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HEALTH AND KINESIOLOGY INTERNSHIP PROGRAM

I. Introduction

The Kinesiology and Health Programs in the Department of Kinesiology, Health & Nutrition, College of Education and Human Development at the University of Texas at San Antonio, offer a bachelor’s degree with concentration emphases in kinesiology, athletic medicine, health education, public health, health and fitness in business and industry, or teacher certification. The major goals of the program are:

1) To prepare students for entry into the kinesiology- and health-related fields;
2) To ensure that graduates are knowledgeable regarding program development, planning, implementation and evaluation;
3) To ensure that graduates have internalized positive attitudes and values toward the missions and goals of kinesiology and health disciplines.

The internship experience is required for seniors seeking a degree in kinesiology or health but not pursuing a teaching certificate. The internship gives the student an opportunity to apply and integrate the cognitive knowledge and skills developed in the classroom in real-world settings.

A community-based internship offers a vast range of opportunities for the student to explore the field of their future pursuit in different settings ranging from voluntary organizations and hospital-based programs, to health and fitness centers, and public and non-profit agencies. Through the internship program, the University of Texas at San Antonio’s health and kinesiology program hopes to establish cooperative relationships with public and private organizations, resulting in a positive experience for students, the program, and the placement organization.

Eligibility

Health and Kinesiology majors are eligible to apply for internship if they have:

- Completed all degree requirements of the major and support work;
- A minimum cumulative GPA of 2.0;
- Are within 12 hours of graduation (including the 6 hours of the internship).
II. Explanation of the Internship Program

Experiential learning is an indispensable and valuable element for health and kinesiology professionals. An internship enables the student to gain practical experience as a professional under conditions conducive to educational development. The internship is a time-limited, supervised period of health or kinesiology education activities carried out in a kinesiology- or health-oriented organization.

A. Time Requirements

The student will earn 6 credit hours (on a letter grade basis) for completing the internship. During the fall or spring semester, twenty (20) hours a week for one full semester (15 weeks) must be spent at the placement organization for a total of 300 hours. During the summer semester, thirty (30) hours a week (10 weeks) must be spent at the placement organization for a total of 300 hours. The student is expected to adhere to agreed-upon agency work schedules and administrative policies. Failure to participate in scheduled work activities (i.e. evenings or weekends) will result in termination of the internship.

B. Objectives of the Internship Experience

1. To broaden student understanding of the functioning in kinesiology- and health-related agencies.
2. To integrate classroom based knowledge and skills in daily professional practice.
3. To analyze the role of health or kinesiology and health or kinesiology professionals in agency settings.
4. To gain an understanding of the organization, administration, program activities, and problems of placement agencies.
5. To improve student skills through on-the-job training, by allowing the student to assume specific responsibilities for planning, implementing, administering, and/or evaluating an agency program.

These objectives may be accomplished through (but are not limited to) the following suggested methods:

1. Needs assessment of a problem facing a placement agency;
2. Mobilization and coordination of resources to discover the facts related to a problem facing a placement agency;
3. Coordination and administration of a program activity;
4. Implementation of a kinesiology- and health-related activity;
5. Collaboration with professional staff on an interdisciplinary and/or interagency basis;
6. Interaction with the public through promotion, programming or other related activities;
7. Participation on committees;
8. Preparation, assembly, pre-testing and/or evaluation of materials;
9. Evaluation and follow-up of implemented activities.

C. Financial Considerations

Internship experiences are designed to provide the student the opportunity for professional experience and should be selected on the basis of their educational quality. The internship may be a paid experience. The university supervisor must be informed in advance if an intern student is accepting payment for fulfilling the required internship hours.

However, the sponsoring organization is expected to reimburse the intern for expenses incurred in fulfilling their duties (i.e. assigned travel, assigned attendance at workshops, etc.) if outside of the Bexar county area. Additional uncertain costs should be discussed between the site supervisor and the intern in advance of the internship. Any financial compensation to the intern student should not alter how the internship is evaluated as stipulated in this Manual.

D. Advisement and Problem Solving

The internship provides the student opportunities to learn to deal with problems which arise from work duties and interpersonal relationships. If a situation or questions arise regarding the student’s role or responsibilities, the intern is encouraged to discuss concerns with the site supervisor and the university supervisor. If the intern and site supervisor are unable to reach an understanding acceptable to both parties, the university supervisor will meet with them to help reach a solution.

