12	55%	8	73%	\$12.29	4	36%	1	9%	10	91%	1	9%	22	7%
<b>Art Education</b>	2	100%	1	50%	--	1	50%	0	0%	2	100%	0	0%	2	10%
<b>Comm Studies</b>	13	36%	4	50%	--	1	13%	2	25%	7	100%	0	0%	36	6%
<b>Dance</b>	2	100%	0	0%	--	1	100%	0	0%	1	100%	0	0%	2	6%
<b>Economics</b>	6	43%	3	50%	--	0	0%	2	33%	3	50%	3	50%	14	4%
<b>English</b>	9	47%	1	13%	--	5	63%	0	0%	8	100%	0	0%	19	6%
<b>Ethnic Studies</b>	1	100%	0	0%	--	1	100%	0	0%	1	100%	0	0%	1	3%
<b>Geography</b>	0	0%	--	--	--	--	--	--	--	--	--	--	--	1	5%
<b>History</b>	4	25%	1	25%	--	1	25%	1	25%	4	100%	0	0%	16	7%
<b>Interdis Liberal Arts</b>	3	27%	0	0%	--	--	--	--	--	--	--	--	--	11	7%
<b>Intl Studies</b>	9	60%	3	43%	--	1	14%	2	29%	3	43%	4	57%	15	10%
<b>JMC</b>	24	73%	15	68%	\$13.20	12	55%	3	14%	14	64%	8	36%	33	10%
<b>Lang, Lit, &amp; Cultures</b>	1	17%	--	--	--	--	--	--	--	--	--	--	--	6	11%
<b>Music</b>	8	57%	0	0%	--	4	80%	0	0%	5	100%	0	0%	14	22%
<b>Philosophy</b>	0	0%	--	--	--	--	--	--	--	--	--	--	--	2	4%
<b>Political Science</b>	13	45%	4	36%	--	7	64%	2	18%	9	82%	2	18%	29	7%
<b>Sociology</b>	11	42%	4	36%	--	8	73%	2	18%	8	80%	2	20%	26	6%
<b>Theatre</b>	3	60%	1	33%	--	1	33%	0	0%	3	100%	0	0%	5	10%
<b>Women's Studies</b>	--	--	--	--	--	--	--	--	--	--	--	--	--	0	0%

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

Sample Internship Organizations - Liberal Arts	Sample Internship CSU Organizations - Liberal Arts
Blevins Middle School	Athletics
Boyer Law Firm	Archaeological Repository
Denver Broncos	Biogeography Lab
Elevate Music Therapy Services	Campus Recreation
Eureka! McConnell Science Museum	Career Center
High Noon Entertainment	Child Trauma and Resilience Assessment Center
Off the Hook Arts	Creative Services
Precept Environmental	Housing & Dining Services
SANS Cybersecurity Institute	Institute for Research in the Social Sciences
Schacht Spindle Co	Office for the Vice President of Research
The Fine Art and Frame Company	Orientation and Transition Programs
Trees, Water & People	Public Lands History Center
Trumpet Behavioral Health	Race and Intersectional Equity in Education Center
US Embassy	Rocky Mountain Collegian
W.O.L.F. Sanctuary	School of Music, Theatre, and Dance

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

<sup>2</sup> Salary is 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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>NR</b>	81	65%	49	64%	\$13.05	32	42%	11	14%	57	76%	18	24%	125	7%
<b>Ecosystem Sci &amp; Sust</b>	20	65%	14	78%	\$12.19	9	50%	1	6%	13	72%	5	28%	31	10%
<b>FWCB</b>	21	66%	11	52%	\$12.95	4	19%	1	5%	17	81%	4	19%	32	6%
<b>Forest &amp; Rangeland Stwrdshp</b>	4	50%	2	67%	--	0	0%	3	100%	2	67%	1	33%	8	5%
<b>Geology</b>	6	55%	4	80%	--	2	40%	0	0%	3	60%	2	40%	11	8%
<b>HDNR</b>	10	71%	6	60%	--	7	70%	1	10%	5	56%	4	44%	14	10%
<b>NR Tourism</b>	10	83%	6	60%	--	7	70%	3	30%	8	80%	2	20%	12	8%
<b>NRM</b>	8	67%	5	71%	--	3	43%	2	29%	7	100%	0	0%	12	7%
<b>Watershed Science</b>	2	67%	1	50%	--	0	0%	0	0%	2	100%	0	0%	3	8%

