



**Case Western Reserve University
Career Center**

Internship Report 2014-2015

Internship Survey 2014-15

Introduction

The 2014-15 Internship Survey was administered using Qualtrics, a web-based assessment vendor, over approximately four weeks during August – September 2015 to 3,931 returning undergraduate students. Students were asked to report on their internship experiences over the time period Fall 2014 – Summer 2015. There were 1,511 individuals who responded to the survey for a response rate of 38%. Appendix A includes a copy of the survey.

Internship Participation

Students were asked whether or not they had participated in an internship, defined as a work-based learning experience, typically related to one's major field of study and/or intended career, which could be full-time or part-time, paid or unpaid, with no course enrollment. Six hundred forty students reported that they participated in one internship within this timeframe; 29 students reported participating in two internships; for a total of 669 internships reported.

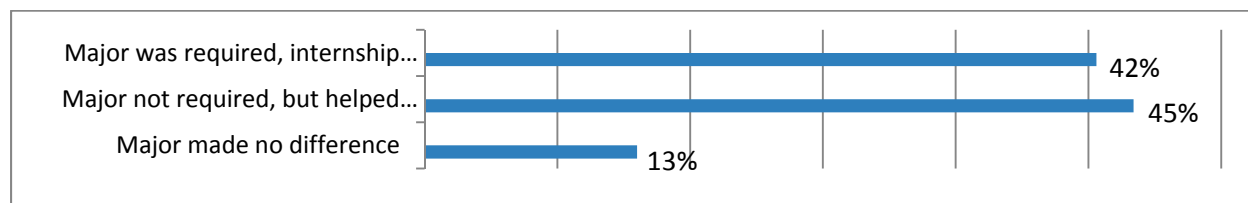
Timing

Of the 669 internships reported, 633 (95%) had information about which semester(s) the internship took place. Ninety-three percent (n=587) took place during one semester, six percent (n=36) took place over two semesters, and two percent (n=10) took place over three semesters. Summer was the most popular time of year for students to complete internships with 550 (87%) taking place exclusively during the summer, and 37 more taking place over summer plus one or more semesters.

Timing	n	%
Fall 2014	20	3%
Spring 2015	17	3%
Summer 2015	550	87%
Fall 2014, Spring 2015	9	1%
Fall 2014, Summer 2015	3	0%
Spring 2015, Summer 2015	24	4%
Fall 2014, Spring 2015, Summer 2015	10	2%

Qualifications

Six hundred (90%) responses were recorded regarding the relationship between student's major and internship. Of those who answered the question, 42% (n= 253) responded that their major was required for the internship and the internship was related to their field of study, while 45% (n=267) responded that their major was not required but helped them get the internship.



Position Function

Of the 669 internships reported, 610 responses contained information about the function of the internship.

Position Function	n	%	Position Function	n	%
Accounting	22	4%	Healthcare/Public Health	24	4%
Art/Design/Performance	5	1%	Information Technology	24	4%
Business/Administration	30	5%	Manufacturing	5	1%
Communication	7	1%	Marketing/Sales	18	3%
Community Development	1	0%	Medical Device	7	1%
Construction	2	0%	Non-profit	16	3%
Consulting	13	2%	Nursing	10	2%
Education/Teaching	10	2%	Politics/Law	8	1%
Engineering	241	40%	Research	95	16%
Entertainment	1	0%	Science	20	3%
Financial Services	38	6%	Social Services	4	1%
Government	4	1%	Sustainability/Green/Environment	4	1%

Employers

CWRU students accepted internships with a wide variety of Fortune 500, government, non-profit, and private sector employers. Employers hiring two or more students are noted in the table below.

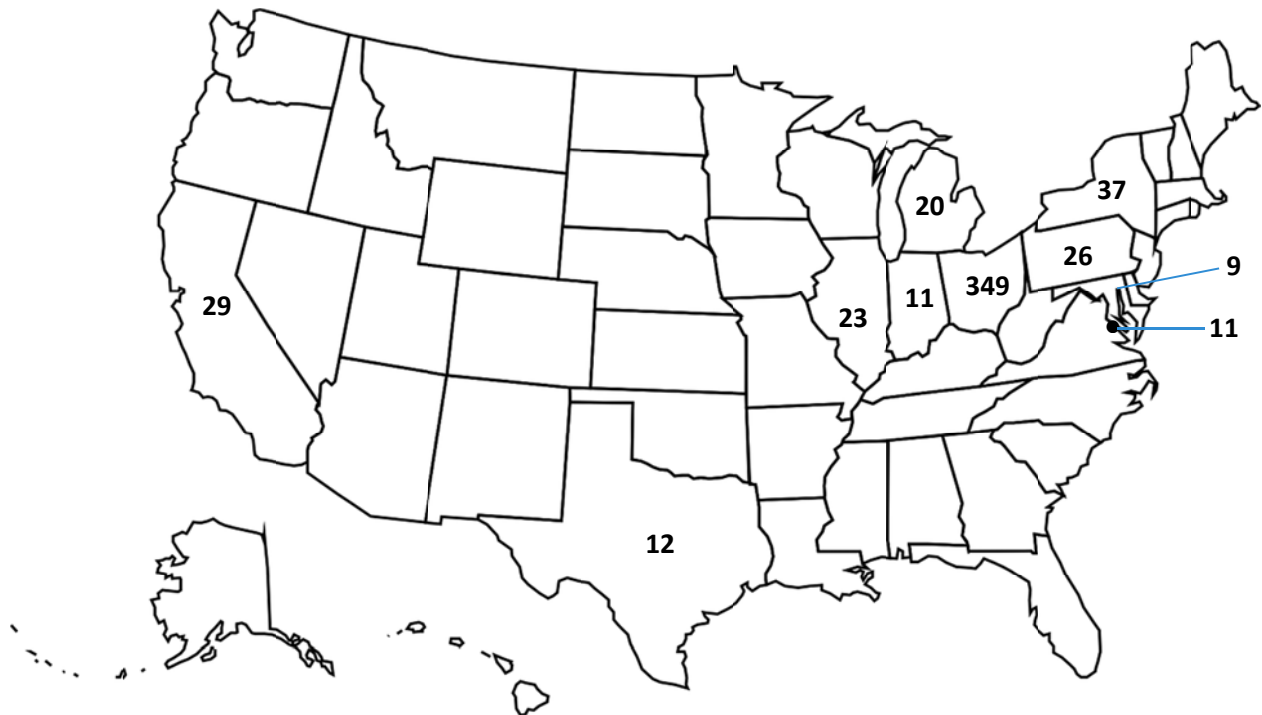
Employer	n	Employer	n
Case Western Reserve University	66	Custom Orthopaedic Solutions Inc.	2
University Hospitals	17	Edward Jones	2
Cleveland Clinic	16	enlight Advisors LLC	2
Procter & Gamble	11	Ford Motor Company (The)	2
MIM Software Inc.	10	Hunger Network of Greater Cleveland	2
NASA	10	IBM	2
General Electric	8	Intwine Connect, LLC	2
Lubrizol Corporation	7	Kocher Micro	2
Hyland, creator of OnBase	6	KPMG	2
PricewaterhouseCoopers LLP	6	Lockheed Martin	2
Flashstarts	5	MAGNET, the Manufacturing Advocacy & Growth Network	2
KeyBank	5	Manufacturing Technology Inc.	2
Western Reserve Historical Society	5	Mayo Clinic	2
Alcoa	4	Medtronic	2
BioEnterprise Corporation	4	Moen	2
Parker Hannifin Corporation	4	National Instruments	2
Swagelok Company	4	Nucor Corporation	2
Charter Steel	3	Phillips	2
Eaton Corporation	3	PNC Financial Services Group Inc.	2
Epic Systems Corporation	3	Precision Castparts Corp.	2

Timken Company	3	Progressive Group of Insurance Companies	2
Yelp	3	Rockwell Automation	2
Accenture	2	Rosetta	2
BASF Corporation	2	Sherwin-Williams Company	2
Cedar Brook Financial Partners, LLC	2	Siemens AG	2
Charles Schwab & Co., Inc.	2	Terves Inc.	2
Cleveland Museum of Art	2	United Launch Alliance	2
Cleveland Museum of Natural History	2	University of Pittsburgh Medical Center (UPMC)	2
Cleveland, Ohio Department of Public Health	2	Vertical Knowledge	2

Location

Of the 669 internships reported, geographic location information was provided in 610 (91%) instances. Sixty-six percent (n=403) of the internships took place in the midwestern United States. Fifty-five percent (n=334) of the internships were in Ohio, and 277 of those occurred in the Greater Cleveland area.

