Recreation, Parks and Tourism
Internship Manual
(Revised Spring 2016)

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Introduction to Internship
All students majoring in Recreation, Parks and Tourism must complete a 14-week AND 560 hour internship as directed by the National Council on Accreditation for Park, Recreation, Tourism and Related Professions and the National Council for Therapeutic Recreation Certification. Upon successfully completing this experience, the student receives twelve (12) semester hours of credit on a pass/fail basis after paying tuition. This experience is considered by many educators and practitioners to be the most vital phase of professional preparation. It provides the student with the opportunity to make practical use of principles, methods, knowledge, and materials which have been developed or acquired in the academic program of study. The application of theory in a practical setting gives meaning and fulfillment to the formal educational experience.

The student’s internship experience is done in a carefully selected agency under the supervision of an agency supervisor and a Department Internship Supervisor (NOT necessarily the instructor for RCPT 413). Utilizing an Agency Internship Survey form (Section AA), the agency is screened and approved to meet departmental and accreditation requirements for an internship. While the agency supervisor will supervise the student on-the-job, the Department Internship Supervisor will maintain communication with the student primarily using D2L (online) and through the internship visit. Progress toward meeting internship goals and issues of concern are discussed with the student and the agency supervisor during the visit. Other necessary communication with the student and/or the agency supervisor can be made via e-mail and/or phone calls. On-site visits by the Department Internship Supervisor with the intern and an on-site supervisor are conducted except for an occasional very far distant internship.

Internship Experience
During the internship experience, an increasing responsibility for working with individuals and groups is assumed by the student through gradual involvement in the agency's program of service. The agency supervisor will assist the student with an appropriate support system that will provide instruction as a result of observations and trainings. The role of the student will progressively evolve from a part-time leadership role to full-time leadership responsibility. In many instances, the student will assume full-time leadership for several weeks before completion of the experience. In addition to practical experience, each student is required to complete six (or more) internship updates (found as “quizzes on D2L), a final report (Section CC) that reflects upon the experience, as well as a special project (Section DD). The special project will be mutually agreed upon between the student, the agency supervisor, and the academic supervisor. The agency supervisor must complete a midterm and final performance evaluation report (which will be sent directly to your supervisor as a “Qualtrics Survey” OR the site may choose to utilize the evaluation form that can be sent to them which can be printed out and filled out and returned). Introductory information will appear in D2L reminding you of what you need to do in your internship shortly after the start of your internship. A daily journal is strongly recommended assisting you in monitoring your own progress, having a reference for preparing your Final Report, and recalling details in case of any discrepancies between your supervisor(s) and yourself. Do not become embroiled in internal strife that may develop or be present among
agency personnel during the internship. If problems do develop and the student becomes involved, and it affects the internship, notify the faculty internship supervisor immediately.

It is your responsibility to develop a good rapport with your supervisor and your colleagues at your agency. This is typically not hard to do as both the agency and you are motivated to have a positive atmosphere to help both get the most from your internship.

 Reminder: To remain in good standing and graduate from Radford University, each student must maintain a minimum GPA of 2.5. In addition, Recreation, Parks and Tourism majors must maintain a 2.5 GPA overall and 2.5 GPA in the major for enrollment in RCPT 413 Professional Issues and in order to secure placement in RCPT 470 Internship.

**Internship Objectives**

**Student Objectives**

There are numerous objectives associated with an internship experience. Those objectives are as follows:

1. Function as outdoor recreation, recreation therapy, or tourism and special events professionals.
2. Assist in developing a professional philosophy and attitude.
3. Apply, practice, and enhance the knowledge and skills acquired at Radford.
4. Engage in the process of program planning, implementation, and evaluation.
5. Participate in the administrative process including attendance at staff and budget meetings.
6. Test, develop, and/or enhance leadership and basic administrative and supervisory skills.
7. Apply assessment techniques for the purpose of determining the recreation needs and interests of individuals and groups.
8. Receive a continuum of supervised experiences in which they can develop self-awareness, self-discipline, and learn to make effective use of supervision to enhance professional development.
9. Engage in program development, staff trainings, and/or research projects.
10. Plan, implement, and evaluate projects and/or programs that move the agency towards its goals in providing for their clients.
11. Determine the appropriateness of recreation, parks, and tourism and special events as a career.
12. To achieve personal goals set prior to the internship and modified through the course of the internship.
13. To create a product of lasting value to the agency in the special project and writing a reflection paper on its value to assess what was learned.
14. To write a Final Report that tracks personal progress through the internship that is both reflective and evaluative on what was learned over the entire internship.
Agency and RCPT Objectives

1. Evaluate each student in terms of his/her skills, competencies, and appropriateness based on standards of professionalism for the field.
2. Provide suggestions to RCPT for curriculum improvement based on experiences with interns.
3. Involve site agency personnel in the preparation of future professionals.
4. Evaluate the effectiveness of agency services in terms of student involvement.
5. Enhance RCPT faculty supervisors by keeping them in touch with best practices in the field by practitioners.

Internship Responsibilities

Students

The responsibilities of the student in regard to the internship experience are to:

1. Meet all academic requirements for enrollment in RCPT 413 Professional Issues in Recreation, Parks and Tourism and RCPT 470 Internship. As part of RCPT 413, students will complete the Student Internship Check List (Section HH).
2. Select internship sites appropriate to the student’s concentration (i.e., tourism and special events, outdoor recreation, or recreation therapy) from the approved list or initiate the approval process through completion of the Agency Survey Form (available through the Department Office or online http://recparks.asp.radford.edu/agencyform.html). Since not all agencies are unconditionally approved, check with the RCPT 413 Instructor FIRST to see if there is already a survey on file before contacting the agency. Interns in all fields from the Commonwealth of Virginia are now limited to states which have a cooperative agreement with each other. The list of approved states can be found at the following website: http://nc-sara.org/sara-states-institutions ONLY the shaded states on that map are automatically acceptable for internships AND the states of Florida, South Carolina, and Connecticut due to investigation by Radford University’s Administration ensuring our students meet the requirements of those states. **NOTE:** Maryland and D.C. can be applied for through special application with the Department Chair and through the University. The Chair MUST be notified of your intent PRIOR to the 4th week of the semester as the paperwork needs to clear a larger-scale application process for each of those locations.
3. Develop a professional quality resume, cover letter, portfolio, and internship goals as part of RCPT 413.
4. It is recommended to interview with at least two potential internship sites. Suggestions on how to interview for an internship experience are found in Section II. Each interviewer must complete the Internship Interview Survey (Section JJ) and return it to the Department.
5. Discuss your preferred internship agency with the RCPT 413 Instructor and notify all agencies in a timely manner regarding your internship decision. This should be done as
soon as possible after completing the two interviews. When informing the preferred agency, request that they send an e-mail to the Department Admin AND the 413 instructor confirming your acceptance as an intern.

