

INTERNSHIP SURVEY REPORT 2020-2021



CAREER CENTER
COLORADO STATE UNIVERSITY

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 2020, Spring 2021, and Summer 2021. 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 received an email from their career-related staff member with a link to take the survey. Those that did not respond received one reminder email. Three RamCash gift cards were offered as incentives. If students had more than one internship, they were invited to take the survey for each one.

These data collection methods resulted in 1791 responses. Responses were representative across ethnicity/race categories, first generation status, Pell Grant recipient status, and veteran status. Amongst primary college classification, Veterinary Medicine & Biomedical Sciences and College of Engineering were overrepresented and College of Business and Liberal Arts were unrepresented.

The overall response rate for the survey is approximately 12%, with response rates for individual colleges ranging from 10% (College of Business) to 21% (Veterinary Medicine & Biomedical 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

- 54% of respondents identified that they had completed an internship in the last year with 52% of those identifying Internship as the primary type of experiential education with research/lab experience a distant second at 17%.
- Respondents with racially minoritized identities indicated lower internship rates than white students except for Black (7 percentage points higher) and Multiracial students (2 percentage points higher.)
- First Generation, Pell Grant recipients, Students with Disabilities, Women, Trans/Non-Binary/Gender Non-Conforming, and Veteran respondents indicated lower rates.
- 57% 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 \$16.69 which is a \$0.68 increase from 2018-2019.
- Disaggregating salary by shows a notable lower hourly rate for Trans/Non-Binary/Gender Non-Conforming students, Students with Disabilities, and Multiracial students. Asian students had the higher average among different identities at \$18.81 per hour.
- 31% of respondents who indicated they participated in an internship identified that they earned credit for it, a 5-percentage point decrease from 2018-2019.
- 78% indicated that the experience confirmed their career goals while 22% indicated the experience changed their career goals.
- 37% indicated that they received an offer of full-time employment a 14-percentage point increase from 2018-2019 which could be due to large number of resignations catalyzed by the pandemic.
- 84% of respondents indicated Colorado as their experience location; and only 3 respondents indicated their experience was outside of the US.
- 73% of senior respondents, 58% of junior respondents, and 39% of sophomore respondents indicated they had participated in an internship.
- Respondents indicated approximately 387 unique internship locations with 43 responses indicating an internship at a CSU office or department.
- 17% of experiences reports were fully virtual and 23% were hybrid.

¹ Internships can be both paid and for credit.

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

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 have time due to other commitments such as academic schedule, family, and/or other responsibilities. (19%)
- They did not complete one due to Covid including their internship was cancelled, the options were limited, and/or they did not feel comfortable due to the pandemic. (17%)
- They were already employed and either didn't have time for another experience and/or they could not afford to take an unpaid or low paid internship. (15%)
- They applied to internships and did not receive any offers. (14%)
- They did not feel ready or qualified for an internship experience due to academic year or lack of experience. (8%)
- They plan to pursue one in the future or already have one set-up for the future. (7%)
- They could not find an experience that relevant to their field or values. (5%)

Additionally, 1 respondent identified having work authorization issues.

Confirmed/Changed Quotes

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

Confirmed:

- In being able to put a lot of what I was learning in my Social Work courses through my work as Officers in the organization I learned that I love to lead organizations, create events, do a lot of volunteer work, and work with others for common goals of social justice progress and so much more!
- This internship was more oriented to a direction I wasn't too sure about when thinking about career goals, and although it was a helpful and enjoyable experience it reaffirmed my ideas of not wanting to go this direction after graduation.
- I am currently studying environmental science and have always had the idea that I would rather work in the field instead of in an office position. This experience allowed me to become confident in what I was choosing to study and it allowed me to solidify my opinion of working in the field instead of in an office position.
- The experience grew my confidence and interpersonal skills. While I still plan on entering the job field as a social worker, my involvement with OTP was an incredible professional experience that solidified my desire to work closely with values of diversity, equity, and inclusion.
- I want to be a leader and this group showed me that there are many groups that need leadership. I realized that the situations I step into as a leader won't always be welcoming, and in many ways I've come to love that. It has been a real challenge and learning opportunity for me to adjust to the personalities of those I may disagree with, and to adjust to be a schedule oriented person which I normally am not.
- As a geology and geography major, I had been interested in mine land reclamation and other abandoned mine work. This internship was an amazing experience and helped to confirm my goals of land reclamation work.