The following problem-solving steps should be followed:

1. If the intern encounters a problem with the sponsoring organization, it is the intern’s responsibility to attempt to resolve the problem with the site supervisor, and to inform the university supervisor of the problem immediately by email.
2. If the site supervisor identifies a problem with the intern’s performance, the problem should be documented, shared with the student, and forwarded to the university supervisor.
3. If the problem cannot be resolved through a conference between the intern and site supervisor, the university supervisor will arrange a three-way conference to address the problem.

4. Also, the student, site supervisor and university supervisor can seek the department chair’s counsel or advice before a solution or decision is made.

5. In the event that a mutually agreeable solution cannot be found, the university supervisor may initiate an alternative placement for the intern if time is permissible. This however may delay the completion date of the internship.

III. Roles and Responsibilities

A. Intern

1. Review potential internship sites on the Department’s Internship web page. Factors to consider when reviewing the internship sites include:
   - matching student’s career goals with opportunities provided by the sponsoring organization;
   - determining if the daily activities of the sponsoring organization fit with the experiences desired within a selected specialty area;
   - determining if the experience will expand the student’s knowledge and permit professional growth and development;
   - examining the types of clients served, services offered, range of programs, and administrative function;
   - opportunities for networking;
   - location of agency

2. Complete Internship Worksheet (page 15 of manual) outlining your career goals.

3. Attend informational Internship Meeting that is usually held prior to the semester of the internship. Please check with an Advisor or Class Schedule for meeting times. Students must bring a copy of their degree plan signed by their advisor. **Students must attend the Information Meeting in order to register for Internship.**

4. The student will submit their career goals, letter of intent, and course background survey forms after attending an internship meeting. The Internship Coordinator will review this information and assist the student with selecting a site.

5. Student will interview with the one/two agencies that they have selected. Following the interviews, the student will determine which site most closely meets his/her career interests. The student will contact the agency to receive approval from the site for
completion of the internship. Student will contact all other sites interviewed at to inform the site of his/her decision to interview elsewhere.

6. Develop an **Educational Work Plan** with input from both the site supervisor and the university supervisor. The purpose of this plan is to assist the student in formulating career goals and educational objectives. It also delineates how specific job responsibilities will help the student meet these goals and objectives. The plan should help structure the internship experience so that the expectations of all parties can be achieved. The form to be used for the educational work plan is available on the course website.

7. **Obtain approval and appropriate signatures from both the site and university supervisor for the Educational Work Plan.** Make two copies, one for the site supervisor, and one for university supervisor. Keep the original for your own records.

8. Mid-term and final evaluations of the student intern by the site supervisor are required. These forms and due dates are available on the course/Blackboard website.

9. Each student is required to submit a type-written self-evaluation of the internship experience to the university supervisor, no later than the final day of the internship experience. This final evaluation should include a critique of the intern's special project and accomplishment of internship objectives as outlined in the educational work plan. The format for this evaluation is found on the course website.

10. Intern students are also required to attend two on-campus debriefing sessions, held the first and last weeks of the semester. Students are also required to discuss the path of their internship with questions via chat room or an assignment.

**B. Placement Organization**

1. The major responsibilities of the placement organization include:
   a. Designate one professional staff person as the **site supervisor** for the student. The site supervisor must be able to provide **at least one hour of direct contact to the intern per week**. This direct contact and interaction is extremely important in allowing the intern to more fully understand the roles and responsibilities of the community kinesiology professional. This time together enables the site supervisor to directly observe the intern at work, setting the groundwork for evaluation, and allows the site supervisor to share their expertise with the intern. During the supervisory hour each week, the intern’s strengths and weaknesses should be discussed, along with specific suggestions on how to better carry out the internship responsibilities.
b. Work with the student to complete the Educational Work Plan.

c. If the organization requires a criminal history background check of the student, it is the responsibility of the organization to satisfy this requirement. All requirements of the organization (background checks, immunizations, etc.) must be completed upon tentative acceptance of the student intern. If these requirements result in the site being unable to accept the student, the site MUST contact UTSA immediately to facilitate other placement options.