6. Complete 6 important items to be placed in your internship folder located in the RCPT main office, 137 Waldron. 1. “Student Internship Agreement” (Section KK), 2. “Agency Contact Information” (Section LL), 3. Copy of Student’s Internship Goals, 4. Internship verification (this could consist of an e-mail stating you have position, a signed contract from the agency, etc.). (5) RU Internship Agreement. (6) Documentation for 100 hours of field experience.

NOTE: The 6 items described above must be in place before starting the contract process. Failure to comply with this requirement may necessitate a delay in starting the internship or its cancellation.

NOTE 2: The contact information MUST include a STREET ADDRESS so that you can be found for the visit. Be sure there is a working number to call in case your faculty supervisor is delayed or needs additional directions on this form. Update this information if it changes during your internship.

7. Once the contact information is received the agency will receive a contract that MUST be signed by the agency and returned to our Department Admin (fax 540.831.7719) or scanned with signature and e-mailed to mulhassan@radford.edu This form is then signed by the appropriate contract administrator for Radford. It is returned, signed by the chair. THEN it is returned to the agency. ONLY when ALL the signatures have been obtained, proper copies made, AND it is returned to the agency may you begin your internship. Failure to complete this step may lead to a delay in being able to start your internship.

8. Remove all registration blocks so that the RCPT 413 Instructor may register the student for RCPT 470 Internship (12 semester credits). Pay all fees to the Student Accounts Office when they are due. Failure to comply with this procedure may require a late registration fee and/or no credit for the course. Note: Students intending to complete their internship during the fall must complete all previous steps during the spring semester.

9. Within one week of the start of the internship, the student is required to notify (by mail, telephone, or email) the Department Admin of the identity of the immediate supervisor and updated contact information (e.g., direct telephone numbers home address, cell phone, etc.). The purpose of this is to recheck any variation from the internship contract and agency contact information.

10. Complete internship updates (recall those are your first FOUR quizzes which you will be able to find in D2L and the last TWO quizzes will be sent to your Radford University e-mail account as Qualitrics surveys) throughout the course of the internship in a timely manner.

11. Complete a special project as agreed to by the agency and approved by your faculty supervisor. This project usually involves leaving a concrete product behind that you have done for the agency. The project should be something above and beyond your normal duties. It can be a manual, a program plan handbook based on a program that you did, something you built but also with a “how-to” manual, and so on. You will ALSO attach a four page reflective paper to your special project. These are turned into the dropbox in D2L. See Section DD for more details.
12. Strongly Recommended: Maintain a personal log of experiences. The content should focus on the challenges you faced and how you dealt with them. Please also note projects and tasks about which you are particularly proud. Keep in mind that you also develop professionally emotionally as well. Please make notes in your log how you change and improve in dealing with emotions on the job as well.

13. Meet with the Internship Supervisor (UDD during fall/spring/summer semesters and sometimes NEWMAN in the summer) when the individual visits the agency. This visit is required. Failure to attend this meeting can lead to failing the entire internship. We do not have the resources to revisit. No excuses. A typical visit will require a meeting with your supervisor first then with you. If there are no discrepancies or issues, your Internship Supervisor will then meet with you to answer any questions you might have, provide career advising, resolve any problems that may have been brought to their attention, provide feedback on areas where you can improve professionally, and may have you show the facilities in which you work. The intent of the visit is to ensure that the site is providing a quality experience, to determine if you are meeting expectations, to resolve any conflicts, and similar issues. We are also interested in your candid opinion of the quality of the site to guide selection of future interns if we are asked. The internship supervisor will ask for additional help from you in assessing your progress. Please be prepared to discuss your special project at the time of your visit. Do NOT schedule ANY time off that you are allowed by your supervisor until AFTER your visit has been scheduled. We have a LOT of students to schedule and we cannot do this effectively if people make themselves unavailable. And also be prepared to discuss what you have done in seeking future employment as well.

14. At the conclusion of the internship, complete the "Final Report" (Section CC). The Final Report will be submitted in D2L in the appropriate dropbox. Your final evaluation (as well as your midterm evaluation) will be sent directly to your supervisor via a “qualtrics survey.”

15. **ALL of your paperwork, ALL six quizzes, your special report, your final report, and your midterm and final evaluations MUST be received before you can receive a final grade for your internship.**

**Department**

The responsibilities of the Department of Recreation, Parks and Tourism are to:

1. Conduct a course (RCPT 413) to help students prepare for their internship.
2. Assist students in the development of their internship goals.
3. Supervise arrangements for and give final approval of internship assignments.
4. Maintain contact with agency supervisor as necessary regarding student progress.
5. Consult with agency supervisor and student regarding issues which may develop prior to, during, or after the internship.
6. Read and evaluate final papers, projects, and journals associated with the internship.
7. Visit students at their internship sites and conduct evaluation conferences with students and supervisors during such visits.
8. Evaluate the student's total experience including evaluation reports of the agency.
supervisor and assign a final grade (pass or fail).
9. Review and approve internship sites based on established criteria determined by the Department (Section GG).
10. Study, evaluate, and exchange ideas with other college and university faculty concerning improvement of the internship program.
11. Assess selected learning outcomes.

Agency responsibilities

Responsibilities of the internship agency regarding student support are to:

1. Complete the Agency Internship Survey (Section AA) and update as necessary. The survey can be completed online at http://recparks.asp.radford.edu/agencyform.html.
2. Interview and select students in an appropriate manner.
3. Communicate with the Department by letter, email, or fax as soon as possible that the student has been accepted as an intern. The Department will respond with an Agency Internship Agreement (Section MM) only after receiving confirmation of acceptance from the agency.
4. Review and sign the Agency Internship Agreement (Section MM). If differences occur, these are to be brought to the attention of the Department so that a resolution of these differences can be accomplished before the student begins the internship experience (Section GG).
5. Assign a qualified staff member to supervise the student. Prepare staff for the arrival of the student and inform personnel as to their role(s) in mentoring the student. Mentoring means the intern has ample opportunity to learn new tasks and assignments, has an opportunity to ask questions, and this may be formal (specific training meetings or classes) and/or informal (such as working with qualified individuals who can respond and authoritatively answer questions).
6. Provide a general orientation to the agency and facilities.
7. Provide appropriate physical arrangements for the student, such as office, desk, use of telephone, access to a computer, how to use office equipment, etc.
8. Allow time for the student to meet with the Faculty Internship Supervisor and be present during the Faculty Internship Supervisor Visit. The faculty member is aware that your time is valuable and will be as efficient and considerate of your time as possible.
9. Provide the opportunity for the student to assume increasing responsibilities progressing from a general orientation to more specific roles and responsibilities, working with other personnel within specific units of the agency and to assume leadership responsibilities part-time or full-time. This includes allowing the student to attend meetings where decisions are made as well as to gain knowledge about administrative procedures including budget, program development, capital development projects, etc. If their participation is appropriate we would encourage that.
10. Assign the student (within limitations of education and experience) a special project to be completed during the internship. This assignment should be of high quality and provide a service to the agency. It needs to be something of lasting value to the agency (as in updating an internship manual, a program planning manual, a project manual (for something concrete built by the intern) or something similar).
11. Complete a midterm and final evaluation (Section NN) of the student’s performance. These evaluations will be sent to you in an online survey format for your convenience. Please note that you are required to discuss your evaluations with the student. You can do this by noting your responses on the survey (printing them off) or having the student present when you complete the online survey.