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Changed:

- It just showed me the plethora of options and did confirm that I want to work with animals or agriculture somewhere, but also changed in the sense that I have seen a side of non-profit and just the many opportunities out there for someone who specializes in writing/communication.
- I initially wanted to go to a corporate buying office after graduation. But this experience confirmed my love for people and can use this experience to further my career in the future.
- The internship absolutely changed my career goals. Prior to the internship I was thinking of going into consulting with a big-4 firm. However, with the way Target treated me, I truly felt respected and valued as an intern which I felt was very rare. A year ago, I never thought that I would be moving to another state for a job but here I am and could NOT be more excited!!
- I decided that the work environment was more important to me than I originally thought. At first I thought “well as long as they’re paying me, and the work is interesting, it shouldn’t matter!” But I found that sometimes, if a workplace is unstimulating, it can be pretty tough to stay motivated.
- I discovered what to avoid in the meat industry when it comes to how professional and truthful companies are. Instead of looking into plant management I’m not super comfortable in that environment anymore because of my experience so I’m more interested in research and development.
- While I’ve always been political science/international studies oriented and desired a career in government, I was thinking more in terms of foreign service. This internship pushed me heavily towards environmental policy, even though my broad career goal of working in public service is the same.

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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 5 displays level of agreeance with statements about the student's experience.

Table 1
Internship Results Overall and by College

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
AG	84	60%	32	49%	\$14.16	29	45%	20	32%	44	72%	17	28%	139	13%
BU	84	50%	53	83%	\$18.44	14	22%	33	52%	39	67%	19	33%	167	10%
EG	123	60%	88	93%	\$18.44	3	3%	45	47%	74	80%	19	20%	206	16%
HS	181	55%	62	52%	\$17.31	62	52%	43	36%	90	76%	29	24%	328	11%
IU	18	26%	8	80%	\$14.06	2	20%	1	10%	9	100%	0	0%	69	15%
LA	153	47%	44	41%	\$14.85	46	43%	28	27%	85	84%	16	16%	323	11%
NR	94	61%	42	62%	\$13.86	17	25%	28	42%	53	80%	13	20%	153	13%
NS	156	50%	62	53%	\$17.28	35	29%	37	31%	89	79%	23	21%	309	14%
VM	68	70%	33	59%	\$13.92	13	23%	23	41%	39	72%	15	28%	97	21%

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	%
CSU Total	401	51%	131	17%	48	6%	2	0%	89	11%	37	5%	8	1%	45	6%	26	3%
AG	38	51%	18	24%	4	5%	0	0%	7	9%	2	3%	1	1%	0	0%	5	7%
BU	58	84%	1	1%	1	1%	1	1%	6	9%	2	3%	0	0%	0	0%	0	0%
EG	79	74%	15	14%	2	2%	1	1%	3	3%	2	2%	0	0%	3	3%	2	2%
HS	74	54%	10	7%	14	10%	0	0%	19	14%	5	4%	0	0%	10	7%	6	4%
IU	5	45%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	1	9%	1	9%
LA	61	51%	6	5%	7	6%	0	0%	29	24%	4	3%	4	3%	7	6%	2	2%
NR	28	36%	9	12%	17	22%	0	0%	8	10%	5	6%	1	1%	3	4%	7	9%
NS	43	34%	42	33%	3	2%	0	0%	14	11%	11	9%	1	1%	11	9%	3	2%
VM	15	25%	30	49%	0	0%	0	0%	3	5%	2	3%	1	2%	10	16%	0	0%

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Table 3
Internship Rates by School Year and College