d. Provide the student with an orientation that includes an explanation of the background, structure, regulations and operations of the agency. This can also include additional training necessary for the intern student to complete his/her course assignments.

e. Provide meaningful assignments that promote the professional growth of the intern while pursuing the goals of the placement agency. Whenever possible, provide a variety of learning opportunities including attendance at staff meetings, conferences, collaborative meetings, etc.

f. Routine clerical and/or custodial tasks are a part of everyone’s position and are appropriate in an internship as a learning experience, but please avoid burdening the intern with only such tasks.

g. Provide the intern with appropriate workspace and necessary supplies.

h. Communicate with the university supervisor at least once during the semester to ensure a quality field experience.

i. Prepare two written evaluations of the student intern (form provided), one midway through the experience and the other during the last week of the internship. Discuss the evaluations with the student, have the student sign the form and return it directly to the university supervisor.

C. University

1. The Health and Kinesiology University Supervisor in the College of Education and Human Development has the overall responsibility for developing policies for the internship program and overseeing the internship experiences. The university supervisor will:

   a. Network with kinesiology- and health-related organizations and agencies to locate appropriate internship placements.

   b. Orient the agency to the Kinesiology and Health programs at UTSA.

   c. Counsel and advise students regarding the requirements of the internship.
d. Notify the organization about interns interested in interviewing for a site experience with their agency.

e. Review and approve the student's educational work plan.

f. If site placements are local, conduct on site evaluation of each intern during the internship experience. Maintain phone contact as needed.

g. Assist in the resolution of questions or problems that may arise regarding appropriate roles and responsibilities of the intern.

h. Provide professional liability insurance for student interns ($1 million/$3 million policy).

IV. Internship Termination

1. If the student is terminated from the internship for any reason, the student may be in a position to fail the class with a letter grade of a D or F.
   a. A resolution to graduate will be determined.

2. Each termination will be resolved case by case including communication with the site supervisor, student, University Supervisor, Internship Coordinator, & Department Chair.

3. If there is a resolution, then the University Supervisor & Internship Coordinator will assist the student in completing the internship.
Letter of Intent for Health or Kinesiology Internship

Student Name: ______________________________  Student ID # ______________________

<table>
<thead>
<tr>
<th>Home Phone #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cell Phone #</td>
</tr>
<tr>
<td>Work Phone #</td>
</tr>
</tbody>
</table>

Student Email: ______________________________

UTSA Major: ________________________________

Years at UTSA: ______________________________

Career Interests:

1. 
2. 
3. 

Potential Sites:

1. 
2. 
3.
Internship Worksheet
Name: ______________________________   Banner: _______
Degree:___________________

This worksheet is to be completed and turned into the Department’s Internship Coordinator after the initial informational internship meeting.

(1) What are your career goals?

(2) What experiences do I have to build my career?

(3) At this point, what career related experiences do I have and what experiences do I need to gain?

(4) What type of work do I enjoy the most?

(5) Ultimately, what kind of professional position do I want to have?

(6) What type of internship are you looking for?

(7) What types of internships are not suitable for you?
THE UNIVERSITY OF TEXAS AT SAN ANTONIO
HEALTH AND KINESIOLOGY INTERNSHIP
EDUCATIONAL WORK PLAN

Student Information
Student’s Name: ___________________________ Banner Number: ________________________
Student’s Address: _________________________________________________________________
______________________________________________________________________________
Daytime Phone: ___________________ Evening Phone: _____________________________
Cell Phone: ________________________ E-mail Address: _____________________________
In case of Emergency, please notify:
Name: ________________________________________________________________
Address: __________________________________________________________________
______________________________________________________________________________
Phone: ______________________________________________________________________

Internship Site Information
Internship Agency Name: _________________________________________________________
Agency Address: ________________________________________________________________
______________________________________________________________________________
Site Supervisor: ________________________ Phone: _________________________________
E-mail Address: ________________________________________________________________
Starting Date: ___/___/___ Completion Date: ___/___/___
Work Schedule: Day of the Week Time

_________________________________ _______________________
_________________________________ _______________________
_________________________________ _______________________
_________________________________ _______________________
_________________________________ _______________________
_________________________________ _______________________
_________________________________ _______________________

Hours per week: ____________________________ Total Hours: 300 hours
EDUCATIONAL WORK PLAN
On a separate paper, provide a detailed (typewritten) description of your Educational Work Plan by responding to the questions below. Attach the completed description to this form and submit to the university supervisor.

