Philosophy and Objective
The Internship Program is designed to provide the Sociology major with an opportunity to practice sociological theories, methods, and skills in an applied setting. Participation in this program will expose students to the qualifications and requirements of various public and private agencies and give them the experience to meet those requirements. Participating agencies will permit students to become involved in the work of their agency and, if possible, be allowed to make contributions.

The learning outcomes of the Sociology Internship are for the student:

1. Illustrate how sociological theories can be used with clients in a specific practice setting
2. Communicate effectively with appropriate audiences
3. Identify, locate, and retrieve information relevant to the practice of sociology
4. Recognize the individual, group, and/or organizational processes within a specific practice setting
5. Adhere to professional norms and demonstrate appropriate behavior with regard to work assignments
6. Realize influence of student’s personal values and perceptions as related to other individuals and groups in practice setting
7. Function as an effective member of a work team or group in a specific practice setting
8. Acquire and maintain a professional identity as a sociological practitioner
9. Comply with the code of ethics of the ASA, AACS, and/or other relevant professional association
10. Recognize the social, political, and ethical constraints on sociological practice
11. Understand group processes in decision-making

Credit Hours & On-Site Hour Requirements
The credit hours for the internship will range from 1 to a maximum of 12 credit hours. Only three SOCY 499 credit hours may count toward the requirement for major. Any hours above those three will count as general elective credits toward the 120 hours required for graduation.

The work hour requirements vary by the number of credit hours for which one is enrolled. For every one credit hour, the student is expected to complete 40 hours on site. This is in addition to the time needed to complete the academic component of the internship.

Minimum Academic Requirements
The following minimum standards have been established for acceptance into the Sociology Internship:
1. The student’s cumulative grade point average should be at least 2.0.
2. The student’s major grade point average should be at least 2.0.
3. The student must be at least a first semester junior with a minimum of 56 semester hours completed toward graduation.
4. The student must be a Sociology major or minor.
5. The student must be off academic probation for one full semester preceding internship placement.
6. The student must have completed the following courses prior to beginning the internship experience:
- SOCY 110: Introduction to Sociology AND SOCY 250: Social Inequality OR six hours of elective Sociology courses related to the type of work required in the internship.

Professional Performance Criteria
In order to be considered for an Internship in the Sociology Department, students must demonstrate the following:
1. Behavior that reflects responsible interpersonal relations skills.
2. Personal characteristics related to good job performance.
3. Ability to comply with the ASA and/or AACS code of ethics
4. Ability to function in a semi-autonomous manner.
These qualities will be confirmed by three Radford University Sociology faculty in their evaluation of the student. (Appendix A)

Selecting a Site & Completing the Paperwork
In the semester prior to the desired internship experience, students should Download and read this Internship Manual which can be accessed online from the Department of Sociology home page at: http://www.radford.edu/sociology

1. Consider internship options by: reviewing the RU Sociology website, checking with the Career Center, looking at emails from the Internship Coordinator, and by searching the internet and utilizing your own network and making contacts in the community.

2. Meet with the Internship Coordinator to discuss desired internship placements and discuss the application process. Identify three faculty members to serve as evaluators to support your placement. Meet with each faculty member to discuss your desired internship placement and ask if they will be able to write a positive evaluation of you for this position. Distribute the three faculty evaluations found in appendix A of this document.

3. After the student has been approved as an internship candidate, and a site selection has been made, the student is expected to meet for a second time with the Internship Coordinator. At this meeting the Internship Coordinator will discuss
   a. Expectations for the internship
   b. Completion of the Radford University Student Internship Agreement available at http://www.radford.edu/content/dam/colleges/chbs/sociology/Internship%20Agreement%20Form.pdf
   c. Expectations for the Statement of Intern Responsibilities and Learning Goals (found in Appendix C)
   d. Ask you to complete the online Radford University Department of Sociology Internship Application at http://radford.qualtrics.com//SE/?S1DV=SV_0DN6PRCf1fDqk3W to complete the application online. To complete this online application you will need the following information:

   - Your local and permanent contact information
   - The name of the RU Sociology faculty member that will serve as your internship faculty supervisor
   - The semester and year you'll be taking your internship
   - Cumulative and major GPA
   - Total Earned Credits overall and in major
   - Number of internship credits you'll be taking
   - Organization contact information including mailing address and website
At the final pre-admission meeting, the Internship Coordinator will review all required documents with the internship candidate and give final approval for enrolling in the course. The Internship Coordinator enrolls students in SOCY 499.