**Table 19**  
**Natural Resources Internship Organizations**

Sample Internship Organizations - Natural Resources	Sample CSU Internship Organizations - Natural Resources
Denver Zoo	Agronomy Foundation Seed
Fort Collins Tree Care	Colorado Forest Restoration Institute
Harvard Forest	Colorado Natural Heritage Program
Ladew Topiary Gardens	Colorado State Forest Service
Lake County Fairgrounds and Event Center	Department of Biology
Larimer County Conservation Corps	Department of Forestry and Rangeland Stewardship
MARS Wildlife Rescue Hospital	Department of Geosciences
Mile High Youth Corps	Fluvial Geomorphology Lab
Rocky Mountain Raptor Program	Geologic Resources Inventory
Rosemount Museum	Integrative Agroecology and Sustainability
The Wildlife Society	Listening Lab
US Department of Agriculture	Natural Resource Ecology Laboratory
US National Park Service	Ocheltree Plant Ecophysiology Lab
USDA Forest Service	Restoration Ecology Lab
VCA Fort Collins Animal Hospital	Restoration Ecology Laboratory
Willowbrook Wildlife Center	Will Clements Laboratory

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

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



**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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>NS</b>	111	55%	44	44%	\$16.51	34	34%	15	15%	72	73%	26	27%	203	5%
<b>ACT</b>	2	67%	2	100%	--	0	0%	0	0%	2	100%	0	0%	3	2%
<b>Biochemistry</b>	8	42%	3	43%	--	3	43%	2	29%	4	57%	3	43%	19	6%
<b>Biological Science</b>	19	44%	5	28%	\$12.24	3	17%	1	6%	11	61%	7	39%	43	4%
<b>Chemistry</b>	10	91%	5	71%	--	4	57%	0	0%	4	57%	3	43%	11	7%
<b>Computer Science</b>	18	64%	16	89%	\$20.03	0	0%	8	44%	12	71%	5	29%	28	5%
<b>Mathematics</b>	4	44%	2	50%	--	1	25%	0	0%	3	75%	1	25%	9	5%
<b>Natural Sciences</b>	2	100%	1	50%	--	0	0%	0	0%	2	100%	0	0%	2	8%
<b>Physics</b>	3	100%	2	67%	--	0	0%	0	0%	3	100%	0	0%	3	3%
<b>Psychology</b>	35	59%	5	16%	\$17.40	20	65%	3	10%	24	83%	5	17%	59	6%
<b>Statistics</b>	1	100%	1	100%	--	0	0%	0	0%	1	100%	0	0%	1	2%
<b>Zoology</b>	9	36%	2	25%	--	3	38%	1	13%	6	75%	2	25%	25	5%

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

Sample Internship Organizations - Natural Sciences	Sample CSU Internship Organizations - Natural Sciences
8th Judicial District	Clegg Laboratory
Amazon	Crab Laboratory
Charles Schwab	Debbie Crans Research Group
Columbine Health Systems	Department of Biochemistry and Molecular Biology
Dolphin Behavior Research and Physiology	Department of Computer Science
Generation Teach	Department of Electrical and Computer Engineering
Panacea Life Sciences	Department of Environmental and Radiological Health Sciences
Rocky Mountain Conservancy	Equine Orthopedic Research Center
Rocky Mountain Raptor Program	Health, Emotion, and Aging Research Team Laboratory
Sexual Assault Resource Team Peers Program	Montgomery Lab
Matthews House	Psychological Services Center
Trumpet Behavioral Health	Rhodes Lab
US Department of Agriculture	Veterinary Teaching Hospital Dow Laboratory
US National Oceanic and Atmospheric Administration	Yao/Cohen Laboratory

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

<sup>2</sup> Salary is 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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>VM</b>	42	68%	18	45%	\$12.60	14	35%	8	20%	28	74%	10	26%	62	7%
<b>Biomedical Sciences</b>	21	68%	5	25%	\$12.65	4	20%	3	15%	14	78%	4	22%	31	6%
<b>Environmental Health</b>	2	67%	1	50%	--	2	100%	0	0%	1	50%	1	50%	3	5%
<b>Microbiology</b>	15	75%	10	71%	\$12.25	7	50%	4	29%	9	64%	5	36%	20	8%
<b>Neuroscience</b>	4	50%	2	50%	--	1	25%	1	25%	4	100%	0	0%	8	8%

**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
Biotechnne	Animal Reproduction & Biotechnology Laboratory
Columbine Health Systems	Arthropod Infectious Disease Laboratory
Goodwood Brewery Co	Athletics
Hach Manufacturing	Belisle Laboratory
Open Door Ministries	BioMARC
Pivotal Places	Department of Animal Sciences
Rabbit Creek Ranch	Department of Biomedical Sciences
Save Your Sole Foot and Ankle Specialists	Department of Chemistry
ScribeAmerica	Department of Environmental and Radiological Health Sciences
Team Rubicon	Department of Microbiology, Immunology, and Pathology
UCHealth	Kappa Delta
University of Tennessee Health Science Center Samarasinghe Laboratory	Mycobacteria Research Laboratory
W.O.L.F. Sanctuary	Santangelo Lab
	Sue VandeWoude Research Group
	Veterinary Diagnostic Laboratories
	Veterinary Teaching Hospital