A. Educational Objectives for the Internship

1. What are your career goals?

2. What are the specific objectives you wish to accomplish during this field placement?

3. How will the internship help you achieve these goals?

B. Detailed Description of Internship

1. Orientation and Training: Describe the orientation and training you will receive as preparation for accomplishing your internship assignments. This should include a tentative schedule indicating the days, dates, and time for orientation and training sessions. In addition, we encourage students to schedule time to attend at least one staff meeting during the semester at their internship site.

2. Internship Assignment: Provide detailed information on the following:

   a) Describe the job assignments for which you will be responsible during this internship.

   b) List a minimum of 10 specific objectives/tasks that you will accomplish during your internship. This should include a tentative schedule indicating the days, dates, and times you will spend on-site accomplishing these assignments.

3. Evaluation: Provide a tentative schedule indicating when (days, dates, and time) you will meet with your site supervisor weekly for evaluative conferences.

D. Signatures

Student’s signature indicates that the educational work plan has been approved by the internship site supervisor.

_________________________________________    _____________
Student                                       Date

_________________________________________    _____________
University Supervisor                       Date
EDUCATIONAL WORK PLAN

Responsibilities of Internship Site

1. Designate one professional staff person as the site supervisor for the student. The site supervisor must be able to provide at least one hour of direct contact to the intern per week. This time together enables the site supervisor to directly observe the intern at work, setting the groundwork for evaluation, and allows the site supervisor to share their expertise with the intern. During the supervisory hour each week, the intern’s strengths and weaknesses should be discussed, along with specific suggestions on how to better carry out the internship responsibilities.

2. The site supervisor must have appropriate educational background and training in an area related to kinesiology, exercise and sport science, physical education, health science, health education or allied health.

3. The site supervisor should have at least three years of experience in the area, which an intern student will study.

4. The site must have appropriate programs and sufficient facilities that meet the needs of intern student – contemporary professional practice and supervised learning environment.

5. The site supervisor must agree to have regular one-on-one training/teaching with his/her intern and weekly evaluation sessions.

6. Internship experience (daily activities and work assignment) for intern students should be equivalent to other professional staffs at the internship organization that are intellectually challenging and require advanced training.

I have read the Internship Manual, the responsibilities of the internship site and site supervisor, and the student’s Educational Work Plan, and I agree to work with the student toward meeting the stated objectives.

__________________________  ________________________
Site-Supervisor                        Date
COMMITMENT CLAUSE

I, _______________________________ (student) will commit to
_______________________________ (internship agency) for 300 hours during the semester
that I am registered for HTH 4936 or KIN 4936. If a problem arises at the internship site
during the first two weeks (fall or spring semester) or first week (summer semester), I will
follow the guidelines listed in the internship manual on pages 5-6 (Advisement and Problem
Solving). If I do not follow the process advised in the internship manual, then I will be
dropped or need to withdraw from the course and complete the course the following
semester.

Initials:

______ I understand that I will work to solve any problems that arise at my internship site
and will commit to the internship experience.

______ I will not ask to be moved to another site without discussing all of the issues at
hand with my site supervisor, university supervisor, and department chair.

__________________________________________
Student signature

__________________________
Date
THE UNIVERSITY OF TEXAS AT SAN ANTONIO
HEALTH AND KINESIOLOGY INTERNSHIP
SPECIAL PROJECT

Name ______________________________________________________   Date ___________________

Agency ______________________________________________________

SPECIAL PROJECT

Background of the Special Project:
In addition, to the regular responsibilities assigned during the internship, you will be asked to complete an approved special project during the internship. The project, when agreed upon between the intern, site supervisor, and university supervisor, needs to directly benefit the internship agency. It will also give the intern the opportunity to make direct application of theories, skills and training completed thus far. This project is representative of the legacy you leave as an intern. In addition, it is believed this experience may also help the intern determine if this field is really the one they would like to stay in for the rest of their professional career.