**Internship Admission Student Checklist**

The following list of items must be completed **before** the Internship Coordinator can enroll a student for internship hours:

- Read the RU Department of Sociology Internship Manual
- Have 3 RU Sociology faculty submit the RU Department of Sociology Internship Faculty Evaluations (found in Appendix A) to the Internship Coordinator
- Submit the *Radford University Student Internship Agreement* (found on the Internship page of the RU Department of Sociology’s website) to the Internship Coordinator including the signatures of the student, the faculty advisor and the site supervisor
- Complete the online RU Department of Sociology Internship Application at: [http://radford.qualtrics.com//SE/?SID=SV_0DN6PRCf1fDqk3W](http://radford.qualtrics.com//SE/?SID=SV_0DN6PRCf1fDqk3W)
- Submit the RU Department of Sociology Statement of Intern Responsibilities and Learning Goals (Appendix C) to the Internship Coordinator

**Student Responsibilities**

After the student has earned Internship candidate status, the following expectations are required:

1. Provide the Agency Supervisor with a copy of the Radford University Sociology Department Internship Manual.
2. Arrange a work schedule with the Agency Supervisor and report the work schedule to the Faculty Advisor during the first week of the semester.
3. Report to the participating agency dressed and groomed in a manner suitable to the job situation.
4. Be punctual and reliable. The Agency Supervisor must be contacted if the student will be absent or late. All time missed must be made up.
5. Complete all work, written or otherwise, assigned by the agency.
6. Complete all course requirements (see course requirements and syllabus; Appendix B and C).
7. Keep a running log of number of hours worked on site.
8. Become familiar with personnel and agency policy pertaining to ethics, security, confidentiality of records, etc.
9. Become sufficiently involved within the agency to understand the day-to-day operations.
10. Become familiar with the policies under which the participating agency operates.
11. Attend meetings with your Faculty Advisor as requested.
12. Contact your Faculty Advisor with any problems or grievances that may arise with the placement and/or with the Agency Supervisor
13. Attend the mid-semester meeting with the Internship Coordinator.
14. Complete the Internship Report (see Appendix E)
15. Complete the Student Evaluation of Internship Experience located online at http://radford.qualtrics.com//SE/?SID=SV_6EDEREKjmLfwKGh and submit it anonymously prior to the end of the semester during which you were taking the internship.

Internship Coordinator Responsibilities
The following is a list of major responsibilities of the Internship Coordinator:
1. Assist students in completing all forms required for the internship application process.
2. Assist students in identifying an internship opportunity that matches their career goals.
3. Assist student in completing the Statement of Intern Responsibilities and Learning Goals.
4. Assist students in obtaining a faculty advisor for their internship.
5. Hold a mid-semester meeting with interns during the semester of their experience (for fall and spring only).
6. Recruit new internship agencies and maintain ties with current site placements.
7. Publicize internship opportunities to Sociology majors.
8. Evaluate and Assess the completed Student Evaluation of Internship Experience forms and work with agencies to improve the Internship program.
9. Evaluate and Assess the completed Student Evaluation of Internship Program forms and work to improve the Internship program.
10. Ensure that all paperwork is completed by the Faculty Advisors and Site Supervisors.