Of the 45% (n = 276) of internships that took place outside of Ohio, the top states for internships were California; Washington, DC; Illinois; Indiana; Maryland; Michigan; New York; Pennsylvania; and Texas. Twenty-eight (4%) internships took place outside of the United States.



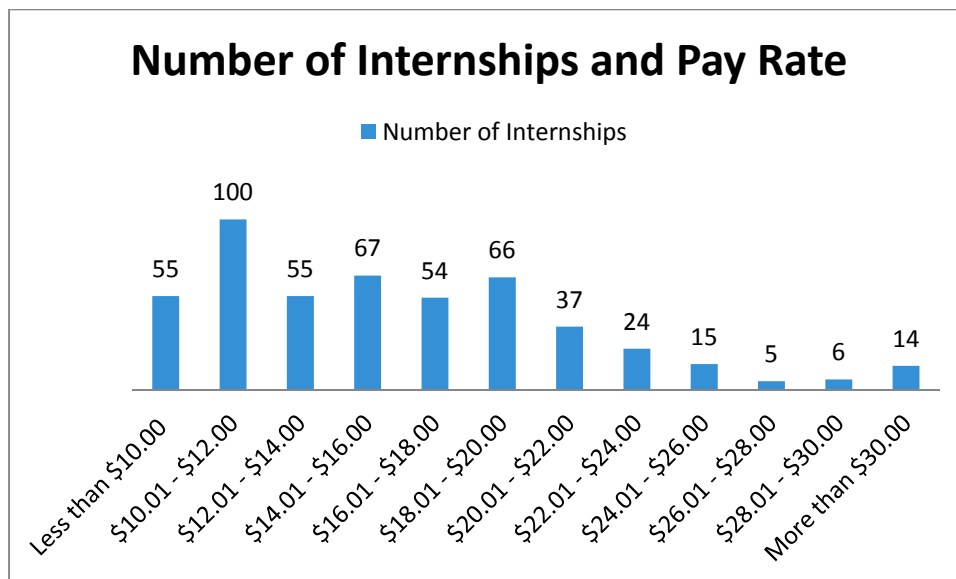
The top metropolitan areas for internships are shown below.

Metropolitan Area	n
Cleveland-Elyria, OH	276
New York-Newark-Jersey City, NY-NJ-PA	27
Washington-Arlington-Alexandria, DC-VA-MD-WV	22
Chicago-Naperville-Elgin	21
Cincinnati, OH-KY-IN	18
Akron, OH	16
Pittsburgh, PA	14
Detroit-Warren-Dearborn, MI	11
San Francisco-Oakland-Hayward, CA	10
San Jose-Sunnyvale-Santa Clara, CA	10
Denver-Aurora-Lakewood, CO	8
Boston-Cambridge-Newton, MA-NH	7
Buffalo-Cheektowaga-Niagara Falls, NY	7
Columbus, OH	7
Los Angeles-Long Beach-Anaheim, CA	7
Minneapolis-St. Paul-Bloomington, MN-WI	6
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	6

Compensation

Students were asked whether the experiences were paid or unpaid, as well as the hourly wage range. Information about whether or not the experience was paid was obtained for 609 (91%) of the internships, with 83% (n=504) being paid experiences and 17% (n=105) being unpaid.

A pay rate was indicated for 99% (n=498) of the 504 paid experiences. The median pay range was \$14.01 – 16.00 per hour. The most frequently reported pay range was \$10.01 - \$12.00 per hour, with 20% of internships paying a rate in this range.



For those internships in the “more than \$30.00 per hour” category, ten different organizations were represented, and eight positions contained “software development” in the title. Students listed the following position functions: Engineering (9), Financial Services (3), Information Technology (1), and Research (1).

Several but not all of the positions were located in larger metropolitan areas that tend to have a higher cost of living: San Francisco (5), Seattle (2), Cincinnati (1), Chicago (1), Madison (3), New York (1), San Jose (1).

Thirteen students had one major, and one student had two majors. Majors represented included Computer Science (7), Computer Engineering (3), Biology (1), Biomedical Engineering (1), Economics (1), Finance (1), and Polymer Science & Engineering (1).

For those internships in the “less than \$10.00 per hour” category, they took place at 37 different organizations. The position functions varied considerably: Engineering (13), Research (12), Science (7), Business/Administration (4), Financial Services (3), Consulting (2), Education/Teaching (2), Healthcare/Public Health (2), Marketing/Sales (2), Medical Devices (2), Sustainability/Green (2), Communications (1), Government (1), Information Technology (1), and Non-profit (1).

Positions were often located in smaller to mid-size metropolitan areas that typically have a lower cost of living: Cleveland (31), Pittsburgh (2), Akron (1), Buffalo (1), Canton, OH (1), Dayton (1), Denver (1), Detroit (1), Jamestown, NY (1), Nashville (1), and Outside the U.S. (1). New York (1) and Chicago (1) were the exceptions.

These positions were scattered across disciplines and schools/colleges including 27 students with an Arts & Sciences major, 16 with an Engineering major, seven with a Weatherhead major, seven within Undergraduate Studies (intended major or undeclared), and one with a Nursing major.

Compensation by Major

The table below outlines the number of students in each major and the pay rate they indicated on the survey¹.

Major	Unpd.	Pay Rate											
		< 10.00	10.01 - 12.00	12.01 - 14.00	14.01 - 16.00	16.01 - 18.00	18.01 - 20.00	20.01 - 22.00	22.01 - 24.00	24.01 - 26.00	26.01 - 28.00	28.01 - 30.00	> 30.00
Accounting	3	2	4	2	4	2	5	3	4	0	1	0	0
Aerospace Engineering	0	2	2	0	4	3	6	4	0	0	0	1	0
Anthropology	2	1	3	3	0	0	0	0	0	0	0	0	0
Art History	7	0	0	0	0	0	0	0	0	0	0	0	0
Biochemistry	2	2	1	1	0	3	0	0	0	0	0	0	0
Biology	12	7	6	5	2	0	1	0	0	0	0	0	1

¹ Students are counted once for each major. Undeclared students with an intended major on record are grouped with that major (e.g. Accounting – Intended is grouped with Accounting). Engineering, Pre-Medicine, and Unknown/Undecided are not majors, but are intended majors of record. All majors contained at least one person with a double major except Applied Mathematics, Chemical Biology, French, Nursing, Nutrition, and Nutritional Biochemistry & Metabolism. Majors in which five or fewer students reported their internship plans are not included in the table in order to protect the confidentiality of the respondents. Those majors are Applied Mathematics, Asian Studies, Astronomy, Chemical Biology, Classics, Communication Sciences, Dance, Environmental Studies, Evolutionary Biology, German, French, Japanese Studies, Mathematics & Physics, Nutrition, Philosophy, Spanish, and Systems & Control Engineering.