	First Year		Sophomore		Junior		Senior	
	Count	%	Count	%	Count	%	Count	%
CSU Total	78	31%	178	39%	320	58%	385	73%
AG	5	29%	22	58%	34	62%	23	79%
BU	6	29%	14	33%	38	57%	26	72%
EG	9	32%	10	34%	15	45%	89	77%
HS	9	33%	36	36%	69	63%	67	74%
IU	6	21%	10	29%	2	33%		0%
LA	17	47%	34	32%	65	52%	37	66%
NR	8	40%	23	56%	29	57%	34	83%
NS	17	28%	21	36%	44	60%	74	63%
VM	1	8%	8	67%	24	80%	35	83%

Table 4
Internship Rates by Time Frame and College

	Fall 2020		Spring 2021		Summer 2021	
	Count	%	Count	%	Count	%
CSU Total	206	21%	302	31%	551	57%
AG	22	26%	36	43%	52	62%
BU	14	17%	20	24%	59	70%
EG	20	16%	28	23%	92	75%
HS	28	15%	50	28%	87	48%
IU	4	22%	5	28%	6	33%
LA	36	24%	51	33%	68	44%
NR	20	21%	24	26%	64	68%
NS	39	25%	60	38%	79	51%
VM	23	34%	28	41%	44	65%

Table 5
Student's Experience in Internship/Experiential Experience

	I was able to be my authentic self during this experience.		I felt respected by those with whom I worked.	
	Count	%	Count	%
Strongly agree	490	69%	539	76%
Somewhat agree	154	22%	122	17%
Neither agree nor disagree	21	3%	16	2%
Somewhat disagree	16	2%	9	1%
Strongly Disagree	29	4%	25	4%

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Table 6 displays most common internship organizations external to CSU.

Table 7 displays most common internship organizations internal to CSU.

Table 8 displays most common locations of internships.

Table 6

Most Common Internship Organizations - External

Internship Organizations
Vista Equine
Kimley-Horn
KPMG
Target
Woodward
Greenwood Wildlife Rehabilitation Center
Hewlett-Packard Enterprise
Medtronic
Trimble Inc.

Table 7

Most Common Internship Organizations – CSU

CSU Internship Organizations
Extension
Athletics
Energy Institute Powerhouse
Department of Engineering
Institute for the Built Environment
United in STEMM

Table 8

Most Common Internship Locations

Location	Count	%
Colorado	225	76.0%
California	15	5.1%
Texas	7	2.4%
Illinois	6	2.0%
Minnesota	4	1.4%
Wyoming	4	1.4%
Arizona	3	1.0%
Oklahoma	3	1.0%
Oregon	3	1.0%

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Tables 9– 24 display internship results and types of internship experiences by college.

Table 9
Agricultural Sciences Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
AG	84	60%	32	49%	\$14.16	29	45%	20	32%	44	72%	17	28%	139	13%
Ag Biology	1	100%	-	-	-	-	-	-	-	-	-	-	-	1	20%
Ag Business	6	55%	3	60%	-	0	0%	1	20%	4	80%	1	20%	11	7%
Ag Education	1	100%	0	0%	-	0	0%	1	100%	1	100%	0	0%	1	9%
Animal Sci-	30	67%	12	52%	\$14.12	9	39%	4	18%	18	82%	4	18%	45	15%
Env & NR Econ	3	43%	2	w	-	0	0%	0	0%	0	0%	2	100%	7	24%
Environmental	1	33%	1	100%	-	0	0%	1	100%	1	100%	0	0%	3	6%
Equine Science	25	68%	5	26%	-	15	75%	6	30%	12	71%	5	29%	37	17%
Horticulture	9	56%	4	67%	-	2	33%	4	67%	1	20%	4	80%	16	8%
Landscape	2	20%	0	0%	-	0	0%	0	0%	2	100%	0	0%	10	14%
Soil & Crop Sci	6	75%	5	83%	-	3	60%	3	50%	5	83%	1	17%	8	21%