In-Area and Out-of-Area Internships

Out-of-area internships will be approved in accordance with Department policies and procedures. In-area is designated as any site within a day’s drive of Radford, Virginia AND is in one of the shaded states at the following website: http://nc-sara.org/sara-states-institutions plus Florida, South Carolina, and Connecticut as discussed above (reminding you of the special process for D.C. and Maryland). NO ONE can presently take an internship in any of the unshaded states (except as noted). A day’s drive extends west to almost the Mississippi River. You can ask the department chair if you are in doubt as to what is “in-area.” If there are concerns about a student’s potential success, the Department Chair may restrict that student to approved agencies within a 50 mile radius or closer from Radford University or even within the City Limits of Radford.

Out-of-area internships are in two tiers. The first tier is in the Rocky Mountain area ranging roughly from Denver to north to Jackson, Wyoming and south to Colorado Springs (excluding Utah as it is not a state within the cooperative agreement as show on the map cited above). The reason for this tier is to allow ample opportunity for unique internships while minimizing travel costs to the department.

The second out-of-area tier, and by far the hardest for permission, is anywhere not covered by the first tier AND within the NC SARA’s areas (shaded states). There is no guarantee you will be visited by a faculty internship supervisor for this tier. If you are out of the country a visit would happen only if the faculty were to pay the expense out-of-pocket or had other academic business in that area. If you are in the United States it would be dependent on the availability in the budget. So you will have to have a VERY strong case even to be considered. Talk to the department chair to see if your petition would have much of a chance in being accepted if you are concerned. Typically if the same or similar experience can be obtained in a lesser tier you will be denied.

A request to complete an internship experience out-of-area is an exception, not the rule. Students considering an out-of-area internship experience must file a petition to the Department Chair within three weeks of the start of the semester in which the student is enrolled in RCPT 413. Occasionally an exceptional opportunity comes up after this deadline. Reviewing such a petition will be at the discretion of the Department Chair. The petition must include the following:

- Major and overall GPA;
- Desired internship location (special consideration will be given to sites in Colorado if there are multiple students);
• Rationale for why an equivalent experience cannot be obtained in-area;
• Factors for success (e.g., interpersonal and communication skills, personal maturity, dependability, work ethic, etc.);
• Performance history (e.g., classroom behavior, leadership roles, work experience, character, etc.).
• Support at destination by family and/or close friends of the family.
• Anything else that should be considered by department faculty.

The Department Chair in consultation with the faculty has the final approval of any out-of-area internship experience. Students seeking exceptional sites may be asked to speak at a faculty meeting. Petitioners will be informed regarding their status (accepted, rejected, or accepted with provisions) to seek out-of-area internships when a decision has been made. Upon notification, students have one week to appeal by submitting a written petition bringing up anything that might have been missed to the Department Chair. The Chair will review the appeal and then make a final decision with no further appeals allowed. Approval only permits the student to investigate out-of-area internship opportunities and specific agency approval must follow established procedures for all internship sites. There is no guarantee that the approval to seek an internship will lead to acceptance by the agency.
Finding an Internship

Recreation, Parks and Tourism students successfully compete for internships in some of the best recreation sites in the United States. The first half of RCPT 413 Professional Issues in Recreation, Parks and Tourism is dedicated to developing products (i.e., resume, goals, cover letter, and portfolio) and skills (i.e., interviewing and professionalism) necessary to secure an internship. The student is not alone in this process; however, finding an internship site that meets their educational and professional goals is ultimately the student’s responsibility.

Internship information is available to students through a variety of formats. An official list of approved internship sites is online at http://recparks.asp.radford.edu/internships.htm. Additional information about internship sites including reports from previous interns is located in the Student Resource Room (Waldron 152). Postings for current internship opportunities as well as a large collection of sample resumes are located in the same central area. Students who are unsuccessful in obtaining an internship by the deadline set in RCPT 413, must petition the departmental chair for an extension by the deadline date.

It is strongly suggested that internships be sought out near where the intern wishes to live in the future. The reasons for this are as follows: 1. A significant percent of our interns receive further employment from their internship site. If you do not plan on living at that location you miss out on an potential job 2. Others in the field are doing THEIR internships where YOU intend to live. Those interns are busy networking and/or making themselves employable to their agency. If you did your internship somewhere else… when you return home… the job you probably REALLY wanted went to someone else. 3. The further away you go, the more difficult it is to adjust to new surroundings, find housing, and dealing with problems. Since you are far away, we cannot easily get to you to assist you in dealing with problems.

Contract Dates and Summer Internships

Whenever possible, internship contract dates should follow Radford University’s academic calendar (http://www.radford.edu/~registra/final/calendar.html) for fall, spring, and summer III. Exceptions are made when the internship site requires dates that are different. However we HAVE to know the dates of your internship as the University has a CONTRACT with your agency ONLY during the dates of your internship. It protects both the University and the Agency from liability. And it covers you under limited conditions. Be aware of that. If you work longer than your internship dates it is at the risk of the agency and you. The University ONLY accepts responsibility for you DURING the term of your contract.

Students wishing to complete an internship during the summer can still “walk” during spring commencement. Summer interns must complete all requirements by August 15. Officially that is roughly the closing date. But that is usually extended to the first or second week of September, but those dates are not published and the ONLY way to ensure that you graduate as a summer to be a summer graduate. The internship faculty supervisor cannot guarantee there will always be an extension. If you miss the cut-off date you will officially graduate in December. If for some reason a student needs to change their internship start and/or finish date after the contracts have been completed, the Department must be notified in a timely manner. The Department and
agency supervisor must approve any changes to the contract dates. Again, the reason is University insurance covered in the contract.

Typically, when a student completes RCPT 413, Professional Issues, the internship is completed the following semester (or in the fall after taking RCPT 413 in the spring). There are rare occasions when the student will be forced to postpone the internship until two semesters after completing RCPT 413. If this is the case, the student must adhere to the following protocol or the internship will not be approved:

1. Contact the CEHD advising center if taking a leave of absence from RU and learn the steps to be readmitted to RU.
2. Complete all required pre-internship paperwork before course registration starts for RCPT 470 enrollment.
3. Once readmitted to RU, contact the current professor of RCPT 413 to be properly enrolled in RCPT 470 by the first day of registration.