Major	Unpd.	<	10.01	12.01	14.01	16.01	18.01	20.01	22.01	24.01	26.01	28.01	>
		10.00	12.00	14.00	16.00	18.00	20.00	22.00	24.00	26.00	28.00	30.00	30.00
Biomedical Engineering	7	6	12	9	5	5	10	4	2	0	0	0	1
Chemical Engineering	3	2	10	5	6	2	6	3	2	2	1	2	0
Chemistry	4	2	1	0	1	0	1	2	1	2	0	0	0
Civil Engineering	1	0	3	3	6	4	2	0	0	0	0	0	0
Cognitive Science	1	2	4	0	3	2	0	0	0	0	0	0	0
Computer Engineering	1	1	1	0	3	0	3	4	2	1	0	0	3
Computer Science	3	3	4	6	11	5	9	6	6	5	1	0	7
Economics	7	3	4	1	0	3	1	1	0	0	0	0	1
Electrical Engineering	1	0	1	3	2	0	5	3	2	1	0	1	0
Engineering	1	1	2	1	2	2	0	1	0	0	0	0	0
English	3	1	0	0	1	0	1	0	0	0	0	0	0
Finance	4	2	2	2	3	1	3	0	1	0	0	0	1
History	5	0	1	0	0	0	0	0	0	0	0	0	0
International Studies	8	0	5	0	1	0	0	0	1	0	0	0	0
Management	1	0	2	0	2	1	0	0	0	0	0	0	0
Marketing	5	2	2	1	0	1	1	0	0	0	0	0	0
Materials Science & Engineering	0	1	1	3	2	2	4	1	1	0	0	1	0
Mathematics	1	1	2	0	1	2	1	1	2	0	0	0	0
Mechanical Engineering	2	4	4	3	10	14	12	9	2	2	1	1	0
Music	1	0	3	0	1	1	0	1	0	1	0	0	0
Nursing	2	1	7	2	1	1	1	0	0	0	0	0	0
Nutritional Biochem & Metabolism	2	4	2	0	0	0	0	0	0	0	1	0	0
Physics	2	1	1	1	0	0	0	0	0	0	0	0	0
Political Science	9	2	2	0	0	0	0	0	0	0	0	0	0
Polymer Science & Engineering	0	1	3	1	1	2	0	1	2	2	0	0	1
Pre-Medicine	4	1	4	2	0	0	1	0	0	0	0	0	0
Psychology	8	3	3	0	2	0	0	0	0	0	0	0	0
Sociology	1	2	1	1	1	0	0	0	0	0	0	0	0
Statistics	1	0	1	0	0	3	2	0	0	0	0	0	0

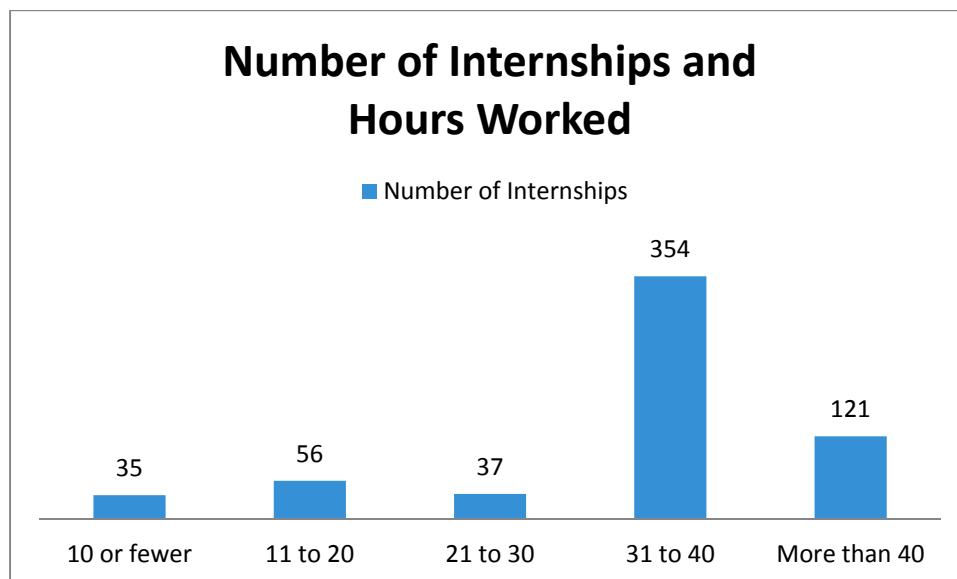
Major	Unpd.	<	10.01	12.01	14.01	16.01	18.01	20.01	22.01	24.01	26.01	28.01	>
		10.00	12.00	14.00	16.00	18.00	20.00	22.00	24.00	26.00	28.00	30.00	30.00
Theater Arts	3	2	0	0	0	0	1	0	0	0	0	0	0
Undecided / Undeclared	2	0	2	1	1	1	0	1	0	0	0	0	0

The majors in which all (100%) of the reported internships were paid were Aerospace Engineering, Applied Mathematics (n = 22), Applied Mathematics (n = 3), Astronomy (n = 1), Chemical Biology (n = 1), Classics (n = 1), Communication Sciences (n = 2), Dance (n = 1), Environmental Studies (n = 1), French (n = 1), German (n = 1), Materials Science & Engineering (n = 16), Mathematics and Physics (n = 1), Philosophy (n = 1), Polymer Science and Engineering (n = 14), Spanish (n = 1), and Systems & Control Engineering (n = 1).

The majors in which more than half of the internships were unpaid include International Studies (n = 8, 53%), Political Science (n = 9, 69%), and History (n = 5, 83%), Art History (n = 7, 100%), Asian Studies (n = 1, 100%), and Japanese Studies (n = 3, 100%).

Hour Worked

Students were asked how many hours per week they typically worked during their internships. This information was obtained for 603 (90%) of the internships. The most frequent number of hours worked was 31-40 hours per week, reported in 59% (n=354) of the internships. Another 20% (n=121) of students reported working 40 or more hours per week.



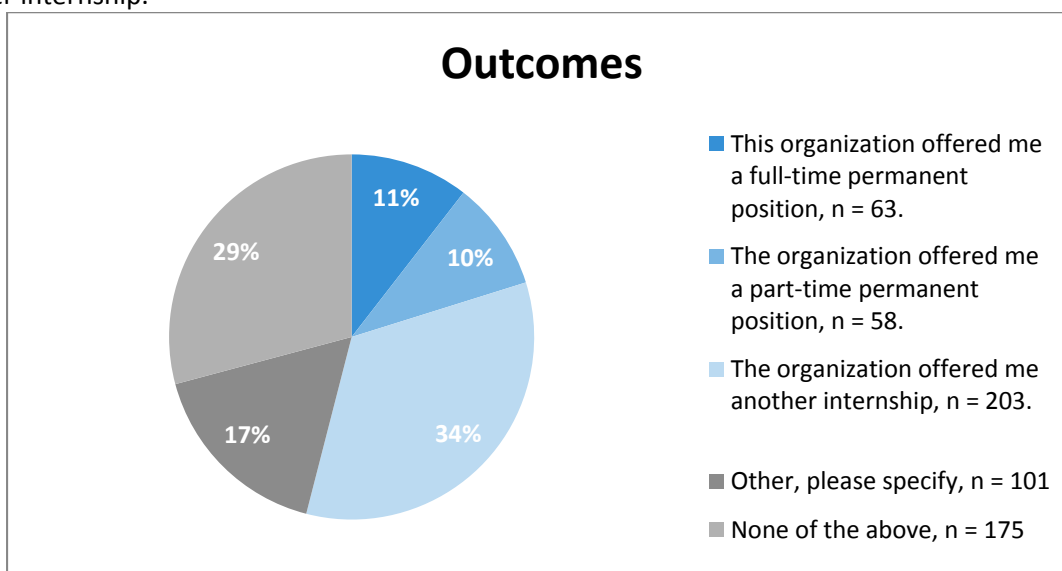
Of the 121 individuals who reported working more than 40 hours per week, the majority, 114 (94%), were paid. Ninety-seven percent (n = 117) of the internships took place in the U.S., and over a quarter (26%) of them were paid \$14.00 per hour or less.