Faculty Advisor Responsibilities
The following is a list of major responsibilities of the Faculty Advisor:
1. Assist student in completing the Statement of Intern Responsibilities and Learning Goals.
2. Provide participating agency supervisors with mid-semester and final evaluation forms and confirm that these documents are completed and returned to the Internship Coordinator in a timely manner.
3. Make contact with the agency supervisor within the first two weeks of the semester explaining her/his role in the internship experience.
4. Act as a liaison between the student and the agency supervisor addressing any grievances that develop from either side.
5. Work with the student intern to develop the academic component of their internship that encourages the student to make connections between their sociological training and their field experience by establishing regular meetings with students, weekly journals, or some other semester-long system for encouraging engagement with the experience and sociological knowledge and skills.
6. Maintain accurate records of contacts with participating agencies, supervisors, and student performance.
7. Ensure adequate progress regarding the number of required on-site hours during the semester.
8. Ensure that the total number of required hours is completed by the end date of the internship.
9. Determine a final grade from the agency final evaluation (60%) and academic work submitted by the student, including the Internship Report (40%).
10. Assist the participating agency in developing a meaningful internship program for the student.
11. Ensure, the best you can, that your intern has completed the online Student Evaluation of Internship Experience prior to the end of the semester during which you supervised the internship.
Participating Agency Responsibilities
The following is a list of major responsibilities to be used by the participating agencies in the management and supervision of each Sociology intern:

Designation and Paperwork
1. Designate an Agency Supervisor who holds at least a Bachelor’s degree (or equivalent) and a minimum of two years of pertinent professional experience
2. Complete the Radford University Student Internship Agreement
3. Assist student in completing the Statement of Intern Responsibilities and Learning Goals.
4. Complete both a mid-semester and final evaluation of the student’s performance. The Faculty Advisor will provide the agency with all necessary forms. The agency representative is to review the contents of the performance evaluation with the student, discuss areas in need of improvement and suggest steps to meet these needs.

Relations with Faculty Advisor
The Agency Supervisor shall
1. Provide the Faculty Advisor and the Internship Coordinator with contact information.
2. Participate with the Faculty Advisor in developing a meaningful experience for the student.
3. Work with student, Faculty Advisor, and Internship Coordinator to resolve any grievances.

Agency Environment
1. Determine, through mutual agreement, the student working hours; agencies should be flexible in scheduling to enable the student to complete the internship by the agreed upon end-date
2. Allow the student to begin placement during the first week of the semester.
3. Orient the student to the agency’s expectations of appropriate dress, policies pertaining to confidentiality of information and records, and any other expectations of student interns.
4. Provide a formal or informal training program to familiarize the student with the function and operation of the agency.
5. Familiarize the student with the various community resources, professional services, and databases used by staff members.
6. Allow the student to become as involved with the clients served as appropriate to the specific agency.

Academic Requirements
The student is expected to fulfill all requirements listed on the Course Syllabus (Appendix B) as well as those under “Student Responsibilities” (page 3). As is indicated in the syllabus, 60% percent of the student’s grade will be determined from the final evaluation conducted by the agency supervisor. The remaining 40% percent of the student’s grade will be determined from the quality of academic activities completed, including completion of the Internship Report (Appendix E). The specific academic activities will be negotiated by the student and the Faculty Advisor. The actual grade will be assigned by the Faculty Advisor.

Evaluation & Grading System
The student will be evaluated twice by the agency supervisor during the semester. A mid-semester evaluation will be used only to assist the student in identifying strong areas as well as those areas where improvement is needed. Only the final evaluation will be used in determining the final grade. The final evaluation accounts for 60% of the final grade. The other 40% of the course grade is determined by academic work (determined in part
by the required Internship Report, as well as a presentation, journals, and/or portfolios—all to be determined by the student and Faculty Advisor). A rubric will be used by your faculty supervisor in the evaluation of this academic work. A copy of that rubric is at the end of this manual.

Internship Exit Student Checklist

The following list of items must be completed **before a grade can be submitted** for an intern:

- The RU Department of Sociology Final Student Performance Evaluation (Appendix D) must be received by the Internship Coordinator
- Faculty Advisor confirms the requisite number of on-site hours for the internship are completed
- Submit the required 10-page Internship Report (Appendix E) to your Faculty Advisor
Radford University Department of Sociology Internship
Faculty Evaluation Form

The following form is to be given to three Radford University Sociology faculty with whom the student has completed course work.