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

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

# Part V

## POPULATION SPECIFIC INTERNSHIP RESULTS

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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>Asian</b>	27	53%	15	68%	\$15.69	3	14%	7	32%	11	58%	8	42%	51	8%
<b>Black</b>	22	63%	8	42%	\$14.55	10	53%	5	26%	14	78%	4	22%	35	6%
<b>Hawaiian/Pac. Islander</b>	1	50%	0	0%	--	1	100%	0	0%	1	100%	0	0%	2	5%
<b>Hispanic/Latino</b>	100	52%	48	56%	\$17.12	33	38%	21	24%	66	77%	20	23%	191	6%
<b>International</b>	15	58%	5	45%	--	5	45%	0	0%	8	80%	2	20%	26	3%
<b>Multi-Racial</b>	33	56%	16	59%	\$19.33	9	33%	9	33%	20	80%	5	20%	59	6%
<b>Native American</b>	1	33%	0	0%	--	0	0%	0	0%	--	--	--	--	3	3%
<b>No Response</b>	15	88%	12	80%	\$17.04	5	33%	6	40%	11	73%	4	27%	17	7%
<b>White</b>	637	62%	332	60%	\$15.77	199	36%	118	21%	405	75%	137	25%	1028	6%

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

	Internship		Research/ Lab Experience		Field Experience		Co-Op		Student Org Leadership		Significant Volunteer Experience		Independent Study		Student Teaching		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	419	57%	119	16%	48	7%	8	1%	54	7%	32	4%	9	1%	22	3%	21	3%
<b>Asian</b>	11	50%	6	27%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%	1	5%
<b>Black</b>	10	53%	1	5%	1	5%	0	0%	4	21%	2	11%	1	5%	0	0%	0	0%
<b>Hawaiian/Pac. Islander</b>	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Hispanic/Latino</b>	53	62%	11	13%	1	1%	1	1%	6	7%	5	6%	1	1%	5	6%	3	3%
<b>International</b>	5	45%	3	27%	1	9%	0	0%	0	0%	1	9%	0	0%	1	9%	0	0%
<b>Multi-Racial</b>	12	44%	6	22%	0	0%	2	7%	2	7%	1	4%	0	0%	1	4%	3	11%
<b>Native American</b>	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
<b>No Response</b>	12	80%	3	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>White</b>	315	57%	89	16%	45	8%	5	1%	38	7%	22	4%	7	1%	15	3%	14	3%

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

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

**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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>Women</b>	591	59%	269	54%	\$14.99	201	40%	101	20%	366	75%	119	25%	996	--
<b>Men</b>	233	62%	149	72%	\$17.77	55	27%	61	30%	152	74%	53	26%	377	--
<b>T/NB/GNC</b>	13	59%	7	54%	\$14.40	6	46%	1	8%	8	62%	5	38%	22	--
<b>Prefer Not to Answer</b>	14	82%	11	85%	\$15.88	3	23%	3	23%	10	77%	3	23%	17	--

T/NB/GNC represents Transgender/Non-Binary/Gender Non-Conforming individuals. Response rates by gender are unavailable because gender is binary in university records.

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

	Internship Rate		Research/Lab Experience		Field Experience		Co-Op		Student Org Leadership		Significant Volunteer Experience		Independent Study		Student Teaching		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	419	57%	119	16%	48	7%	8	1%	54	7%	32	4%	9	1%	22	3%	21	3%
<b>Women</b>	262	53%	93	19%	29	6%	5	1%	43	9%	25	5%	8	2%	17	3%	17	3%
<b>Men</b>	141	68%	22	11%	17	8%	2	1%	10	5%	7	3%	1	0%	3	1%	4	2%
<b>T/NB/GNC</b>	6	46%	2	15%	2	15%	1	8%	1	8%	0	0%	0	0%	1	8%	0	0%
<b>Prefer Not to Answer</b>	10	77%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%

**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>	851	60%	436	60%	\$16.01	265	36%	166	23%	536	75%	180	25%	1412	6%
<b>First Gen</b>	181	54%	79	52%	\$15.17	73	48%	36	24%	109	72%	42	28%	336	6%
<b>Pell Grant</b>	195	60%	90	54%	\$15.80	69	42%	38	23%	123	75%	40	25%	327	6%
<b>Veteran</b>	29	67%	18	67%	\$19.05	10	37%	6	22%	19	70%	8	30%	43	5%

**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		Student Teaching		Other	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<b>CSU Total</b>	419	57%	119	16%	48	7%	8	1%	54	7%	32	4%	9	1%	22	3%	21	3%
<b>First Gen</b>	73	48%	27	18%	11	7%	1	1%	18	12%	9	6%	3	2%	4	3%	7	5%
<b>Pell Grant</b>	81	49%	30	18%	11	7%	2	1%	21	13%	9	5%	3	2%	5	3%	4	2%
<b>Veteran</b>	15	56%	5	19%	3	11%	0	0%	0	0%	2	7%	0	0%	2	7%	0	0%

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

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