These individuals were spread across position functions, with most position functions having at least one person reporting working 40 or more hours per week. Below is a table outlining the position functions with the greatest number of students working 40 or more hours per week.

Position Function	All	40+ hours/week	%
Accounting	22	12	55%
Financial Services	38	14	37%
Research	95	22	23%
Engineering	241	50	21%
Business/Administration	30	6	20%

Outcomes

Students were asked about the outcome of their internships, and 600 responded. Most students, 54%, who participated in internships received an offer of either a full-time position, a part-time position, or another internship.



In looking at class standing by credit hour, of the 63 who received a full-time offer, 33 (52%) had senior standing, 27 (43%) had junior standing, and three (5%) had second-year standing.

In examining the 101 “other” responses, a number of themes emerged that are outlined in the table below.

Outcome	n
Received an unofficial offer, or encouragement to return at a later date, or encouragement to apply for interview at a future date	25
Continuing with the organization in either an internship or a part-time job during the academic year	21
Received an offer, but did not select one of the options presented in the survey	18
Did not receive an offer, but qualified it, often individuals explained that they had gained skills, developed personal characteristics, would get a reference	14
Did not receive an offer but anticipating one, in varying stages of the interview-selection process	13

Not sure whether or not they would get an offer	5
Quit their positions	2

Internship Recommended

Students were asked whether or not they would recommend their internship site to other Case Western Reserve University students and 598 responses were received. The majority, 88% (n = 525) responded affirmatively

Career Plan Decidedness

Students were asked how decided about their career plans they were prior to and following their most recent internship, with options being Decided, Somewhat Decided, Somewhat Undecided, and Undecided. Five hundred sixty-five responses were received, with 62% (n = 350) reporting they stayed at the same level of decidedness, 35% (n = 196) responding they became more decided, and 3% (n = 19) indicated they were less decided following their most recent internship.

For the 350 that indicated that their decidedness level neither increased nor decreased following their most recent internship, 293 (84%) were either Decided or Somewhat Decided to begin with. Fifty-seven (16%) students said that both before and after their most recent internship they were either Undecided or Somewhat Undecided.

Of those students who responded their decidedness level increased, 168 indicated it increased one level, 26 moved two levels, and two increased three levels from Undecided to Decided.

For the small group of students who responded their level of decidedness decreased following their most recent internship, most (n =16) decreased in decidedness by one level, though a handful decreased by two levels. No one indicated moving from Decided to Undecided.

Internships by School/College

Students in the College of Arts and Sciences, the Case School of Engineering, and the Weatherhead School of Management participated in at least one internship at the same rate or greater than the rate of all students. Students in the Frances Payne Bolton School of Nursing and Undergraduate Studies participated in internships at a lower rate than did students in the other Schools and College and all students.

	ALL (n=3931)	CAS (N=1122)	ENG (n=1202)	MGT (n=298)	NUR (n=249)	UGS (n=1194)
Survey Respondents and Response Rate	1511 38%	415 37%	582 48%	122 41%	96 38%	357 30%
Completed 1 or more internships	640 42%	179 43%	291 50%	78 64%	15 16%	108 30%
Number of Internships completed	669	185	304	83	15	114

The internships in which students engaged spanned a wide variety of position functions. The table below outlines the top three position functions by school.

ALL	CAS	ENG	MGT	NUR	UGS
Engineering (241)	Research (47)	Engineering (206)	Financial Services (23)	Nursing (10)	Engineering (32)
Research (95)	Healthcare / Public Health (15)	Research (28)	Accounting (17)	Healthcare / Public Health (2)	Research (20)
Business / Administration (30)	Business / Admin. (13) Non-profit (13)	Information Technology (19)	Marketing / Sales (11)	Communications (1) Research (1) Science (1)	Business / Administration (7)

Internships by Major

Below is a table that lists, by major, employers who hosted an internship¹. An employer that has a number in parentheses following their name hosted that number of interns. Employers with no number hosted one intern²².

Accounting		
Accenture	Great Lakes Science Center	Mutual Capital Partners
American Express	Howard, Wershale & Co.	Northwestern Mutual
AXA Equitable Financial Services, LLC	Jones Lang LaSalle Inc (JLL)	Plante Moran
BDO USA, LLP	KeyBank	PNC Financial Services Group Inc.
Charles Schwab & Co., Inc.	KPMG	PricewaterhouseCoopers LLP (4)
Cleveland Metroparks	Legacy Professionals LLP	Treehouse Partners
Cleveland Museum of Natural History	MCCI Medical Group	U.S. Government Accountability Office
Cleveland Public Theatre	Meaden & Moore, Ltd.	Westfuller Advisors, LLC
Accounting cont.		
Deloitte Accounting	Moen	Zoetis
EY (Ernst & Young)	Mulligan Management Group, LLC	
Aerospace Engineering		
Alcoa	Lockheed Martin (2)	Safran Snecma
City of Wyandotte, MI Engineering and Building Department	NASA (2)	Swagelok Company (2)
General Motors	Nordson Corporation	Tesla Motors
Global Tooling Systems, AIP Aerospace	Orthman Manufacturing Inc.	Timken Company
Goodyear Tire & Rubber Company	Parker Hannifin Corporation	United Launch Alliance

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Labinal Power Systems	Randstad USA	Xcelerate Solutions
Anthropology		
Association of College & University Housing Officers - International (ACUHO-I)	Cleveland Clinic	Promise House
BioEnterprise Corporation	Lift-DC	University of California, San Diego
Case Western Reserve University (2)	MetroHealth System	US Together Inc.
Art History		
Cleveland Museum of Art	Museum of Contemporary Art Cleveland (MOCA)	Western Reserve Historical Society
InterReligious Task Force on Central America	Onward Israel	
Biochemistry		
Case Western Reserve University (5)	Kocher Micro	University Hospitals
Cleveland Clinic	Procter & Gamble	University of Colorado
KeyBank	United Way of Buffalo and Erie County, NY	
Biology		
Albert M. Higley Co. (The)	GMI	OrigamiUSA
AMITA Health Alexian Brothers Medical Center	Henry Ford Hospital	Penitentiary Glen, Lake Metroparks
Boston University	Inbloom Consulting	Procter & Gamble
Case Western Reserve University (9)	Liz Robbins Associates	Siemens AG
Cleveland Clinic	Lutheran Health Network	Spantree Technology Group, LLC
Cleveland Museum of Natural History	Maimonides Medical Center	University Hospitals
Dakota Software	Manufacturing Technology Inc.	University of California, San Francisco
Duffy & Bracken Wellness & Fitness, Physical Therapy, PC	Mayo Clinic	University of California, San Diego
Flashstarts	Optiver	WCA Hospital
Fountain House		
Biomedical Engineering		
20schemes	Herbalife International	Procter & Gamble
BioEnterprise Corporation	Intellirod Spine Inc.	Purple Carrot Idea Farm
Boston Scientific	InvisionHeart Inc.	Rauland-Borg
Case Western Reserve University (14)	Kunming Cell Bank of Type Culture Collection	Regeneron Pharmaceuticals Inc.
Cleveland Clinic (4)	Masimo	Society of Research Administrators International (SRA International)
Connection Technology Center, Inc (CTC)	Medtronic	Stanford Health Care