Student Name ____________________________   Faculty Evaluator ____________________________

Type of internship experience desired (or specific agency, if known):

_____________________________________________________________________________________

In what capacity have you known the above student? ________________________________________

_____________________________________________________________________________________

_____________________________________________________________________________________

How long have you known the student? ____________________________________________________

_____________________________________________________________________________________

Facility member, please use the following key to rate the above student on each of the following characteristics for the type of internship placement indicated above:

1 = Outstanding
2 = Above average
3 = Average
4 = Below average
5 = Unknown or Not Applicable

Human Relations Skills

1. Demonstrated ability to interact with social groups of various types
   ____

2. Demonstrated ability to work cooperatively with classmates in achieving common goals.
   ____

3. Demonstrated ability to communicate effectively and tactfully with classmates and faculty.
   ____

Internship Competence

1. By virtue of your knowledge of the student named above, how would you describe the student’s ability to perform the internship for which s/he is applying.
   ____

2. Demonstrated ability to learn quickly and accurately apply new information which may be required by the job.
   ____
Personal characteristics related to job performance

1. Is punctual
   
2. Is self-confident
   
3. Has the ability to make decisions and carry out responsibilities
   
4. Is open-minded toward change
   
5. Has initiative
   
6. Is interested in self-improvement
   

Please provide additional information or concerns that might help determine the student’s ability to successfully complete the type of internship described above:

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

Signature: ____________________________  Date: ____________________________
Radford University Department of Sociology  
Internship Syllabus  
SOCY499

Nature and Scope of the Course

The Sociology Internship includes a field placement in a private or public agency, regular meetings with the Faculty Advisor, and periodic meetings with the Internship Coordinator. The student works with designated Agency Supervisor, receives an overview of agency functions, and completes assigned tasks within the agency. Students meet with the Faculty Advisor to discuss concerns. The Faculty Advisor will assign readings, assignments, and projects appropriate for the specific site placement to provide opportunities to relate theory and practice. The Internship Coordinator will periodically meet with all interns as a group to discuss the Internship experience.

Course Objectives

The learning outcomes of Sociology Internships are for the student:

1. Illustrate how sociological theories can be used with clients in a specific practice setting
2. Communicate effectively with appropriate audiences
3. Identify, locate, and retrieve information relevant to the practice of sociology
4. Recognize the individual, group, and/or organizational processes within a specific practice setting
5. Adhere to professional norms and demonstrate appropriate behavior with regard to work assignments
6. Realize influence of student’s personal values and perceptions as related to other individuals and groups in practice setting
7. Function as an effective member of a work team or group in a specific practice setting
8. Acquire and maintain a professional identity as a sociological practitioner
9. Comply with the code of ethics of the ASA, AACS, and/or other relevant professional association
10. Recognize the social, political, and ethical constraints on sociological practice
11. Understand group processes in decision-making

Student Name: ______________________________
RU ID: ______________________________________
Semester: ___________________________________
Credit Hours: ________________________________
Faculty Supervisor: ___________________________

Internship Coordinator Signature: ___________________________ Date: ___________________________
Radford University Department of Sociology
Statement of Intern Responsibilities and Learning Goals

In the semester prior to the internship experience, the student, in conjunction with the agency supervisor should develop a statement of the anticipated responsibilities and learning goals for the internship.

Anticipated Responsibilities:

Learning Outcomes:

1. Illustrate how sociological theories can be used with clients in a specific practice setting
2. Communicate effectively with appropriate audiences
3. Identify, locate, and retrieve information relevant to the practice of sociology
4. Recognize the individual, group, and/or organizational processes within a specific practice setting
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9. Comply with the code of ethics of the ASA, AACS, and/or other relevant professional association
10. Recognize the social, political, and ethical constraints on sociological practice
11. Understand group processes in decision-making

Student Signature: ____________________________ Date: ______________________

Site Supervisor Signature: ______________________ Date: ______________________
Radford University Department of Sociology
Student Performance Evaluation

Mid-semester

Final (check one)

Intern Name: __________________________________________

Agency Name: __________________________________________

Intern’s Major Responsibilities: ________________________________________________

Agency Representative: Please evaluate the student in each of the following areas. Upon completion of the evaluation, please review the results with the student. The review should emphasize major strengths as well as areas in need of improvement and the student’s potential for continued work in the field. In the area provided under each evaluation factor, please write a brief justification for each rating that is placed in the “Needs Improvement” or in the “Exceeds Expectations” category.