Assignment:
On this form give a brief description of your proposed Special Project, then seek approval from your site supervisor and university supervisor. After approval has been received, the intern may begin the project. Upon completion of the project write up a summary, including a detailed description, contribution of the project to the agency, the project’s outcomes, and any other pertinent information. This project is to be left with the agency. **THE PROJECT MUST BE COMPLETED BEFORE THE INTERNSHIP IS COMPLETED.**

Project Title __________________________________________________________

Project Description

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

_____________________________________________________________________

Last revised 7/8/2014
Outline for Special Project

Please follow the following format to write the plan for your special project.

<table>
<thead>
<tr>
<th>Purpose of the project: Describe in detail what are the expected outcomes of the project</th>
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<tbody>
<tr>
<td>1.</td>
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<tr>
<td>2.</td>
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<tr>
<td>3.</td>
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</table>

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<tr>
<th>Learning objectives: Describe what kind of knowledge, skills, and experience you will be able to obtain by completing the project.</th>
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<tbody>
<tr>
<td>1.</td>
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<tr>
<td>2.</td>
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<tr>
<td>3.</td>
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</tbody>
</table>

| Products of the project: Describe the process that you will take to complete the project and the end product that you will be able to produce at the end of the project. Each intern will submit evidence that documents the process or the end product of the project. |

SPECIAL PROJECT

Signatures:

- Student's signature indicates that the special project has been approved by the internship site supervisor.

__________________________  ____________________
Student                        Date

- Site Supervisor's signature indicates that the special project has been approved by the internship site supervisor.

__________________________  ____________________
Site-Supervisor              Date
EVALUATION OF INTERNS’S PERFORMANCE

Midterm Evaluation Form

I. General Information

STUDENT’S NAME: _______________________________ DATE:_____________________

INTERNET SITE: ______________________________________________________

EVALUATION PERIOD COVERED: FROM TO: ____________________ ____________
month year month year

TOTAL HOURS COMPLETED: ____________________________________________

SUPERVISOR'S TITLE: __________________________________________________

II. Evaluation Outline

Please complete an evaluation of the intern following the two-part outline below. Part One requires a narrative statement and Part Two involves completing a checklist which is provided. Please attach the narrative evaluation to this form and submit together to the Internship Coordinator at the above address.

PART ONE: The intern’s contribution to the work of the organization

a) Tasks accomplished
b) Academic knowledge shared
c) Student’s strengths and weaknesses
d) Additional comments (if any)

PART TWO: Performance Checklist (see attached checklist)

SIGNATURES:

STUDENT: _______________________________ DATE: ______________

SITE SUPERVISOR: _________________________ DATE: ______________
University of Texas at San Antonio
Kinesiology and Health Internship Program

Evaluation of Internship Performance

Mid-Term Form

Part One: The intern’s contribution to the work of the organization

Please provide a summary of a) tasks accomplished by the student, b) academic knowledge shared/contributed, c) student’s strengths and weaknesses. (You are welcome to write your evaluation in Microsoft and attach it to the form.)
STUDENT PERFORMANCE EVALUATION CHECKLIST

Area of Performance | Good | Satisfactory | Unsatisfactory | NA
---------------------|------|--------------|---------------|-----
Please mark the corresponding box.

1. Applies health-related and/or kinesiology knowledge and skills to accomplishing agency goals.
   □     □     □     □

2. Has an adequate skill set to contribute to the agency.
   □     □     □     □

   □     □     □     □

4. Exercises good judgment.
   □     □     □     □

5. Adapts to changing demands.
   □     □     □     □

6. Displays interest, commitment, and passion for the agency’s mission and goals.
   □     □     □     □

7. Responds to constructive criticism in an adaptive manner.
   □     □     □     □

8. Assumes appropriate responsibility for work behavior.
   □     □     □     □

9. Represents the agency appropriately in the community.
   □     □     □     □

10. Takes initiative to accomplish tasks without being asked.
    □     □     □     □

11. Organizes time effectively and completes assignments on time.
    □     □     □     □

12. Communicates well with professionals in the organization.
    □     □     □     □

13. Works professionally with clients or community members.
    □     □     □     □

14. Observes work hours, rules, and regulations.
    □     □     □     □

15. Maintains a professional appearance.
    □     □     □     □

Have you discussed this evaluation with the student intern?    _____ Yes    _____ No

Supervisor Signature: _______________________________     Date: ________________
### EVALUATION OF INTERN’S PERFORMANCE

**Final Evaluation Form**

#### III. General Information

<table>
<thead>
<tr>
<th>STUDENT’S NAME:</th>
<th>DATE:</th>
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<tr>
<th>INTERNSHIP SITE:</th>
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<td>________________________________________________</td>
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<table>
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<tr>
<th>TOTAL HOURS COMPLETED:</th>
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<table>
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<tr>
<th>SUPERVISOR’S TITLE:</th>
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<tr>
<td>________________________________________________</td>
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**PLEASE CIRCLE THE APPROPRIATE LETTER:**

If you as the site supervisor were to provide a letter grade for the intern, what would you assign?