Custom Orthopaedic Solutions Inc. (2)	MIM Software Inc. (2)	Tianjin University, School of Pharmaceutical Science and Technology
Dow Jones	NASA	UH University Suburban Health Center
Epic Systems Corporation	Northeastern University	University of California (UCSF), Orthopaedic Trauma Institute
Explorys, an IBM Company	Northwestern University, International Institute for Nanotechnology	University of Maryland Medical Center
Ford Motor Company (The)	NSF National Nanotechnology Infrastructure Network (NSF-NNIN)	ViewRay Inc.
Fort Wayne Metals Research Products Corporation	OHSU (Oregon Health Sciences University) Doernbecher Children's Hospital	Waxman Industries Inc.
General Electric	Parker Hannifin Corporation	Zimmer
HealthSpan	Phillips (2)	Zimmer ViewRay
Chemical Engineering		
AAI Pharma Services Corp	Hull & Associates	OMNOVA Solutions Inc.
ATI (Allegheny Technologies Inc.)	JumpStart Inc.	Pfizer Inc.
BASF Corporation (2)	Kadant Black Clawson Inc.	Powdermet, Inc.
Case Western Reserve University (4)	Keithley, a Tektronix Company	PPG Industries
Charter Steel	Kent Displays Inc.	Praxair Inc
Cleveland Clinic	Lam Research Corporation	Procter & Gamble
Cooper Tire & Rubber Company	LEMIGAS	Sanofi SA
COTSWORKS, LLC	LifeHealth, LLC	Sherwin-Williams Company
Dover Chemical Corporation	Lincoln Electric Company	Soundwich, Inc.
DOW Chemical Company (The)	Monroe County, NY, Dept. of Environmental Services (DES)	Terves Inc.
Dow Corning	Monteris Medical Inc.	Tribco Inc.
GenSyn Technologies	MSES Consultants, Inc.	Valspar Corporation (The)
Grifols	Nucor Corporation	
Henwil Corporation	Occidental Chemical Corporation (OxyChem)	
Chemistry		
Cleveland Clinic	Lubrizol Corporation (3)	Procter & Gamble (3)
Cleveland Museum of Art	National Wellness Supply	Sherwin-Williams Company (The)
KPMG	Parkwest Medical Center	University Hospitals
Liz Robbins Associates	Parkwest Medical Center	
Civil Engineering		
Barr Engineering Co.	Lendlease	U.S. Dept. of Energy, Idaho National Laboratory
Case Western Reserve University	Menard USA	U.S. Dept. of Transportation, Federal Highway Admin.

Charter Township of Canton, MI	MWH Global	U.S. House of Representatives
Chemtron Corporation	Ohio Department of Transportation (ODOT)	Walsh Construction
Diversified Engineering Inc	Portage County, Ohio Engineer Office	Walter P. Moore & Associates Inc.
Gannett-Fleming	TransSystems	WSP Parsons Brinckerhoff Engineering Services
Gewalt Hamilton Associates, Inc.		
Cognitive Science		
BioEnterprise Corporation	McGraw Hill Financial	Patriot Software, Inc.
Case Western Reserve University (2)	NASA	University Hospitals
Cedar Brook Financial Partners, LLC	National Institutes of Health	Viacom Media Corporations-MTV News
Hyland, creator of OnBase	PanBlast Pte Ltd., Singapore	
Computer Engineering		
CapTech Consulting Inc.	General Electric (2)	Sunoco Logistics (SXL)
Case Western Reserve University (2)	Intwine Connect, LLC	SVTronics
Cohere Technologies Inc.	MIM Software Inc.	U.S. Dept. of Veteran Affairs, VA Greater Los Angeles Health System
Eaton Corporation	National Instruments	Uber
Emerson Network Power	Phillips	United Launch Alliance
Epic Systems Corporation	Rosetta	Yelp
Garrett Technologies		
Computer Science		
Amazon.com, Inc.	GenomOncology	Polaris, Ltd.
American Greetings	Google	Polycom
Amino Capital fka zPark Venture	HGS Worldwide	PricewaterhouseCoopers LLP
AnaVation, LLC	Homesite Insurance Group	Progressive Group of Insurance Companies
Basepair	Hyland, creator of OnBase (5)	Rosetta
CareEvolution	IBM (2)	Texas Tech University
Charles Schwab & Co., Inc.	IBM UrbanCode	TMW Systems
CME Group Inc.	Intwine Connect, LLC	True Fit Corporation
CodeMash Conference	Johns Hopkins University	U.S. Navy
Columbia University Medical Center	Kocher Micro	UH University Suburban Health Center
Concur Technologies	LeanDog Inc	University Hospitals
Dakota Software	Matrix Pointe Software, LLC	University of Pittsburgh Medical Center (UPMC) (2)
Davisware, Inc.	Mensch Capital	Verizon
Dell Inc.	Milcord LLC	Vertical Knowledge

Eaton Corporation	MIM Software Inc. (7)	Wright Patterson Air Force Base
Epic Systems Corporation (2)	National Instruments	Xerox Corporation
Everykey	OverDrive	Yelp (2)
Flashstarts (3)		
Economics		
Case Western Reserve University	Forte Capital LLC	PNC Financial Services Group Inc.
Cedar Brook Financial Partners, LLC	Ismaili Council for the USA	Thogus
Cooper Tire & Rubber Company	KeyBank (2)	U.S. Securities and Exchange Commission (2)
DDR Corp.	McGraw Hill Financial	U.S. Dept. of State
Economist (The) (2)	PA Human Rights Legal Clinic	U.S. Senator Richard Durbin of Illinois
enlight Advisors LLC	Piper Jaffray	University Hospitals
Electrical Engineering		
c3controls	Motorola Solutions, Inc.	Southwestern Ohio Council for Higher Education (SOCHE)
Case Western Reserve University	NASA	U.S. Air Force, Air Force Research Laboratory
Cleveland Clinic	NSF REU Oakland University	U.S. Army
Fetch Robotics	Procter & Gamble	United Technologies Aerospace Systems
General Electric (3)	Public Theater (The)/New York Shakespeare Festival	Wendel Energy Services, LLC
Masimo	Rockwell Automation	WorleyParsons
MIM Software Inc.		
Engineering		
CardinalCommerce	Lambda Technologies Group	PJM Interconnection, LLC
Case Western Reserve University	Moog CSA Engineering	TerraDolCivil
FranConnect LLC	NASA (2)	U.S. Senator Sherrod Brown, Ohio
English		
Latham & Watkins LLP	Russel G. Winick & Associates, PC	USA Today
PricewaterhouseCoopers LLP	U.S. Dept. of Justice, U.S. Attorney's Office, District of Columbia	World Literature Today
Finance		
Ameriprise Financial	Federal Reserve Bank of Cleveland	MB Real Estate
CapitalWorks	Flashstarts	Mensch Capital
Cedar Brook Financial Partners, LLC	Greenland Group	Performance Architects, Inc.
Centers for Families and Children (The)	Guardian Life Insurance Company of America (The)	PGA Tour
Chicago Transit Authority (CTA)	HP (Hewlett-Packard)	Roeder Consulting

Cleveland Clinic	JP Morgan	SAP America
Cleveland Research Company	Lloyd Park Capital Management	Sensient Technologies Corp.
Edward Jones		
History		
Association of College & University Housing Officers - International (ACUHO-I)	Catholic Charities Migrant and Refugee Services	Western Reserve Historical Society (3)
Crawford County, MI Prosecutor's Office		
International Studies		
California Bank & Trust	IBM	Temple University, Japan Campus, Institute of Contemporary Asian Studies
Case Western Reserve University (2)	InterReligious Task Force on Central America	U.S. House of Representatives
Cleveland Council on World Affairs	Museum of Contemporary Art Cleveland (MOCA)	University Hospitals
Consulate General of Japan in Chicago, Japan Information Center	PricewaterhouseCoopers LLP	Voice of America
Cultivator Advertising & Design	Prose Media	
Management		
Brooklyn Nets	Dominion	GxP Automation, LLC
Charter Steel	Flash Sales Limited	Studio Velo
Marketing		
Alternative Press	DMA United	ICE Profession
Amino Capital fka zPark Venture	Flashstarts	Jones Lang LaSalle Inc (JLL)
Case Western Reserve University	Greenland Group	Moen
Cleveland Research Company	Hyland, creator of OnBase	Shanghai Jianglong Import & Export Corp.
Materials Science & Engineering		
Alcoa (3)	Eaton Corporation	rp+m
Boeing Company (The)	General Electric	Saint-Gobain SA
Case Western Reserve University	NOCO Energy Corp	Soundwich, Inc.
Charter Steel	Nucor Corporation	Terves Inc.
DAAD RISE Program	Precision Castparts Corp.	U.S. Dept. of Commerce, National Institute of Standards and Technology
Mathematics		
Case Western Reserve University	Mayo Clinic	Riverside Company (The)
Dayton Society of Natural History	MIM Software Inc. (2)	U.S. Coast Guard Research and Development Center
KeyBank	National Instruments	Villanova University
Levin Consulting	PNC Financial Services Group Inc.	

