



# 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 96%
- B. Work Performance 88%
- 1. Ability to learn 89%
- 2. Ability to analyze problems 92%
- 3. Ability to organize and plan work 89%
- 4. Quality of work 91%
- 5. Time to complete tasks 86%\*
- 6. Ability to meet deadlines 92%
- 7. Initiative to identify needs and proposed solutions 88%
- 8. Ability to utilize and apply previously gained knowledge 94%
- 9. Ability to communicate orally 90%
- 10. Ability to write clearly, accurately 90%
- 11. Ability to work independently 92%
- 12. Promptness/punctuality 90%
- 13. Dependability 93%
- 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.