Table 10
Agricultural Sciences Internship Employers

Sample Internship Organizations - Agricultural Sciences	Sample CSU Internship Organizations - Agricultural Sciences
ARDEC	Beef Improvement Center
CHS	Extension - Agrivoltaics
Collins Ranch	Plant-Insect Ecology Lab
Complete Equestrian LLC	
Dunn Ranch	
Greenwood Wildlife Rehabilitation Center	
Hearts and Horses	
High Plains Environmental Center	
JBS	
Las Delicias Ranch	
Seaboard Foods	
Vetline Equine	
Vista Equine	

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Table 11
Business Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
BU	84	50%	53	83%	\$18.44	14	22%	33	52%	39	67%	19	33%	167	10%
Accounting	14	58%	11	92%	\$22.60	3	25%	8	67%	8	67%	4	33%	24	13%
Finance	14	44%	8	89%	\$18.95	0	0%	5	63%	4	57%	3	43%	32	9%
Financial Planning	2	100%	2	100%	-	0	0%	1	50%	2	100%	0	0%	2	5%
HR Mgmt	2	33%	1	100%	-	0	0%	1	100%	-	-	-	-	6	12%
Information Systems	7	44%	5	100%	-	2	40%	2	40%	4	80%	1	20%	16	11%
Marketing	16	42%	9	75%	\$16.69	4	33%	4	33%	7	64%	4	36%	38	9%
Org & Innov Mgmt	14	70%	6	60%	\$17.46	3	30%	6	60%	5	63%	3	37%	20	10%
Real Estate	1	50%	0	0%	-	0	0%	0	0%	0	0%	1	100%	2	3%
Supply Chain Mgmt	8	62%	8	100%	\$18.42	2	25%	6	75%	5	63%	3	38%	13	11%
No Concentration	6	43%	3	75%	-	0	0%	0	0%	4	100%	0	0%	14	10%

Table 12
Business Internship Organizations

Sample Internship Organizations - Business	
Accent Solutions	Colorado Water Center
Arrive Logistics	Goldman Sachs
Charles Schwab	Kiewit
Deloitte	KPMG
EY	Nutrien
Gen 2 Fund Services	Sherwin Williams
General Motors	Target
	TurnPoint Services
	Woodward

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

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Table 13
Engineering Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
EG	123	60%	88	93%	\$18.44	3	3%	45	47%	74	80%	19	20%	206	16%
Biomed & CBE	8	50%	6	100%	\$16.26	0	0%	1	20%	5	100%	1	5%	16	21%
Biomed & EE	3	75%	2	100%	-	0	0%	0	0%	2	100%	0	0%	4	18%
Biomed & ME	15	56%	11	79%	\$19.55	1	7%	6	43%	11	92%	0	0%	27	20%
Chem & Bio Eng	11	52%	4	80%	-	0	0%	1	25%	3	60%	1	8%	21	15%
Civil Eng	20	83%	18	95%	\$18.77	0	0%	14	74%	16	84%	2	40%	24	11%
Computer Eng	4	40%	4	100%	-	0	0%	2	50%	2	50%	3	16%	10	14%
Electrical Eng	12	55%	7	87%	\$17.30	1	11%	4	44%	5	56%	2	50%	22	17%
Engineering Sci	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0%
Eng Sci and Intl	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0%
Environmental Eng	12	60%	10	100%	\$15.78	0	0%	4	40%	8	80%	2	20%	20	19%
Mechanical Eng	38	61%	26	96%	\$18.32	1	3%	13	46%	22	81%	5	19%	62	15%

Table 14
Engineering Internship Organizations

Sample Internship Organizations - Engineering	Sample CSU Internship Organizations - Engineering
285 Engineering	Energy Institute Powerhouse
Advanced Environmental Technologies	Department of Chemical and Biological Engineering
Czero Solutions	United in STEMM
Ditesco and Mass Electric Construction	
HP, Inc.	
Jacobs	
Kimley-Horn	
Medtronics	
Seagate Technology	
Tolmar, Inc.	
UCHealth	
Woodward	