INSURANCE
During the interview, ask whether the agency has a liability insurance policy in effect that will cover actual or alleged negligence arising out of performance of duties as an internship student. If the agency does not have such a policy, the student is still covered by the University’s policy as it relates specifically to internship responsibilities. However, there is a fine line between what is and what is not the student’s responsibility, especially in health care facilities. Therefore, it is suggested that the student obtain personal liability insurance or have a "rider" added to an existing insurance policy of a parent or guardian for the duration of the internship. **THE ABOVE IS IMPORTANT!!! READ IT TWICE!!!**

NCTRC REQUIREMENTS
Students in recreation therapy must meet standards of the National Council for Therapeutic Recreation Certification (NCTRC) for field placement. NCTRC requires that students be supervised by a full-time, “actively” certified CTRS at a single internship agency site. Students must complete at least 560 hours in no less than 14 consecutive weeks. No less than 20 hours per week nor more than 45 hours per week will be accepted. If an internship is interrupted due to the closing of a facility, termination of a CTRS supervisor, or severe illness/family emergency, students should immediately contact their Department Internship Supervisor and NCTRC. Please consult NCTRC guidelines for further information. **ALL RT interns may be visited by UDD, but he defers to Dr. Newman for definitive for any supervisory questions.**

TERMINATION OF INTERNSHIP

Although every effort is made to support the internship learning process from both the faculty and the site supervisor, on occasion it becomes necessary to terminate a student intern. Because of differing agency guidelines and stipulations within the University each case must be considered separate and distinct. Early and immediate intervention provides the best alternative to issues that may be cause for termination. Agency personnel guidelines will direct the initial review and appropriate documentation must be provided to the Department Internship Supervisor. All information should be reviewed with the intern and the faculty. Every effort will be made to reconcile the issues. Students may exercise their option to withdraw from the class according to established University guidelines or to file a grade appeal according to the University Undergraduate Catalog and the Student Handbook. In certain instances, warnings, conferences, and early intervention cannot be part of the process because of policies and procedures within the agency. In these cases, a student may be fired immediately without consultation with the Department Internship Supervisor. However, the general guidelines include:

1. Student and/or site supervisor contacts the Department Internship Supervisor.
2. Department Internship Supervisor has direct communication with both the student and the site supervisor.
3. All documentation, from both parties, is forwarded to the Department Internship Supervisor.
4. Supervisor and the circumstances are reviewed with the Department Chair and may be referred to the faculty for further consideration.
5. A final recommendation is made.

Under certain circumstances it may be determined that the student is unable to complete the degree program. Other alternatives may be recommended for the student, but these alternatives are based on each situation and the reason(s) for dismissal.

The bottom line is that YES you CAN be fired from your internship. That is not what anyone wants. But if the agency would normally fire its own employee under the same circumstances you may be fired as well. You can be removed from an internship if you are not performing your duties by either your agency supervisor or your faculty internship supervisor. The faculty internship supervisor does not control your internship agency’s policies on firing.

The department chair will review the circumstances with you and will listen to your agency supervisor. If there are no mitigating circumstances you will need to start your internship all over again and your case will be submitted to the Dean of Students for action if the conditions dictate that. As mentioned above, each case will be handled individually due to the wide array of internship agencies and circumstances. Sometimes there simply is no good option for the intern. If due process has been followed and the student was at fault the student will receive an ‘F’ for the internship and will have to re-enroll in a future internship to graduate. Proceeding in good faith, if the Department Chair determines that there were mitigating factors that were sufficient in scope to prevent an intern from performing her/his duties as an intern, the intern may be
placed elsewhere to complete the internship and/or receive an Incomplete grade to allow a chance to complete the internship.
SECTIONS FOR INTERNSHIP
1. Agency Name____________________________________________________

2. Department Name ___________________________________________________

3. Address________________________________________________________________________

4. Please list other universities which have students in recreation, parks and tourism that are currently affiliated with your agency/department.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

5. Is there a specific time of the year that students do their internship in your agency/department?
   (Check all that apply)   [ ] Fall   [ ] Spring   [ ] Summer

6. How many students does the agency/department usually accept during a semester or a summer?
   [ ] 1-2   [ ] 3-4   [ ] 5 or more

7. Does your agency/department offer a program of services in the following activity areas? (Check those which are applicable.)
   [ ] Arts and Crafts   [ ] Drama
   [ ] Dance   [ ] Outdoor (including camping)
   [ ] Music   [ ] Special Events
   [ ] Games   [ ] Others________________________________________
   [ ] Sports and Athletics

8. Does your agency/department offer any special programs or services? Please list.
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

9. If a therapeutic recreation setting, are your programs directed toward a specific disability group? (Check those which are applicable.)
   [ ] Physically Disabled   [ ] Learning Disabled
   [ ] Mentally Retarded   [ ] Visually Impaired
   [ ] Emotionally Disturbed   [ ] Hearing Impaired   [ ] All of the above

10. Would the student have the opportunity to complete one or more special projects as recommended or required by your agency/department?
    [ ] yes   [ ] no
    Radford University? [ ] yes   [ ] no
11. How many staff are in your department? ________

12. Indicate the percentage of student participation in any of the following experiences? (Total should be 100 %.)

   _____ Administrative duties   _____ Department meetings   _____ Other
   _____ Supervisory duties     _____ Board meetings
   _____ Budgeting             _____ Programming
   _____ Committee meetings    _____ Diagnostic team meetings
   _____ Public meetings       _____ Treatment team meetings
   _____ Clerical duties       _____ Individual client services
   _____ Management duties     _____ Marketing duties
   _____ Maintenance          _____ Evaluation
   _____ Group leadership     _____ Recreation education
   _____ Special Projects     _____ Planning duties
   _____ Assessment/Screening  _____ Individual Client Treatment Planning

13. Does your agency/department have a designated staff member responsible for coordinating student internship experiences?     [ ] yes     [ ] no

   Please enter their name and telephone number_____________________________________

   If a therapeutic recreation setting, please indicate CTRS Qualification Number____________

14. If no to question 13, how is the student’s internship coordinated within your agency/department? (explain)

   ____________________________________________________________________________
   ____________________________________________________________________________
   ____________________________________________________________________________
   ____________________________________________________________________________

15. Does your agency/department reimburse (financially, housing, travel, etc.) the student in any way for internship?    [ ] yes [ ] no If yes, please explain_____________________________________________
The individual completing this questionnaire is:

Name ________________________________ Title ______________________

Address ________________________________________________________________

Phone # ___________________ FAX # ______________________

email ____________________________

Homepage Address ________________________________

Lastly, would you please forward, with this questionnaire, any material you have about the agency/department for our student internship file. Thank you.

If applicable, name of student requesting this information______________________________

Please return to: Department of Recreation, Parks and Tourism
Radford University
Box 6963
Radford, VA 24142 Phone: (540) 831-7720 FAX: (540) 831-7719
SECTION BB

INTERNSHIP UPDATES

ALL UPDATES ON ONLINE IN D2L IN THE FORM OF QUIZZES!!

