



# Using Internship Supervisor Evaluations for Program Assessment

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Supervisor Evaluation of Student Performance  
 n = 59 students, \*p < .05



- A. Attendance at designated work site.
  - 96% 1. Attendance
- B. Work Performance
  - 96% 1. Ability to learn
  - 88% 2. Ability to analyze problems
  - 89% 3. Ability to organize and plan work
  - 92% 4. Quality of work
  - 89% 5. Time to complete tasks
  - 91% 6. Ability to meet deadlines
  - 86%\* 7. Initiative to identify needs and proposed solutions
  - 92% 8. Ability to utilize and apply previously gained knowledge
  - 88% 9. Ability to communicate orally
  - 94% 10. Ability to write clearly, accurately
  - 90% 11. Ability to work independently
  - 90% 12. Promptness/punctuality
  - 92% 13. Dependability
  - 90% 14. Use of professional judgment
  - 93% 15. Interest and enthusiasm
- C. Professional Relationships
  - 95% 1. Courteous, sensitive to others
  - 96% 2. Ability to work cooperatively with other employees
  - 94% 3. Ability to deal with clients, consumers
  - 92% 4. Ability to assume effective leadership (when needed)
  - 94% 5. Receptivity to suggestions
  - 92% 6. Ability to accept constructive criticism
  - 93% 7. Ability to be flexible and adaptable
  - 91% 8. Ability to handle personal and work-related frustrations
- D. Professional Role
  - 91% 1. Professionalism in manner and work performance
  - 92% 2. Interest in operations of facility
  - 91% 3. Confidence and pride in self and work
  - 94% 4. Ethical behavior
  - 93% 5. Personal appearance (as appropriate for job)
  - 91% 6. Ability to evaluate self and own work
- E. General Overall
  - 91% 1. Overall performance in this field
  - 92% 2. Potential in professional field
  - 95% 3. Would employ student in the future if an opportunity developed



## Animal Science Student Learning Outcomes

Students will:

1. Know and understand the basic principles of applied animal biology.
2. Understand the fundamental tenets of animal science disciplines including genetics, growth and development, meat science and muscle biology, comparative nutrition, feeds and feeding, anatomy, basic and environmental physiology, endocrinology and reproduction.
3. Apply this knowledge to appropriate husbandry best practices.
4. Read and be able to analyze scientific or technical papers critically.
5. Communicate clearly both orally and in writing.
6. Develop problem-solving skills for lifetime learning.
7. Demonstrate good citizenship in personal and professional habits.
8. Understand the scientific method and design of experiments and experience the process of discovery.
9. Explore the relationship between applied animal biology and society.

## CTAHR Skills and Competencies

1. Written Communications
2. Oral Communications
3. Analytical/Problem Solving Skills
4. Personal Characteristics
5. Human Relations Skills
6. Business Management Skills
7. Real World Experience
8. Leadership Skills
9. Computer Skills
10. Global Perspective



Results indicate program is effective.  
 Internships increase student self-confidence and initiative.