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Table 15
Health & Human Sciences Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
HS	181	55%	62	52%	\$17.31	62	52%	43	36%	90	76%	29	24%	328	11%
Apparel & Merch	11	44%	3	60%	-	2	40%	3	60%	3	60%	2	40%	25	10%
Construction Mgmt	42	95%	32	100%	\$18.56	19	59%	19	59%	25	78%	7	22%	44	9%
Early Childhood Ed	2	67%	0	0%	-	2	100%	1	50%	2	100%	0	0%	3	7%
Family & Consumer	3	60%	1	50%	-	1	50%	1	50%	1	100%	0	0%	5	20%
Fermentation Sci &	3	75%	1	50%	-	2	100%	1	50%	1	50%	1	50%	4	9%
Health & Exercise Sci	27	36%	4	27%	-	5	33%	4	27%	10	71%	4	29%	76	11%
Hospitality Mgmt	4	44%	0	0%	-	0	0%	1	50%	1	50%	1	50%	9	8%
HDFS	36	50%	6	30%	-	15	71%	6	29%	13	62%	8	38%	72	10%
Interior Arch & Design	13	81%	7	58%	\$17.05	6	50%	4	33%	11	92%	1	8%	16	11%
Nutrition & Food Sci	13	65%	3	30%	-	1	11%	0	0%	8	80%	2	20%	20	16%
Pre-Construction	3	43%	1	50%	-	0	0%	1	50%	2	100%	0	0%	7	17%
Pre-Interior Arch &	7	50%	1	20%	-	2	40%	1	20%	3	60%	2	40%	14	33%
Social Work	17	52%	3	27%	-	7	64%	1	10%	10	91%	1	9%	33	17%

Table 16
Health & Human Sciences Internship Organizations

Sample Internship Organizations - Health & Human Sciences	Sample Internship CSU Organizations - Health & Human Sciences
Boys and Girls Club	Athletics
CU Anschutz Medical Center	Extension
Davis Partnership Architects	Facilities Management
Enlightenment Nutrition	Social Work Mentorship Program
GH Phipps Construction Co	Design Library
HD Designs	Institute for the Built Environment
OSI Group	
Performance Contracting Inc.	
Sports Basement	
Star Institute	
Target	

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Table 17
Liberal Arts Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
LA	153	47%	44	41%	\$14.85	46	43%	28	27%	85	84%	16	16%	323	11%
Anthropology	7	41%	1	20%	-	2	40%	0	0%	2	50%	2	50%	17	13%
Art	13	32%	2	33%	-	2	33%	3	50%	5	100%	0	0%	41	13%
Comm Studies	12	52%	4	50%	-	1	13%	3	50%	5	71%	2	29%	23	7%
Dance	1	50%	0	0%	-	1	100%	0	0%	1	100%	0	0%	2	9%
Economics	6	40%	5	100%	\$19.00	0	0%	2	40%	4	100%	0	0%	15	7%
English	11	50%	2	22%	-	4	44%	2	22%	9	100%	0	0%	22	11%
Ethnic Studies	2	67%	0	0%	-	1	100%	0	0%	1	100%	0	0%	3	12%
Geography	1	100%	-	-	-	-	-	-	-	-	-	-	-	1	4%
History	8	47%	3	43%	-	4	57%	1	17%	4	80%	1	20%	17	9%
Interdis Liberal Arts	1	10%	0	0%	-	0	0%	1	100%	1	100%	0	0%	10	7%
Intl Studies	8	53%	2	33%	-	3	50%	2	33%	4	67%	2	33%	15	14%
JMC	26	70%	13	52%	\$14.04	11	44%	10	40%	20	80%	5	20%	37	11%
Lang, Lit, & Cultures	1	20%	0	0%	-	1	100%	0	0%	1	100%	0	0%	5	14%
Music	11	73%	3	60%	-	3	60%	1	20%	5	100%	0	0%	15	12%
Philosophy	0	0%	-	-	-	-	-	-	-	-	-	-	-	3	7%
Political Science	20	44%	6	40%	-	7	47%	2	14%	10	71%	4	29%	45	14%
Sociology	20	45%	2	20%	-	5	50%	1	10%	10	100%	0	0%	44	12%
Theatre	5	71%	1	33%	-	1	33%	0	0%	3	100%	0	0%	7	9%
Women's Studies	0	0%	-	-	-	-	-	-	-	-	-	-	-	1	17%