Mechanical Engineering		
Accenture	Labinal Power Systems	Precision Castparts Corp.
Alcoa	Lake Shore Cryotonics Inc.	Procter & Gamble (2)
Allegion	Linde Engineering North America	Randstad USA
BAE Systems	Lockheed Martin (2)	Rockwell Automation
Cascade Designs, Inc.	Lokring Technology, LLC	Safran Snecma
Case Western Reserve University (2)	Lubrizol Corporation (2)	San Francisco Municipal Transit Agency (SFMTA)
City of Wyandotte, MI Engineering and Building Department	MAHLE	Semrock
CLEAResult	Mammotome, a division of Devicor Medical Products	SmartShape Design
Filtran LLC	Meyer Products	Stress Engineering Services, Inc.
Flashstarts	Mill-Max Manufacturing Corporation	Swagelok Company (3)
Ford Motor Company (The)	NASA (3)	TE Connectivity
General Electric	Nissan North America Inc.	Timken Company (3)
General Motors	Nordson Corporation	United Launch Alliance
Global Tooling Systems, AIP Aerospace	Nyloncraft, Inc.	Waxman Industries Inc.
Goodyear Tire & Rubber Company	Orbital Research, Inc.	Windsor Mold Group
Graphic Packaging International	Orthman Manufacturing Inc.	Xcelerate Solutions
Johns Hopkins University Applied Physics Lab	Parker Hannifin Corporation (3)	ZF Friedrichshafen AG
Kennametal Inc		
Music		
Albert M. Higley Co. (The)	Eaton Corporation	Sherwin-Williams Company
Case Western Reserve University (2)	Lubrizol Corporation	U.S. Coast Guard Research and Development Center
Cleveland Clinic	Pittsburgh Symphony Orchestra	
Nursing		
Beijing FuLei Industrial and Commercial Co., Ltd.	MedStar Georgetown University Hospital	Tufts Medical Center
Blue Star Camps	Southwest General Health Center	University Hospitals (6)
Children's Hospital of Pittsburgh of UPMC	Sparrow Health System	University of Iowa Health Care
Cleveland, Ohio Department of Public Health		
Nutritional Biochemistry & Metabolism		
Case Western Reserve University (3)	Cleveland, Ohio Department of Public Health	Hunger Network of Greater Cleveland
Citigroup Inc.	Cloudview Ecofarms	University Hospitals
Cleveland Clinic		

Physics		
Case Western Reserve University (3)	Cleveland Clinic	Sewa International USA
Political Science		
Case Western Reserve University	Fore Research and Management, LP	U.S. Dept. of Justice, U.S. Attorney's Office, District of Columbia
Catholic Charities Migrant and Refugee Services	Ingenuity Cleveland	U.S. Senator Richard Durbin of Illinois
Children's Defense Fund Freedom Schools®	Providence House	Viacom Media Corporations-MTV News
Cleveland Council on World Affairs	U.S. Congressman Dave Choice, 14th District Ohio	Voice of America
enlight Advisors LLC		
Polymer Science & Engineering		
Axon Connected	James Avery Craftsmen	Procter & Gamble
Centers for Disease Control & Prevention	LORD Corporation	SABIC Innovative Plastics
Cornell University (2)	Lubrizol Corporation (2)	Soundwich, Inc.
Invacare Corporation	Medtronic	WuXi App Tec
Pre-Medicine		
Case Western Reserve University (3)	Health & Harmony Animal Hospital	Siemens AG
Cleveland Clinic	MAGNET, the Manufacturing Advocacy & Growth Network	U.S. Food & Drug Administration
Edward Jones	NASA	University Hospitals (3)
Psychology		
AMITA Health Alexian Brothers Medical Center	Cleveland Clinic (2)	University Hospitals
BioEnterprise Corporation	National Institutes of Health	University of California (UCSF)
Case Western Reserve University (4)	Pittsburgh Zoo & PPG Aquarium	USA Today
Charter Steel	Refugee Response (The) (TRR)	Washington University in St. Louis
Sociology		
BioEnterprise Corporation	Cleveland Rape Crisis Center	Thompson Hine LLP
Case Western Reserve University (2)	Hunger Network of Greater Cleveland	WCA Hospital
Statistics		
American Express	Forte Capital LLC	Tosoh Corporation
Case Western Reserve University	Progressive Group of Insurance Companies	Vertical Knowledge
Erie Insurance Group		
Theatre Arts		
Cleveland Orchestra (The), Cleveland Public Theatre	Flashstarts	PNC Financial Services Group Inc.
Cleveland Public Theatre	Ingenuity Cleveland	Union Avenue Opera

Undecided/Undeclared		
Breathe California of the Bay Area	iRobot	telos institute (the)
Cleveland Clinic	MAGNET, the Manufacturing Advocacy & Growth Network	Vocera Communications
EP Technologies LLC	Strato, Inc.	

International Students

There are a limited number of courses (e.g. Cooperative Education, Practicum) available to international students³ that meet the requirements for CPT and/or OPT, and for the purposes of this report, students were asked to report data on internships only, not experiences obtained through courses. Three hundred seventy-two international students were invited to complete the Internship Survey, and 89 responded to the survey for a response rate of 24%. Of those 89 students, 32 (37%) reported having an internship during the time period Fall 2014 – Summer 2015. One student (3%) reported having more than one internship, for a total of 33 internships. Nine reported internships took place in the U.S.

³ International students are a unique subset of the student population in that their ability to legally work in the United States is significantly more limited than U.S. students. According to the Case Western Reserve University International Student Services FAQ website, “F-1 and J-1 students are eligible to work on-campus. Those who are registered full-time may work no more than 20 hours per week during the semester and 40 hours per week during breaks and the summer. There is also the option for F-1 Practical Training or J-1 Academic Training . . . F-1 students who have been in status for 9 consecutive months are eligible to apply for practical training. Students may apply for Curricular Practical Training (CPT) if the internship or job experience is an integral part of the curriculum. Students can apply for Optional Practical Training (OPT) before or after the completion of studies.”

Acknowledgements

Author: Robin Hedges, Career Center

Contributor: Erin Nunn, Career Center

Statistical Analysis: Amanda Thomas, Student Affairs Assessment

Appendix A: CWRU Internship Survey 2014-15

Internship Survey

Q1 Study Title: Internship Survey **Person Responsible for the Study:** Erin Nunn, Assistant Director of Experiential Learning, Career Center **Description:** The purpose of this survey is to learn whether or not you participated in any internships during the 2014-15 academic year, if yes, where your internship took place, your rate of pay, and the impact of your internship on your career decidedness. This will take approximately 10 minutes of your time. **Risks / Benefits:** There are no direct risks or benefits to participants. **Confidentiality:** The information you provide for this study is completely confidential. No individual participants will ever be identified with their survey information. Data from this survey will be saved in a proprietary software program (Qualtrics) with limited access on a secure CWRU Student Affairs server. **Voluntary Participation:** Your participation in this survey is voluntary. You may choose not to take part in this survey, or if you decide to take part, you can change your mind later and withdraw from the survey. You are free to not answer any questions or withdraw at any time. **Whom do I contact for questions about the study:** For more information about the survey or survey procedures, contact Erin Nunn, Assistant Director of Experiential Learning, Career Center, at 216.368.4446 or Erin.Nunn@case.edu. **Whom do I contact for questions about my rights or complaints towards my treatment as a survey subject?** Contact Amanda Thomas, Student Affairs Director of Assessment, at 216.368.2976 or amanda.thomas@case.edu **Consent to Participate in Survey:** To volunteer to take part in this survey, you must be 18 years of age or older. By signing the form, you are giving your voluntary consent to participate in this survey.