There will be SIX updates! They will be opened up as you move through your internship. FOUR of them will be in D2L. The LAST TWO will be sent to you via your Radford University e-mail as Qualtrics Surveys. ALL of them MUST be satisfactorily completed in FULL to pass your internship.
SECTION CC

INTERNSHIP FINAL REPORT

This is easiest to do if you keep a daily log of what you do. It is a summary of your major and minor learning experiences on the jobs, your feelings on challenges you confronted on the job and anything else you want to draw to my attention. This report will be at least four to eight paged long, double spaced. Adding pictures is helpful if they illustrate what you have done. The pictures do NOT count for the page length.

Your final report is a reflective narrative paper. It walks the reader through your internship from how you found your internship to the end of your internship. You should focus on those points in your internship where you faced challenges and how you dealt with them. Sometimes you will have met the challenges successfully, sometimes not. What did you learn from those challenges is the focus.

At the end, you should evaluate the site and what kind of Radford student would do well and what kind of student would not. It is important that you give an honest evaluation so students who follow you can self-evaluate how well they would do there. Not everyone will respond to your internship the way you did. Who WOULD succeed and WHAT would that person be like?

Lastly, please evaluate your own self. Where did you do well in your internship and where could you have done better? How did you grow as a professional and what did you do that better prepared you for your future career? Tell us what you are doing after you are finished with your internship meaning do you have a job? If so, what kind of job? Is your job permanent, part-time, an extension of your internship, etc.? Are you going to graduate school? Or are you going to travel for a time and then look for a job? Or whatever you plan on doing.

Your final task is to submit your final report into the D2L final report dropbox for the internship class. The deadline varies depending on the semester for which you are taking the internship. Please pay careful attention to the deadline as it may mean the difference between graduating on time or not being an “official” graduate until the following semester!
SECTION DD
Internship Special Project

As an intern from the Department of Recreation, Parks and Tourism at Radford University, you are expected to develop a “special project” in conjunction with your agency supervisor. The project should fulfill a specific need for the agency and may take a variety of forms, such as a report, training manual, in-service training project, video production, marketing plan, homepage construction, etc. The intention is for you to develop a long-term plan and work on a project from week to week throughout the internship. The agency supervisor should provide guidance on a regular basis and give enough support for you to complete the project. The project should be considered part of your required 560 hours and be completed in incremental stages throughout your internship. The internship site is NOT required to allow you to use work time to work on your special project but MAY at their discretion. However, this is, first and foremost, your project. The variation on projects is unlimited and the intention is threefold:

- Develop your long-term planning skills;
- Devise a project that is meaningful to the agency; and
- Expand your responsibilities as an intern.

You will ALSO write a FOUR page paper for your special project that you will turn in at the same time as your special project as described below in the first FAQ.

Frequently Asked Questions

Do I HAVE to write a paper in ADDITION to my Special Project?

Yes. You will submit a FOUR (4) page paper, double spaced in ADDITION to your special project. The paper will be a reflective narrative that leads the reader from the initiation of the project all the way through the end. Write in detail about the challenges you faced and what you learned as a result of the project. In the end, how do you KNOW if your project was successful or not? Tell the reader what you learned as a result of doing the project.

Can I combine several smaller projects?

Although the Department recommends a single project, some internships lend themselves to multiple projects. For instance, some internships require a separate project for each rotation or several different types of projects. Under these circumstances it is acceptable to complete several smaller projects. A TANGIBLE product must be left behind. This means something you built or created.

Is it O.K. to do a special event?

The Department discourages special events or programs unless required by your agency. If this is the case, the event must be consistent with time and planning requirements of other projects. You also MUST leave a program or event manual behind if you do this.
Who ultimately decides what an acceptable special project is?

Ideas for special projects should originate with the student or internship agency. Discuss alternatives with your agency supervisor and seek final approval from your Faculty Internship Supervisor.

How do I turn in my special project?

Place your Special Project in the special project AND your four page paper into the dropbox in D2L.

When is it due?

Deposit your special project NO LATER than the day you turn in your Final Paper. Turning it in EARLY would be helpful.
SECTION EE

Internship Performance Report

Your supervisor will be e-mailed a survey via “Qualtrics” by your faculty internship supervisor for your BOTH your mid-term and final evaluations. Your supervisor should go over the evaluation with and discuss all issues. It is okay if you are present while the supervisor fills it out. Or the supervisor can discuss it with you afterward. Please be sure to let your supervisor KNOW you HAVE to discuss the evaluation with them once it is complete.
SECTION FF

Student Internship Letter

Dear 

This is to offer a few quick reminders about some elements of the internship about which you may be uncertain. The Department of Recreation, Parks and Tourism has approximately 50-70 interns annually. The faculty is constantly involved in some stage of support for the internship process throughout the year. Although one faculty person is responsible for your internship supervision you may be contacted by other faculty attending professional meetings, consulting, and/or other business, which may place them in your proximity. This is an effort for all faculty to maintain contact and provide support. Since I have primary responsibility for internship supervision, I will be contacting and visiting interns throughout the summer and all of your formal communication should be directed to me.

You should have a clear understanding of the responsibilities associated with this experience, but if you are having problems you should contact Mr. Masood Ul Hassan or me at 540.831.7720. Every attempt will be made for someone to respond to your call as soon as possible. If the person you wish to talk to is unavailable let Mr. Hassan know if someone else can help you. Other faculty members may be able to answer immediate concerns, problems, and/or questions. Remember that I may be on the road visiting other interns when you call. Don’t panic, someone will get back to you.

Primary factors of assessment for the internship will include the following:

1. A total of six (or more!) progress reports (in D2L) are required over the course of the internship.
2. Professional conduct on the job will be of first and foremost importance throughout the experience. This is an educational experience and you should ask your site supervisor questions regarding conduct. Don’t assume you will always make the right decision and be sure to learn from your mistakes, but don’t repeat mistakes.
3. A weekly meeting with your site supervisor is recommended for ½ hour to one hour throughout the internship to assist with obtaining answers and getting direction. Working alongside your supervisor and/or with other colleagues who are knowledgeable and willing and able to answer your questions may substitute for formal meetings.
4. Mid-term and final evaluations are mandatory and will be sent directly to your supervisor by your internship supervisor. Your supervisor should discuss your evaluations with you after they are complete. You may be present when the survey is completed by your supervisor is that is okay. But your supervisor MUST discuss your evaluations with you regardless.
5. The Department requires a special project (see the Internship Manual) that must be completed during the internship. You and the site supervisor should agree on this project. You should record all aspects of this project and provide a project report at the end of the term. Do not hesitate to ask for assistance and support from your site supervisor, but keep in mind that this is your project. This is a long-term project so don’t wait until the end of the semester and then be rushed to complete the task.
6. A final report (see Internship Manual) about the agency and your experience is required. This will become a part of the agency files within the Department of Recreation, Parks and Tourism, which will be made available to other students who might want to consider the same agency for a subsequent internship. This is due one week prior to the end of the contract agreement.
7. An internship journal is recommended, but not required for the experience. The faculty in the Department of Recreation, Parks and Tourism believes this experience is one of the most important aspects of your professional preparation and we want you to succeed. We will do everything within our power to assure your success, but in the end, you will determine the success of your experience and the value of your degree. Good luck with your internship.