Table 18
Liberal Arts Internship Organizations

Sample Internship Organizations - Liberal Arts	Sample Internship CSU Organizations - Liberal Arts
Bouverat Collective	ASCSU
Colorado State Legislation	Athletics
District Attorney's Office	College of Natural Sciences
Global Music Library	Campus Connections
Lake Dillon Theatre Company	Center for Science Communication
Mantooth Marketing	Community for Excellence
Museum of Art	Extension
Peace Corps	Department of Economics
Sound Affects Music	Gregory Allicar Museum of Art
The Greyrock Review	Residential Dining Services
US Department of Interior	The Rocky Mountain Collegian

¹ Internships can be both paid and for credit.

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

Table 19
Natural Resources Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
NR	94	61%	42	62%	\$13.86	17	25%	28	42%	53	80%	13	20%	153	13%
Ecosystem Sci & Susta	23	59%	8	62%	\$13.68	4	31%	6	46%	10	77%	3	23%	39	16%
Fire & Em Serv	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0%
FWCB	36	64%	17	59%	\$13.78	5	17%	11	39%	23	85%	4	15%	56	16%
Forest & Rangeland	4	50%	2	67%	-	0	0%	1	33%	2	67%	1	33%	8	7%
Geology	6	55%	2	40%	-	2	40%	1	20%	4	80%	1	20%	11	13%
HDNR	8	62%	4	67%	-	3	50%	2	33%	6	100%	0	0%	13	13%
NR Tourism	4	57%	3	100%	-	2	67%	2	67%	0	0%	3	100%	7	8%
NRM	10	71%	4	57%	-	1	14%	4	57%	6	86%	1	14%	14	13%
Restoration Ecology	2	50%	1	100%	-	0	0%	0	0%	1	100%	0	0%	4	9%
Watershed Science	1	100%	1	100%	-	0	0%	1	100%	1	100%	0	0%	1	5%

Table 20
Natural Resources Internship Organizations

Sample Internship Organizations - Natural Resources	Sample Internship CSU Organizations – Natural Resources
Bureau of Land Management	Colorado Natural Heritage Program
Centerville-Washington Park District	Colorado State Forest Service
Colorado Parks and Wildlife	Institute of the Built Environment
Davey Tree	
Defenders of Wildlife	
Hartley Nature Center	
Northern Colorado Clean Cities	
Playworks Colorado	
High Plains Environmental Center	
USDA Forest Service	

¹ Internships can be both paid and for credit.

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

Table 21
Natural Sciences Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
NS	156	50%	62	53%	\$17.28	35	29%	37	31%	89	79%	23	21%	309	14%
ACT	0	0%	-	-	-	-	-	-	-	-	-	-	-	2	7%
Biochemistry	11	58%	4	67%	-	2	29%	4	57%	7	100%	0	0%	19	15%
Biological Science	42	52%	12	38%	\$12.75	9	28%	10	32%	25	89%	3	11%	81	17%
Chemistry	12	71%	7	78%	\$13.30	3	33%	3	33%	5	63%	3	37%	17	21%
Computer Science	30	61%	24	100%	\$22.27	3	13%	11	46%	20	83%	4	17%	49	11%
Data Science	2	50%	1	50%	-	0	0%	2	100%	1	100%	0	0%	4	9%
Mathematics	4	44%	3	100%	-	0	0%	0	0%	3	100%	0	0%	9	10%
Natural Sciences	2	50%	1	50%	-	0	0%	1	50%	2	100%	0	0%	4	18%
Physics	1	33%	1	100%	-	0	0%	1	100%	1	100%	0	0%	3	9%
Psychology	33	46%	6	23%	-	15	58%	4	15%	16	62%	10	38%	72	12%
Statistics	0	0%	-	-	-	-	-	-	-	-	-	-	-	1	3%
Zoology	19	40%	3	25%	-	3	23%	1	8%	9	75%	3	25%	48	17%