Q2 I am at least 18 years of age and agree to participate in this study.

- Yes (1)
- No (2)

If No Is Selected, Then Skip To End of Survey

Q3 Did you participate in any of the following experiences during time period July 1, 2014 – June 30, 2015. Select all that apply.

- Internship (No course enrollment, paid or unpaid, full-time or part-time) (1)
- Career Center Practicum Program (Enrolled in PRAC 001 or 002 OR MGT 001 or 002) (2)
- Cooperative Education Program (3)
- Nursing clinicals or practica (4)
- Undergraduate research (5)
- Creative endeavor (6)
- Study abroad (7)
- Community service (8)
- None of these (9)

If Internship (No course enrol... Is Not Selected, Then Skip To End of Survey

Q4 Please provide information about your internship. If you participated in more than one internship with more than one organization, you will have an opportunity to report that information further into the survey.

Q5 During which term(s) did you participate in this internship?

- Fall 2014 (1)
- Spring 2015 (2)
- Summer 2015 (3)

Q6 With what organization did you intern? If your internship organization is not listed, please provide the name in the "Other, please specify" text box.

- Accenture (1)
- Alcoa (2)
- American Greetings (3)
- Ameriprise Financial (4)
- Apple (5)
- Avery Dennison Corporation (6)
- Battelle Memorial Institute (7)
- Ben Venue Laboratories (8)
- BioEnterprise Corporation (9)
- Bloomberg LP (10)
- Case Western Reserve University (11)
- Centers for Disease Control & Prevention (12)
- Cleveland Clinic (13)
- Codonics Inc. (14)
- Cohen & Company (15)
- Deloitte Accounting (16)
- Deloitte Consulting LLP (17)
- Eaton Corporation (18)
- Epic Systems Corporation (19)
- EY (Ernst & Young) (20)
- Explorys, an IBM Company (21)
- General Electric (22)
- Goodyear Tire & Rubber Company (23)
- Google (24)
- Howard, Wershbale & Co. (25)
- Hyland, creator of OnBase (26)
- IBM UrbanCode (27)
- Intel Corporation (28)
- Keithley, a Tektronix Company (29)
- Kensey Nash, acquired by Royal DSM (30)
- KeyBank (31)
- KPMG (32)
- Lincoln Electric Company (33)
- LNE Group (34)

- Lockheed Martin (35)
- Lubrizol Corporation (36)
- Mayo Clinic (37)
- McKinsey & Company (38)
- McMaster-Carr Supply Company (39)
- Medtronic (40)
- MetroHealth System (41)
- Microsoft Corporation (42)
- MIM Software Inc. (43)
- MRI Software LLC (44)
- NASA (45)
- National Institutes of Health (46)
- National Instruments (47)
- Nordson Corporation (48)
- Parker Hannifin Corporation (49)
- Peace Corps (50)
- Phillips (51)
- Plante Moran (52)
- PNC Financial Services Group Inc. (53)
- PPG Industries (54)
- Precision Castparts Corp, (55)
- PricewaterhouseCoopers LLP (56)
- Procter & Gamble (57)
- Progressive Group of Insurance Companies (58)
- Rockwell Automation (59)
- Rosetta (60)
- Sherwin-Williams Company (61)
- St. Jude Medical Inc. (62)
- Swagelok Company (63)
- Teach For America (64)
- Timken Company (65)
- University Hospitals (66)
- Westinghouse Electric Company (67)
- Yelp (68)
- ZS Associates (69)
- Other (please specify) (70) _____

Q9 What was your title at this internship?

Q10 What was your job function at this internship? For example, if you were an accounting intern at Walt Disney World, then your job function was accounting.

- Accounting (1)
- Art/Design/Performance (2)
- Business/Administration (3)
- Communication (4)
- Community Development (5)
- Construction (6)
- Consulting (7)
- Education/Teaching (8)
- Engineering (9)
- Entertainment (10)
- Financial Services (11)
- Government (12)
- Healthcare/Public Health (13)
- Information Technology (14)
- Manufacturing (15)
- Marketing/Sales (16)
- Medical Device (17)
- Non-profit (18)
- Nursing (19)
- Politics/Law (20)
- Research (21)
- Science (22)
- Social Services (23)
- Sustainability/Green/Environment (24)

Q7 In what city did you complete your internship?

Q8 In what state did you complete your internship?

- Alabama (1)
- Alaska (2)
- Arizona (3)
- Arkansas (4)
- California (5)
- Colorado (6)
- Connecticut (7)
- Delaware (8)
- Florida (9)
- Georgia (10)
- Hawaii (11)
- Idaho (12)
- Illinois (13)

- Indiana (14)
- Iowa (15)
- Kansas (16)
- Kentucky (17)
- Louisiana (18)
- Maine (19)
- Maryland (20)
- Massachusetts (21)
- Michigan (22)
- Minnesota (23)
- Mississippi (24)
- Missouri (25)
- Montana (26)
- Nebraska (27)
- Nevada (28)
- New Hampshire (29)
- New Jersey (30)
- New Mexico (31)
- New York (32)
- North Carolina (33)
- North Dakota (34)
- Ohio (35)
- Oklahoma (36)
- Oregon (37)
- Pennsylvania (38)
- Rhode Island (39)
- South Carolina (40)
- South Dakota (41)
- Tennessee (42)
- Texas (43)
- Utah (44)
- Vermont (45)
- Virginia (46)
- Washington (47)
- Washington, D.C. (48)
- West Virginia (49)
- Wisconsin (50)
- Wyoming (51)
- Guam (52)
- Northern Mariana Islands (53)
- Puerto Rico (54)
- US Virgin Islands (55)
- Outside the United States (56)

Q11 Was your internship paid or unpaid?

- Paid (1)
- Unpaid (2)

Answer If Was your internship paid or unpaid? Paid Is Selected

Q12 Please indicate the hourly rate at which you were paid.

- Less than \$10.00 per hour (1)
- \$10.01 - \$12.00 (2)
- \$12.01 - \$14.00 (3)
- \$14.01 - \$16.00 (4)
- \$16.01 - \$18.00 (5)
- \$18.01 - \$20.00 (6)
- \$20.01 - \$22.00 (7)
- \$22.01 - \$24.00 (8)
- \$24.01 - \$26.00 (9)
- \$26.01 - \$28.00 (10)
- \$28.01 - \$30.00 (11)
- More than \$30.00 per hour (12)

Q13 How many hours per week did you work?

- 10 hours per week or fewer (1)
- 11 - 20 hours (2)
- 21 - 30 hours (3)
- 31 - 40 hours (4)
- More than 40 hours per week (5)

Q14 Which of the following statements best describes your internship in relation to your CWRU major(s)?

- My major was required, and this internship was related to my field of study. (1)
- My major was not required for this internship, but my major helped me to get it. (2)
- Having my major made no difference in my getting this internship. (3)

Q15 Which of the following was the outcome of this internship?