Sincerely,

Internship Coordinator
SECTION GG

Department Criteria for Selecting an Internship Site

1. The agency or department is forward looking in its policies and is interested in maximum professional growth of its staff and the development of a sound and quality recreation, parks and tourism program.

2. There should be an agency policy approving the use of the agency or department within a health care agency as an internship training site.

3. A basic democratic philosophy is carried out in organization and administration of the agency or department within a health care agency.

4. The agency or department is positively interested in the internship and is willing to enter into an agreement (contract) as to satisfactory working relationships with the student.

5. The agency or department has a varied program of services with adequate supplies and equipment as reflected by the completed Internship Agency Survey Form.

6. The agency or department supervisor of the student possesses a baccalaureate degree with a major in recreation, leisure studies, tourism, recreation therapy, or allied field with at least two years of subsequent paid full-time experience in the field.

7. The National Council for Therapeutic Recreation Certification shall certify the agency or department supervisor of the student doing an experience in recreation therapy at the CTRS level.

8. The agency or department supervisor must be interested in working with internship students, possess the necessary professional and personal characteristics for student supervision, and be thoroughly familiar with the agency or department program.

9. The agency or department supervisor must be willing to attend meetings regarding the progress of the student at the agency site.

10. The student must be mentored and not used as simply an additional worker. This can be done formally in a meeting for half an hour or an hour each week, or it can be accomplished through working on a regular basis with a student where they can learn by example and have a chance to ask questions.

11. When possible, students should be allowed to shadow the supervisor at meetings, workshops, etc.
## SECTION HH

### Student Internship Check List

<table>
<thead>
<tr>
<th>Internship Goals</th>
<th>Approved</th>
<th>Date</th>
<th>Grade</th>
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<tr>
<td>Cover Letter</td>
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<td>Resume</td>
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<tr>
<td>Portfolio</td>
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</table>

<table>
<thead>
<tr>
<th>Approval to seek out-of-area internship</th>
<th>Yes</th>
<th>No</th>
<th>Conditional</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>_____ Agency 1: _________________________</td>
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<tr>
<td>Approved</td>
<td>Name of Agency</td>
<td>Location (City, ST)</td>
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<tr>
<td>Interview Packet Mailed on ___________ Date</td>
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<tr>
<td>Interview with _________________________ on ___________________ Date</td>
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</tr>
<tr>
<td>Contact Person</td>
<td>Date</td>
<td>Internship Interview Survey returned</td>
<td>Thank You Card sent</td>
<td>Agency notified of internship decision</td>
</tr>
<tr>
<td>_____ Internship Interview Survey returned</td>
<td></td>
<td>_____ Thank You Card sent</td>
<td>_____ Agency notified of internship decision</td>
<td></td>
</tr>
</tbody>
</table>

| _____ Agency 2: _________________________ |     |    |             |     |
| Approved | Name of Agency | Location (City, ST) |
| Interview Packet Mailed on ___________ Date |      |
| Interview with _________________________ on ___________________ Date |      |
| Contact Person | Date | Internship Interview Survey returned | Thank You Card sent | Agency notified of internship decision |
| _____ Internship Interview Survey returned |     | _____ Thank You Card sent | _____ Agency notified of internship decision |

| _____ Agency 3: _________________________ |     |    |             |     |
| Approved | Name of Agency | Location (City, ST) |
| Interview Packet Mailed on ___________ Date |      |
| Interview with _________________________ on ___________________ Date |      |
| Contact Person | Date | Internship Interview Survey returned | Thank You Card sent | Agency notified of internship decision |
| _____ Internship Interview Survey returned |     | _____ Thank You Card sent | _____ Agency notified of internship decision |
NOTE: Internship sites not on the approved list (located online at http://www.radford.edu/~recparks) must complete the Agency Internship Survey form and be approved by the faculty. Since not all agencies are unconditionally approved, check with the RCPT 413 Instructor FIRST to see if there is already a survey on file before contacting the agency.
SECTION II
Suggestions for the Internship Interview

The following are some general points for your information when preparing for the internship interview.

Preparing for the Interview:

1. Dress appropriately and follow all the usual rules of courtesy.
2. Know your own capabilities and weaknesses. Do you know what goals you wish to accomplish? What kind of satisfaction do you expect from your internship?
3. Be sure you know the correct name of the agency or department and where it is located. Know the name of the person with whom you have the appointment.
4. Know where the interview is to be held and the time of your appointment. It is also helpful to know how long the interview will last so you can prepare accordingly. Arrive 5 or 10 minutes before the appointment and let the secretary/receptionist know that you are there.
5. Be prepared to answer and ask questions. Internship interviewers frequently ask questions such as: Tell me about yourself. Why do you want to do your internship here? What would you like to do after graduation? What is your philosophy of recreation therapy (outdoor recreation, tourism and special events)?

The Interview:

1. A little nervousness is normal in an interview. Try to avoid overt nervousness (trembling, voice cracking).
2. Don’t answer questions with just yes or no, but don’t talk too much either. Maintain eye contact with interviewer. Stay alert and interested. Be an active listener.
3. Sell yourself. This is your opportunity to convince the interviewer that you are the person for whom their agency is looking. Emphasize your strong points by relating material gained from your experience(s).
4. Be honest. If you have made a mistake in the past, explain it without making excuses. Don’t claim skills or qualifications you don’t possess.
5. Don’t expect to be offered an internship position during the interview and DO NOT ACCEPT ONE IF IT IS OFFERED.
After the Interview:

Determine the agency or department where you would like to do your internship and obtain final approval from the internship supervisor. Then you must indicate your decision to the agency by letter. Also write a thank you note to each of the other agencies for taking the time to interview you and the courtesy you were shown during the interview. Let them know that you have accepted an internship with another agency.
SECTION JJ

Internship Interview Survey

Students in the Department of Recreation, Parks and Tourism Department at Radford University are required to complete a minimum of two interviews before selecting an internship site. After the interview, each practitioner conducting the interview is requested to fill out the following survey and return it to the Department so that the faculty may better prepare students in the future. The purpose is to determine the level of professionalism and preparation demonstrated by students during the internship selection process.