Table 22
Natural Sciences Internship Organizations

Sample Internship Organizations - Natural Sciences	Sample CSU Internship Organizations - Natural Sciences
Animal Friends Alliance	Nutrien
Apex Semiconductors	NVIDIA
Balto	Parsons
ChildSafe	Progressive
COPE Health Solutions	Trimble Inc
Greenwood Wildlife Rehabilitation Center	Trinidad Benham Corp.
Hewlett-Packard Enterprise	Twin Peaks Veterinary Hospital
Lawrence Livermore National Lab	UAMS Brain Imaging Research Center
Medtronic	VCA Alameda East Veterinary Hospital
Moore Animal Hospital	WOLF
National Jewish Hospital	Woodward

¹ Internships can be both paid and for credit.

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

Table 23
Veterinary Medicine & Biomedical Sciences Internship Results

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
VM	68	70%	33	59%	\$13.92	13	23%	23	41%	39	72%	15	28%	97	21%
Biomedical Sciences	53	73%	29	67%	\$14.08	11	26%	18	42%	31	74%	11	26%	73	27%
Environmental Health	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0%
Microbiology	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0%
Neuroscience	15	63%	4	31%	-	2	15%	5	38%	8	67%	4	33%	24	18%

Table 23
Veterinary Medicine & Biomedical Sciences Internship Organizations

Sample Experiential Education Organizations - Vet Med & Biomed Sci	
Alpine Physical Therapy	Mile High Regenerative and Pain Therapy
Ascendigo Autism Services	Neuability
Colorado Center for Reproductive Medicine	Sivec Biotechnologies
Front Range Exceptional Equestrians	Weld County Department of Public Health
Givaudan	Zoetis
HP Inc.	

¹ Internships can be both paid and for credit.

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

Tables 25-32 display internship results and types of internship experiences by population.

Table 25
Internship Results by Ethnicity/Race

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
Asian	34	52%	23	82%	\$18.81	7	25%	11	41%	22	88%	3	12%	65	15%
Black	16	62%	6	60%	-	1	10%	3	30%	8	80%	2	20%	26	8%
Hawaiian/Pac. Islander	1	33%	-	-	-	-	-	-	-	-	-	-	-	3	16%
Hispanic/Latino	133	49%	49	60%	\$16.32	33	39%	30	37%	62	78%	18	23%	272	12%
International	12	36%	7	70%	-	5	50%	4	40%	8	89%	1	11%	33	8%
Multi-Racial	45	57%	23	62%	\$15.94	11	30%	15	41%	25	74%	9	26%	79	11%
Native American	5	50%	2	50%	-	0	0%	1	25%	3	100%	0	0%	10	15%
No Response	9	69%	6	75%	-	6	67%	5	56%	5	56%	4	44%	13	15%
White	706	55%	308	59%	\$16.66	158	30%	189	36%	389	77%	114	23%	1290	13%

Table 26
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	%
CSU Total	401	51%	131	17%	48	6%	2	0%	89	11%	37	5%	8	1%	45	6%	26	3%
Asian	16	53%	4	13%	1	3%	1	3%	4	13%	1	3%	1	3%	1	3%	1	3%
Black	7	54%	2	15%	0	0%	0	0%	2	15%	0	0%	0	0%	2	15%	0	0%
Hawaiian/Pac. Islander	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic/Latino	44	43%	20	20%	5	5%	0	0%	11	11%	9	9%	0	0%	6	6%	7	7%
International	7	64%	4	36%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Multi-Racial	18	47%	11	29%	0	0%	0	0%	5	13%	2	5%	1	3%	1	3%	0	0%
Native American	2	40%	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%	0	0%	1	20%
No Response	5	56%	2	22%	1	11%	0	0%	0	0%	0	0%	1	11%	0	0%	0	0%
White	302	52%	88	15%	41	7%	1	0%	65	11%	25	4%	5	1%	35	6%	17	3%

¹ Internships can be both paid and for credit.