<table>
<thead>
<tr>
<th>Factors</th>
<th>Needs Improvement</th>
<th>Meets Expectations</th>
<th>Exceeds Expectations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Quality of Work:</td>
<td></td>
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<tr>
<td>• Completeness</td>
<td>_____</td>
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<td>_____</td>
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<tr>
<td>• Accuracy in oral expression</td>
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<tr>
<td>• Accuracy in written expression</td>
<td>_____</td>
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<tr>
<td>• Overall quality of work</td>
<td>_____</td>
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<tr>
<td>2. Quantity of Work</td>
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<tr>
<td>• Amount of work completed</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>• Promptness in completing assigned tasks</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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________________________________________________________________________________
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<tr>
<th>Factors</th>
<th>Needs Improvement</th>
<th>Meets Expectations</th>
<th>Exceeds Expectations</th>
</tr>
</thead>
<tbody>
<tr>
<td>3. Initiative</td>
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<tr>
<td>- Resourcefulness</td>
<td>_____</td>
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<tr>
<td>- Self-reliance</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>- Degree of initiative</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>- Degree of supervision needed</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>4. Dependability</td>
<td></td>
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<td></td>
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<tr>
<td>- Reliability</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>- Promptness and attendance</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>- Ability to follow agency rules and regulations</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>5. Relations with people</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>- Effectively communicates with clients</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
<tr>
<td>- Effectively communicates with staff</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
<tr>
<td>- Functions as an effective team member</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
<tr>
<td>6. Job knowledge. Understanding of</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>- Job responsibilities</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
<tr>
<td>- Agency functions</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
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<tr>
<td>- Assigned tasks</td>
<td>_____</td>
<td>_____</td>
<td>_____</td>
</tr>
</tbody>
</table>
7. **Professionalism**
   - **Dress is appropriate for work setting**
   - **Behavior is appropriate to work setting**
   - **Complies with the code of ethics appropriate for the work setting**

Please indicate an overall rating of performance:

<table>
<thead>
<tr>
<th>Needs Improvement</th>
<th>Meets Expectations</th>
<th>Exceeds Expectations</th>
</tr>
</thead>
</table>

**Agency Remarks:**
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________

**Signature:** _________________________________________________________________
**Agency Representative (Evaluator)**

**Student Remarks:**
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________
_______________________________________________________________________________

**Signature:** _________________________________________________________________
**Student**

**Upon completion, please email to** elyman@radford.edu **or mail to:**

Dr. Beth Lyman  
Internship Coordinator  
Department of Sociology  
P. O. Box 6948  
Radford University  
Radford, VA 24142
Internship Report
Guidelines

Each intern is required to write an Internship Report. Students completing their first internship experience should follow the guidelines below.

Cover Sheet:

- Student’s Name:
- Site Name:
- Semester/Year taken:
- Site Supervisor’s Name:
- Faculty Supervisor Name:

Body of Report:

I. Describe your internship site and assignment. What is the organization’s mission and goals? What was your organizational position and role?

II. What sociological concepts and theories enabled you to understand your internship experience? Choose those most relevant and use them to describe your experiences with people, programs, and projects.

III. How did you use your methodological knowledge and skills? Did you use your survey skills, interview skills, interpretational skills, statistical skills, report writing skills?

IV. What internship experiences challenged your sociological expectations? As a sociologist, did you go in with expectations that were challenged or contradicted? Explain.

