Creating a Student Internship Program in the Department of Institutional Effectiveness and Research

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Founded 1889
Public, R2, Doctoral
13,000
Value of Engaging Students

• We are often tasked with:
  • Gathering data
  • Assessing and reporting students’ learning outcomes
  • Convincing the faculty side to Value and utilize High Impact Practices and developing students’ Marketable skills

• What if...
High-Impact Practices (HIPs)

- First-Year Experiences
- Common Intellectual Experiences
- Learning Communities
- Writing-Intensive Courses
- Collaborative Assignments And Projects
- Undergraduate Research
- Diversity/Global Learning
- Service Learning
- Community-Based Learning
- Capstone Courses and Projects
- Internships
**60x30TX**

**Vision for the 60x30TX Higher Education Strategic Plan**

Higher education is attainable for Texans of all backgrounds through challenging and diverse learning environments that foster individual potential and maximize the societal and economic contributions of graduates.

<table>
<thead>
<tr>
<th>THE OVERARCHING GOAL: 60x30</th>
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<td>THE SECOND GOAL: COMPLETION</td>
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<td>THE THIRD GOAL: MARKETABLE SKILLS</td>
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<td>THE FOURTH GOAL: STUDENT DEBT</td>
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[Image: Texas A&M University Commerce Logo]
Value of Engaging Students

Value for the Students:

• Professional experience
• Increased marketability
• Enhanced time management skills
• Better communication skills
• Improved self-discipline
Value of Engaging Students (cont.)

Value for the Department:

- Opportunity to complete extra projects
  - Dashboards for Data Visualization
  - Social Media Management
  - Predictive Analytics
- Pipeline for Graduate Assistants
- Staff leadership skills
- Opportunity to connect with and mentor students
The Internship Program

- College of Business Career Services Partnership
- Focuses on developing students’ marketable skills
- Intentional professional development activities
- Kickoff meeting introducing the IER student experience
- Participation in local and regional research symposiums
Foundational Training Opportunities

- MS Excel (General + Pivot Tables)
- MS Word & Outlook
- MS PowerPoint & Effective Oral Presentations
- Research & Library Resources
- Cascade (as applicable)
- Professional Photo + Group Photo
marketable skills
TEXAS A&M UNIVERSITY-COMMERCE

- professionalism/work ethic
- empirical & quantitative skills
- career management
- ethical & social responsibility
- globalization & cultural diversity
- leadership
- teamwork & collaboration
- oral communication
- digital technology
- critical thinking/problem solving
- discipline
- specific knowledge
- integration of broad knowledge
Intentionality in Designing the Program

Upon completion, students will have gained skills related to:

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- Skills Training
- Major Project #1
- Major Project #2
- Major Project #3
- Supervision Meetings
- Student Department Meeting
- Professional Development Opportunity #1
- Professional Development Opportunity #2
- Research Presentation and Symposium
Activity and Discussion
## Activity and Discussion

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Assessing an Internship Program

• Students’ growth/development
  • Mid-Term and End of Term Evaluation

• Student end of semester survey
Assessing an Internship Program (cont.)

Department of Institutional Effectiveness and Research (IER) Interns, Student Workers, and GAs End of the Semester Survey

Thank you for taking the IER Student Work Experience Survey. This survey should take less than 10 minutes to complete, and the results are very important to help us continually improve the experiences and preparation for our current and future students. So, please do not be afraid to be completely honest.

As an IER CA, Student Worker, or Intern in the department, we highly value your perspective and feedback.

The following questions refer to your participation in specific components of the experience. If you were unable to attend/participate, please choose N/A.

N/A  Strongly Disagree 1 2 3 4 5 6 7  Strongly Agree

The kickoff meeting allowed me to better understand the different components of the department.

I was given adequate training and explanations for the projects I worked on.

I learned new skills and tips at the Microsoft Excel training session.

I learned new skills and tips at the Microsoft Word and Outlook training session.

I learned new skills and tips at the Microsoft PowerPoint and Effective Oral Presentations training session.

I learned new skills and tips at the Research and Library Resources training session.

Overall, the training opportunities (e.g., Microsoft Word, Microsoft Excel, Microsoft PowerPoint, etc.) were valuable and helped me expand my professional knowledge and skills.

The professional development opportunities provided me with knowledge and skills that will contribute with the achievement of my career goals.

The student staff meeting is a productive opportunity to learn from peers and the work they accomplish in their student experience with the Department.
Lessons Learned

- 24 student interns
- Over 20 additional students among Graduate Assistants and Student workers
- Partnered with additional departments
  - Training and Development
  - Human Resources
  - Career Development
  - Academic Department Heads
- Creation of university wide taskforce
Student Quote

During my internship, I gained a lot of experience in the entire life cycle of a data analytics project right from requirements gathering, data retrieval, data analysis, data transformation to developing visualizations and Business Intelligence reports thereby deriving critical business insights. Two fundamental skills I gained during my internship experience are to "think logically" and "instrumenting right data.

Tejaswini Srimanth, Marketing and Business Analytics Intern, Spring 2017, now hired a Senior Data Analytics Engineer at John Deere.
Thank you!

• Questions?

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