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

Table 27
Internship Results by Gender

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
Women	461	47%	244	53%	\$16.07	150	33%	153	34%	343	78%	94	22%	981	-
Men	210	47%	158	77%	\$17.81	56	27%	93	46%	151	75%	49	25%	448	-
T/NB/GNC	28	42%	16	57%	\$14.44	12	43%	9	32%	18	72%	7	28%	66	-
Prefer Not to Answer	7	41%	3	43%	-	1	14%	1	14%	7	100%	0	0%	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 28
Type of Internship Results by Gender

	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	%
CSU Total	401	51%	131	17%	48	6%	2	0%	89	11%	37	5%	8	1%	45	6%	26	3%
Men	140	67%	34	16%	11	5%	0	0%	9	4%	4	2%	2	1%	6	3%	4	2%
T/NB/GNC	8	29%	8	29%	4	14%	0	0%	2	7%	0	0%	0	0%	5	18%	1	4%
Women	218	47%	74	16%	30	7%	1	0%	59	13%	27	6%	5	1%	31	7%	16	3%
Prefer Not to Answer	3	43%	2	29%	0	0%	0	0%	1	14%	1	14%	0	0%	0	0%	0	0%

Table 29
Internship Results by First Generation, Pell Grant Recipient, and Veteran Status

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
First Gen	197	48%	79	56%	\$16.97	54	38%	52	38%	103	77%	31	23%	407	12%
Pell Grant	167	48%	62	50%	\$16.71	49	40%	42	35%	83	71%	34	29%	345	9%
Veteran	26	52%	16	80%	\$16.81	4	18%	6	29%	14	74%	5	26%	50	-

Table 30
Type of Internship 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	%
CSU Total	401	51%	131	17%	48	6%	2	0%	89	11%	37	5%	8	1%	45	6%	26	3%
First Gen	80	48%	20	12%	13	8%	0	0%	22	13%	12	7%	1	1%	11	7%	6	4%
Pell Grant	68	50%	21	15%	9	7%	1	1%	16	12%	8	6%	1	1%	7	5%	6	4%
Veteran	14	61%	4	17%	2	9%	0	0%	1	4%	1	4%	0	0%	0	0%	1	4%

¹ Internships can be both paid and for credit.

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

Table 31
Internship Results by Disability Status

	Internship Rate		Paid		Hourly Rate	Earned Credit		Full Time Offer		Confirmed Career Plans		Changed Career Plans		Response Rate	
	Count	%	Count	%	Average	Count	%	Count	%	Count	%	Count	%	Count	%
CSU Total	961	54%	424	60%	\$16.69	221	31%	258	37%	522	78%	151	22%	1791	12%
Disability	205	43%	112	56%	\$15.97	67	33%	68	33%	151	76%	47	24%	474	-
No Disability	474	49%	297	63%	\$17.02	143	30%	177	38%	347	78%	100	22%	970	-
Prefer Not to Answer	26	39%	12	46%	\$15.77	9	35%	11	44%	19	83%	4	17%	66	-

Table 32
Type of Internship Experience by Disability 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	%
CSU Total	401	51%	131	17%	48	6%	2	0%	89	11%	37	5%	8	1%	45	6%	26	3%
Disability	100	49%	33	16%	11	5%	0	0%	28	14%	6	3%	3	1%	19	9%	5	2%
No Disability	260	55%	78	16%	33	7%	1	0%	39	8%	24	5%	4	1%	22	5%	13	3%
Prefer Not to Answer	7	27%	8	31%	1	4%	1	4%	4	15%	1	4%	0	0%	1	4%	3	12%

¹ Internships can be both paid and for credit.

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