V. How did you use your sociological code of ethics in your internship experience? Did social, political, or ethical issues and/or constraints emerge? Please describe.

VI. What did you learn from this experience about your own career goals? Does this type of work interest you as a career choice?

Reference Page:

Citations should follow a standard format.

Your Internship Report should be ten pages of text, double spaced, one-inch margin.
If you are completing your **second internship at the same agency**, please follow the guidelines below:

**Cover Sheet:**

- Student’s Name:
- Site Name:
- Semester/Year taken:
- Site Supervisor’s Name:
- Faculty Supervisor Name:

**Body of Report:**

I. Please briefly describe your internship site and summarize your assignment as well as any changes in your position or roles from previous semester(s).

II. What were the reasons for continuing your internship experience? How did it build on your first experience?

III. Re-evaluate the sociological concepts and theories as well as the methodological knowledge and skills addressed in your first “Internship Report.” Explain how you were able to further develop them by continuing your internship. Were you able to apply additional concepts, theories, and/or methods from your sociological education during this portion of the internship experience? Please explain.

IV. What internship experiences challenged your sociological expectations? As a sociologist, did you go in with expectations that were challenged or contradicted? Please explain.

V. How did you use your sociological code of ethics in your internship experience? Did social, political, or ethical issues and/or constraints emerge? Please describe.

VI. How has this continued experience helped to develop or clarify your career path/goals?

**Reference Page:**

Citations should follow a standard format.

Your Internship Report should be ten pages of text, double spaced, one-inch margin.
### SOCY 499 Internship Report Rubric

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Site and assignment</td>
<td>Comprehensive description of internship site, mission and goals as well as student's organizational position and role</td>
<td>Fairly comprehensive description of internship site, mission and goals as well as student's organizational position and role</td>
<td>Partial description of internship site, mission and goals as well as student's organizational position and role</td>
<td>Scant description of internship site, mission and goals, and student's organizational position and role</td>
</tr>
<tr>
<td>Sociological concepts and theories</td>
<td>Comprehensive description of sociological concepts and theories used to describe internship experience with appropriate citations.</td>
<td>Significant description of sociological concepts and theories used to describe internship experience with incomplete citations.</td>
<td>Surface description of sociological concepts and theories used to describe internship experience with minimal citations.</td>
<td>Minimal description of sociological concepts and theories used to describe internship experience with no citations.</td>
</tr>
<tr>
<td>Methodological knowledge and skills</td>
<td>Comprehensive description of methodological knowledge and skills used in internship experience.</td>
<td>Fairly comprehensive description of methodological knowledge and skills used in internship experience.</td>
<td>Partial description of methodological knowledge and skills used in internship experience.</td>
<td>Insufficient description of methodological knowledge and skills used in internship experience.</td>
</tr>
<tr>
<td>Challenging Sociological expectations</td>
<td>Comprehensive analysis of how sociological expectations were challenged or reinforced</td>
<td>Fairly comprehensive analysis of how sociological expectations were challenged or contradicted</td>
<td>Partial analysis of how sociological expectations were challenged or contradicted</td>
<td>Insufficient analysis of how sociological expectations that were challenged or contradicted</td>
</tr>
<tr>
<td>Code of ethics</td>
<td>Comprehensive analysis of how intern engaged with sociological code of ethics including social, political, or ethical issues and/or constraints</td>
<td>Fairly comprehensive analysis of how intern engaged with sociological code of ethics including social, political, or ethical issues and/or constraints</td>
<td>Partial analysis of how intern engaged with sociological code of ethics including social, political, or ethical issues and/or constraints</td>
<td>Insufficient analysis of how intern engaged with sociological code of ethics including social, political, or ethical issues and/or constraints</td>
</tr>
<tr>
<td>Link to career goals</td>
<td>Comprehensive analysis of how experience has informed career goals</td>
<td>Fairly comprehensive analysis of how experience has informed career goals</td>
<td>Partial analysis of how experience has informed career goals</td>
<td>Insufficient analysis of how experience has informed career goals</td>
</tr>
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</table>