Agency ____________________________ Date ____________
Interviewer _________________________ Phone # ____________
Student’s Name _______________________

1. Were your initial contacts with the student appropriate and professional?
   Not professional 1 2 3 4 5 6 7 8 9 10
   Very professional
   Comments:

2. Did the letter, internship goals and resume provide the necessary information to enable you to decide whether or not to interview the student?
   Not professional 1 2 3 4 5 6 7 8 9 10
   Very professional
   Comments: (including additional information you may need to make decisions):

3. Did the student arrange for an interview in an appropriate manner?
   Not professional 1 2 3 4 5 6 7 8 9 10
   Very professional
   Comments:

4. Was the student dressed appropriately for the interview?
   Not professional 1 2 3 4 5 6 7 8 9 10
   Very professional
   Comments:

5. Did the portfolio assist you in assessing the student’s qualifications?
   Not professional 1 2 3 4 5 6 7 8 9 10
   Very professional
   Comments:

6. Please rate this student’s preparation for the interview in relation to other prospective interns.
   Not professional 1 2 3 4 5 6 7 8 9 10
   Very professional
   Comments:

7. Did you receive enough information from the student to fully understand the internship process?
   Not professional 1 2 3 4 5 6 7 8 9 10
   Very professional
   Comments:
8. Did the student notify you about either his/her timeframe for making an internship selection?
Not professional
Not very professional
1 2 3 4 5 6 7 8 9 10
Comments:

Additional Comments:

Box 6963
Radford University
Radford, VA 24142
SECTION KK
Student Internship Agreement

I, the undersigned student, agree to accept an internship with the agency named below. If I am placed in a paid position, I agree to accept the rate of pay stipulated below. I enter into this internship agreement with the full knowledge that the internship agency has committed considerable time and resources so that I can develop vocational competence through the internship experience. I further agree to comply with the following conditions of the internship:

CONDITIONS OF INTERNSHIP

Time Off

The student intern must be on the job regularly and punctually. He/she has only the privileges allowed other regular employees of the agency. He/she must not ask the employer for or take time off from work for any university requirements without first obtaining the consent of his/her Agency Internship Supervisor AND the Faculty Internship Supervisor. Students will not be allowed to take academic work for credit that conflicts with regularly scheduled work hours. In ALL cases you should wait until your internship visit is scheduled PRIOR to scheduling ANY time off. In rare instances permission may be granted by your Faculty Internship Supervisor if you ask PRIOR to requesting any time off from your agency.

Absence from Work

The tasks performed by students in their internships are part of a carefully planned and scheduled program of work. A student’s absence from work necessitates rescheduling and planning of performance expected of him/her. Therefore, in case of sickness or other emergency necessitating a student’s absence from work, the employer should be notified by telephone as early as possible. If an absence will cause the student to miss a full week or more, then his/her University Internship Supervisor should also be notified.

Layoff

Any student intern who is permanently or temporarily laid off must immediately notify the University Internship Supervisor.

Discharge or Desertion

A student who leaves the internship without prior approval of the Agency Internship Supervisor or who so conducts himself/herself on the job as to cause his/her discharge will be subject to disciplinary action which could result in suspension from the university.

Failure on Job
Any student who, although not discharged immediately by the employer, fails to perform in a satisfactory manner shall be brought before the proper academic committee for appropriate action.

**Finding Jobs**
Under certain conditions, the student may be permitted to work on a paid internship of his/her own finding. He/she must petition his/her Agency Internship Supervisor for approval of such work before accepting the internship. The student is expected to conduct himself/herself on this job in the same manner as on any internship. Approval of the petition is based on the following considerations: (1) The paid internship of the student’s own finding must be the equivalent (in training potentials and application to the student’s program of study) of any internship that the department could provide for the student. (2) Existing assignments with internship supervisors must be given priority. It is understood that during the period of the internship, the student is to give primary concern to the accomplishment of internship objectives and secondary concern to his/her status as an employee.

**Health Problems**
The student may occasionally have a health problem that may have a significant effect on his/her placement in an internship. It could be a physical defect, which may limit his or her placement possibilities, or it may be a condition requiring extensive or unusual medical/surgical treatment. In some cases, this could require removal from a particular internship or a leave of absence for all or part of a semester. Regulations require that the student discuss the problem with his/her Agency Internship Supervisor and write a petition for appropriate action. The Faculty Internship Supervisor may refer the student to the university health department, where, after an exchange of information with the family physician, a judgment will be made with respect to the legitimacy of the request. In most cases, the student will be asked to sign a statement releasing the health information so that the health department may disclose the necessary facts to the Agency Internship Supervisor. Also, the Faculty Internship Supervisor is given permission, through the signed statement, to use the information with potential or existing employers to the best advantage of the student. Whenever surgical or medical treatment is elected, the student must petition in advance. When emergency conditions prevail, a petition must be filed with the Faculty Internship Supervisor as soon as possible after the emergency.

**PROFESSIONAL LIABILITY**
Radford University students who are engaged in internships under the teaching supervision of University faculty, whether on- or off-campus, are protected by the state’s self-insured medical malpractice coverage or by the state’s self-insured liability coverage. The student must be engaged in activities that are the approved course practicum. Activities outside the approved course practicum are not covered.

**PERSONAL INJURY**
I agree to indemnify and hold Radford University harmless from any and all claims of injury to myself arising from or connected with my placement as a recreation, parks and tourism intern with the agency named below.

NAME OF INTERNSHIP AGENCY: 

RATE OF PAY (if applicable): $ per

PERIOD OF INTERNSHIP: to

IN WITNESS WHEREOF, I have caused the AGREEMENT to be duly executed, intending to be bound thereby.

BY: ____________________________ DATE: __________
(Signature of Student)

ADDRESS: ____________________________
Street City State Zip
SECTION LL
Agency Contact Information

During the scheduled semester for doing an internship the following information must be recorded with the Department of Recreation, Parks and Tourism.

Student’s Name ____________________________________________________________

Student ID Number _________________ Concentration___________________

Mailing Address Street ______________________________________________________

City ______________________ State _____ Zip ______

Phone ________________ Cell Phone _______________

Agency Supervisor Mr./Ms./Dr. _____________________________________________

Position _________________________________________________

Agency ___________________________________________________________________

Mailing Address Street ______________________________________________________

City ______________________ State _____ Zip ______

Phone ________________ Email _____________________

Student/Agency Contract: Beginning Date __________ Ending Date __________

Directions to Agency:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
SECTION MM
Radford University Internship Agreement

This form can be found at:

http://www.radford.edu/content/cehd/home/departments/rcpt/internships-jobs/internship-forms.html

This form is in a PDF format and must be completed by hand. Instructions for completing this form are provided in RCPT 413 during the pre-internship preparation process.
SECTION NN

Internship Evaluation Form (Midterm AND Final)

Directions: Please answer the following questions and e-mail them to Dr. Edward Udd, Professor and Chair of Recreation, Parks and Tourism at Radford University at eudd@radford.edu as an attachment. This is the SAME form as on the Qualtrics Evaluation Form. Please ONLY use this if the Qualtrics process has not worked for you.

Thank you for all your help on behalf of our student/intern!

What is the STUDENT's First Name? ____________________________

What is the STUDENT's Last Name? ____________________________

What is the name of YOUR agency? ____________________________

Please select the TERM for which this experience applies:

YEAR (e.g. 2014): __________

___ FALL

___ SPRING

___ SUMMER

Please enter the number of clock hours, to date, that the student has completed with your agency.