- This organization offered me a full-time permanent position. (1)
- The organization offered me another internship. (2)
- The organization offered me a part-time permanent position. (3)
- Other, please specify (4) _____
- None of the above (5)

Q16 Would you recommend this internship site to other CWRU students?

- Yes (1)
- No (2)

If No Is Selected, Then Skip To Did you complete an internship with a...

Q17 Can we contact this site for the sole purpose of engaging them in future recruitment of CWRU students?

- Yes (1)
- No (2)

If No Is Selected, Then Skip To Did you complete an internship with a...

Q18 Contact name

Q19 Contact title

Q20 Contact email address (jane.doe@organization.com)

Q21 Contact phone number (xxx-xxx-xxxx)

Q22 Did you complete an internship with any other organization during 2014-15 (Fall 2014, Spring 2015, Summer 2015)

- Yes (1)
- No (2)

If No Is Selected, Then Skip To How decided were you on your career p...

Q31 Please provide information about your second internship.

Q30 During which term(s) did you participate in this internship?

- Fall 2014 (1)
- Spring 2015 (2)
- Summer 2015 (3)

Q29 With what organization did you intern? If your internship organization is not listed, please provide the name in the "Other, please specify" text box.

- Accenture (1)
- Alcoa (2)
- American Greetings (3)
- Ameriprise Financial (4)
- Apple (5)
- Avery Dennison Corporation (6)
- Battelle Memorial Institute (7)
- Ben Venue Laboratories (8)
- BioEnterprise Corporation (9)
- Bloomberg LP (10)
- Case Western Reserve University (11)
- Centers for Disease Control & Prevention (12)
- Cleveland Clinic (13)
- Codonics Inc. (14)
- Cohen & Company (15)
- Deloitte Accounting (16)
- Deloitte Consulting LLP (17)
- Eaton Corporation (18)
- Epic Systems Corporation (19)
- EY (Ernst & Young) (20)
- Explorys, an IBM Company (21)
- General Electric (22)
- Goodyear Tire & Rubber Company (23)
- Google (24)
- Howard, Wershbale & Co. (25)
- Hyland, creator of OnBase (26)
- IBM UrbanCode (27)
- Intel Corporation (28)
- Keithley, a Tektronix Company (29)
- Kensey Nash, acquired by Royal DSM (30)
- KeyBank (31)
- KPMG (32)
- Lincoln Electric Company (33)
- LNE Group (34)
- Lockheed Martin (35)

- Lubrizol Corporation (36)
- Mayo Clinic (37)
- McKinsey & Company (38)
- McMaster-Carr Supply Company (39)
- Medtronic (40)
- MetroHealth System (41)
- Microsoft Corporation (42)
- MIM Software Inc. (43)
- MRI Software LLC (44)
- NASA (45)
- National Institutes of Health (46)
- National Instruments (47)
- Nordson Corporation (48)
- Parker Hannifin Corporation (49)
- Peace Corps (50)
- Phillips (51)
- Plante Moran (52)
- PNC Financial Services Group Inc. (53)
- PPG Industries (54)
- Precision Castparts Corp, (55)
- PricewaterhouseCoopers LLP (56)
- Procter & Gamble (57)
- Progressive Group of Insurance Companies (58)
- Rockwell Automation (59)
- Rosetta (60)
- Sherwin-Williams Company (61)
- St. Jude Medical Inc. (62)
- Swagelok Company (63)
- Teach For America (64)
- Timken Company (65)
- University Hospitals (66)
- Westinghouse Electric Company (67)
- Yelp (68)
- ZS Associates (69)
- Other (please specify) (70) _____

Q26 What was your title at this internship?

Q32 What was your job function at this internship? For example, if you were an accounting intern at Walt Disney World, then your job function was accounting.

- Accounting (1)
- Art/Design/Performance (2)
- Business/Administration (3)
- Communication (4)
- Community Development (5)
- Construction (6)
- Consulting (7)
- Education/Teaching (8)
- Engineering (9)
- Entertainment (10)
- Financial Services (11)
- Government (12)
- Healthcare/Public Health (13)
- Information Technology (14)
- Manufacturing (15)
- Marketing/Sales (16)
- Medical Device (17)
- Non-profit (18)
- Nursing (19)
- Politics/Law (20)
- Research (21)
- Science (22)
- Social Services (23)
- Sustainability/Green/Environment (24)

Q28 In what city did you complete this internship?

Q27 In what state did you complete this internship?

- Alabama (1)
- Alaska (2)
- Arizona (3)
- Arkansas (4)
- California (5)
- Colorado (6)
- Connecticut (7)
- Delaware (8)
- Florida (9)
- Georgia (10)
- Hawaii (11)
- Idaho (12)
- Illinois (13)

- Indiana (14)
- Iowa (15)
- Kansas (16)
- Kentucky (17)
- Louisiana (18)
- Maine (19)
- Maryland (20)
- Massachusetts (21)
- Michigan (22)
- Minnesota (23)
- Mississippi (24)
- Missouri (25)
- Montana (26)
- Nebraska (27)
- Nevada (28)
- New Hampshire (29)
- New Jersey (30)
- New Mexico (31)
- New York (32)
- North Carolina (33)
- North Dakota (34)
- Ohio (35)
- Oklahoma (36)
- Oregon (37)
- Pennsylvania (38)
- Rhode Island (39)
- South Carolina (40)
- South Dakota (41)
- Tennessee (42)
- Texas (43)
- Utah (44)
- Vermont (45)
- Virginia (46)
- Washington (47)
- Washington, D.C. (48)
- West Virginia (49)
- Wisconsin (50)
- Wyoming (51)
- Guam (52)
- Northern Mariana Islands (53)
- Puerto Rico (54)
- US Virgin Islands (55)
- Outside the United States (56)

Q35 Was your internship paid or unpaid?

- Paid (1)
- Unpaid (2)

Answer If Was your internship paid or unpaid? Paid Is Selected

Q34 Please indicate the hourly rate at which you were paid.

- Less than \$10.00 per hour (1)
- \$10.01 - \$12.00 (2)
- \$12.01 - \$14.00 (3)
- \$14.01 - \$16.00 (4)
- \$16.01 - \$18.00 (5)
- \$18.01 - \$20.00 (6)
- \$20.01 - \$22.00 (7)
- \$22.01 - \$24.00 (8)
- \$24.01 - \$26.00 (9)
- \$26.01 - \$28.00 (10)
- \$28.01 - \$30.00 (11)
- More than \$30.00 per hour (12)

Q33 How many hours per week did you work?

- 10 hours per week or fewer (1)
- 11 - 20 hours (2)
- 21 - 30 hours (3)
- 31 - 40 hours (4)
- More than 40 hours per week (5)

Q38 Which of the following statements best describes your internship in relation to your CWRU major(s)?

- My major was required, and this internship was related to my field of study. (1)
- My major was not required for this internship, but my major helped me to get it. (2)
- Having my major made no difference in my getting this internship. (3)

Q37 Which of the following was the outcome of this internship?

- The organization offered me another internship. (1)
- The organization offered me a part-time permanent position. (2)
- Other, please specify (3)
- None of the above (4)

Q36 Would you recommend this internship site to other CWRU students?

- Yes (1)
- No (2)

If No Is Selected, Then Skip To How decided were you on your career p...

Q39 Can we contact this site for the sole purpose of engaging them in future recruitment of CWRU students?

- Yes (1)
- No (2)

If No Is Selected, Then Skip To How decided were you on your career p...

Q40 Contact name

Q41 Contact title

Q42 Contact email address

Q43 Contact phone number

Q23 How decided were you on your career plans prior to your most recent internship?

- Decided (1)
- Somewhat decided (2)
- Somewhat undecided (3)
- Undecided (4)

Q24 How decided are you on your career plans after completing your most recent internship?

- Decided (1)
- Somewhat decided (2)
- Somewhat undecided (3)
- Undecided (4)