- [ ] A
- [ ] B
- [ ] C
- [ ] D

Would you hire the student for an entry level position? Please circle

- [ ] NO
- [ ] YES
- [ ] YES WITH RESERVATION

**PLEASE PROVIDE ANY ADDITIONAL COMMENTS:**

The intern’s contribution to the work of the organization (in space provided or on additional sheet)

---

**SIGNATURES:**

<table>
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<tr>
<th>STUDENT:</th>
<th>DATE:</th>
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<tbody>
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<table>
<thead>
<tr>
<th>SITE SUPERVISOR:</th>
<th>DATE:</th>
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<tr>
<td>____________________________</td>
<td>____________________________</td>
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Last revised 7/8/2014
THE UNIVERSITY OF TEXAS AT SAN ANTONIO
KINESIOLOGY AND HEALTH INTERNSHIP
STUDENT’S EVALUATION OF THE INTERNSHIP EXPERIENCE

Student Name: _____________________________ Date: __________________

Internship Site: ________________________________________________

Internship Site Supervisor: _______________________________________

Complete this evaluation. Submit your responses to the internship site supervisor and the university supervisor.

1. Evaluate your progress toward fulfilling the career goals stated in your Educational Work Plan.

2. Evaluate your progress toward fulfilling the educational goals stated in your Educational Work Plan.

3. Evaluate the orientation and training you received in terms of how well it prepared you to carry out your internship assignments.

4. Evaluate your performance in fulfilling job responsibilities (internship assignments) and learning objectives set forth in your educational work plan.

5. Evaluate the evaluative conferences in terms of their benefit in:
   a. Helping you to recognize your strengths and weaknesses;
   b. Offering you suggestions for maintaining strengths and improving weaknesses; and
   c. Offering you specific suggestions for how to better carry out your internship assignments.

6. What academic background did you find valuable in completing the internship?

7. Did you find any prior work experiences valuable during the internship? Explain.

8. What was the most positive experience(s) of the internship? Explain.

9. What was the most difficult experience(s) of the internship? Explain.

10. What do you feel other students interested in working at this internship site should know prior to starting work?

11. Did you feel the feedback you received from your supervisor during the semester was valuable in helping you improve? If not, how could the communication between the intern and the supervisor be improved?

12. What additional suggestions do you have for improving the internship experience?
Interview Worksheet
(TO BE COMPLETED BY THE STUDENT)

Name of Facility: ____________________________________________________________

Address: __________________________________________________________________

Name of Interviewer: __________________________________________________________

Company/organization principles: ______________________________________________

____________________________________________________________________________

Internship duties: _____________________________________________________________

____________________________________________________________________________

Intern special projects: __________________________________________________________

____________________________________________________________________________

Intern responsibilities: __________________________________________________________

____________________________________________________________________________

Internship relates to degree: _____________________________________________________

____________________________________________________________________________

Other Pertinent Information: _____________________________________________________

____________________________________________________________________________

When will I be contacted: _________________________________________________________

Deadline to turn in paperwork is: _________________________________________________

My internship completion dates will be: _____________________________________________
RESUME PREPARATION

A resume is a reflection of your professional and volunteer experience on paper. It is also an occasion for your potential employer to see your skills (communication) in action. The time and effort you put into the preparation of your resume now, while on your internship, will better serve you once graduation comes. In addition, an appropriately prepared resume will attract the reader’s attention and go a long way toward securing the interview you need to get the job you have prepared for.

FORMAT AND CONTENT OF THE RESUME

 Professional in Appearance

 Clear and Concise

 Thorough

 Error Free

 Balanced and Consistent

 The Truth

 Additional Information