___________ hours

The following section will let us know how the student has performed up to this point in their position at your agency.
Please rate the quality of the student’s work - accuracy, skill, neatness, competence, and thoroughness (please check the appropriate response).

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable

Please rate the student’s attendance - punctuality, tardiness and absenteeism.

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable

Please rate the student’s work habits - organization of work, care of equipment, safety, consideration, conscientiousness.

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable

Please rate the student’s relationships with people - cooperation, ability to get along with others

___ Excellent
___ Good
Please rate the student's initiative - self-reliance, willingness to accept and carry out responsibilities, resourcefulness.

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable

Please rate the student's dependability - degree to which individual can be relied upon to assume responsibility

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable

Please rate the student's judgment and common sense - ability to think intelligently and make logical decisions

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
Please rate the student's ability to adjust - attitude regarding new assignments and time required to learn new duties

___ Not Applicable

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable

Please rate the student's supervisory ability - proficiency in training subordinates, skill in planning and directing work

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable

Please rate the student's administrative ability - prompt action, ability to make decisions and apply sound management principles

___ Excellent
___ Good
___ Fair
___ Poor
___ Unsatisfactory
___ Not Applicable
Describe the student's best skills, knowledge, and abilities.

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

Please provide suggestions for improvement: Describe areas of skills, knowledge, and abilities at which the student could do better.

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

Overall, how well do you believe the RU Department of Recreation, Parks, and Tourism prepared this intern?

______________________________________________________________________________
As an agency supervisor, my recommendation regarding this student's employ-ability would be . . .

____ Excellent
____ Good
____ Fair
____ Poor
____ Unsatisfactory
____ Not Applicable

The following section will help us to assess the STUDENT's professional behavior characteristics.

Please rate the student's oral communication skills

____ Expresses self very well; communicates ideas very well; is adept in using voice effectively.
____ Expresses self regularly; uses Standard English grammar; uses voice effectively
____ Expresses self but not regularly; makes some errors; or does not consistently use voice effectively
___ Makes frequent speaking errors; inarticulate, hesitates to express self; or does not use voice effectively

Please rate the student's written communication skills

____ Writing is error-free and is very clear, organized and highly developed.
____ Writing includes very few minor errors; clear, well organized, well developed.
____ Writing includes some grammatical/mechanical errors; or is somewhat unclear, unorganized, or not fully developed.
____ Writing frequently includes grammatical/mechanical errors; or is often unclear, unorganized, or not well developed.

Please rate the student's professional appearance

____ Consistently dresses professionally
____ Usually dresses professionally
___ Sometimes dresses appropriately
___ Consistently dresses inappropriately

*Please rate the student’s critical thinking skills*

___ Accurately interprets; identifies salient information or reasons; draws warranted judicious conclusions; justifies and explains assumptions and reasons; fair-minded; follows where evidence and reason lead.

___ Thoughtfully questions, analyzes, interprets, explains, or evaluates and is able to justify the results of his/her thinking; open-minded.

___ Struggles with questioning, analyzing, interpreting, explaining, or evaluating, and with providing rationale for reasons, points of view; or does this in superficial manner

___ Makes no attempt to question, analyze, interpret, explain, evaluate; unable to justify the results of his/her thinking; or maintains or defends views based on self-interest or preconceptions; close minded

*Please rate the student’s collegiality*

___ Strong contributor to group/team efforts
___ Responsibly engages in group/team efforts
___ Sometimes demonstrates collaborative skills
___ Often does not demonstrate collaborative skills (e.g., listening; able to switch from leading to being a member; encouraging ideas; facilitating group in reaching goals)

*Please rate the student’s respect for others*

___ Uses positive approaches when questioning or criticizing; acts on concerns for the feelings and needs of others; abides by rules and common etiquette; is very courteous; acts in the best interests of others in many situations.

___ Applies critical perspective appropriately; is sensitive to the feelings and needs of others; courteous; demonstrates that he or she values the ideas of others; abides by rules and common etiquette; acts in the interests of others; demonstrates self-control in interactions

___ On a few occasions, is overly negative or critical, insensitive, or discourteous; sometimes does not value others’ ideas ignores rules/common etiquette or acts out of self-interest; may lack self control in interactions

___ Overly negative or critical; insensitive to the feelings and needs of others; discourteous; does not show that he or she values ideas of others; may ignore rules or common etiquette; acts out of self-interest in most situations; may lack self-control in interactions
Please rate the student's attitude toward clients/learners/participants

_____ Effectively develops professional /personal connections with participants which contribute to participant development; acts on a strong belief that all participants can learn; uses many strategies that effectively motivate participants

_____ Develops rapport with participants; demonstrates an attitude that all participants can learn; demonstrates knowledge and skills in motivating participants

_____ Makes minimal efforts to establish rapport with participants; does not always demonstrate an attitude that all participants can learn; makes minimal effort to motivate participants

_____ Lacks interest in, or is negative toward, participants; does not demonstrate an attitude that all participants can learn; does not view own responsibility in motivating participants; lacks knowledge and skills in establishing rapport and motivating participants

Please rate the student's response to constructive feedback

_____ Receptive; subsequent performances consistently show productive changes

_____ Receptive; subsequent performances show some productive changes

_____ Defensive and/or non-responsive; subsequent performances or behaviors show some changes

_____ Defensive and/or non-responsive and does not make changes to subsequent performances or behaviors

Please rate the student's ability to handle stress and to manage workload

_____ Handles stress in a productive manner and maintains an optimistic and positive approach in stressful situations; manages the demands/workload associated with the profession very well

_____ Handles stress in productive manner; manages the demands/workload associated with the profession.

_____ Sometimes handles stress in non-productive manner; sometimes unable to manage the demands/workload

_____ Often handles stress in non-productive manner (e.g., by complaining, becoming angry, withdrawing); unable to manage the demands or workload associated with the profession; often sick, tired, or lacks stamina

Please rate the student's commitment to diversity and equity

_____ Consistently demonstrates a commitment to understanding diversity; incorporates multiple perspectives in practice.

_____ Demonstrates emerging commitment to learning more about diversity and how to incorporate multiple perspectives in practice.
Demonstrates awareness of diversity issues and of multiple perspectives

Ethnocentric; considers only personal perspective

Please sign your name below. By signing your name below you are certifying that you are the agency supervisor of the student listed at the beginning of this survey, and that all of the information provided is true and accurate to the best of your knowledge.

______________________________
Signature, date

Please give your work phone number for verification purposes. This information will not be shared outside the department or used for any marketing purposes.

______________________________
(work phone number)

Please enter your email address for verification purposes. This information will not be shared outside the department or used for any marketing purposes.

______________________________
(work e-mail)

Thank you for all your help and support of our student intern and our future colleague!

Edward Udd, Professor and Chair
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