



## **ESS 487: Internship Guide**

**January 2024**

Colorado State University  
Department of Ecosystem Science & Sustainability  
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#### Acknowledgement:

The Department of Ecosystem Science and Sustainability at Colorado State University (CSU) acknowledges Paul Layden, Internship Coordinator in the Department of Human Dimensions of Natural Resources, and the staff of the General Counsel Office for the Colorado State University System for having first developed many of the guidelines and forms contained in this document. Our deepest and heartfelt appreciation is extended to them for their support of our work to develop and offer an internship option for students in Ecosystem Science and Sustainability.



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## **ESS Professional Development & Engagement Requirement**

### **What is the ESS Professional Development & Engagement (PDE) Requirement?**

All Ecosystem Science and Sustainability (ESS) majors at Colorado State University (CSU) are required to complete the PDE Requirement through one of the six options below:

- NR 220: Natural Resource Ecology & Measurements
- NR 221: Integrated Natural Resource Ecology and Measurements
- ESS 487: Internship
- ESS 495: Independent Study
- ESS 220/221/298: Skills for Undergraduate Participation in Ecological Research
- Department-Approved Study Abroad

The PDE is satisfied through a minimum of 5 credits taken in one of the six options.

### **How can students use an internship placement to satisfy the ESS PDE Requirement?**

The ESS PDE Requirement may be fulfilled through completing supervised work experience in professional settings related to ecosystem science and sustainability—i.e., through completion of an internship placement with a qualified (see page 6) host organization. Students who have secured a qualified internship and have a placement commitment of at least 180 hours may enroll in ESS 487: Internship to satisfy the ESS PDE Requirement.

The course description for ESS 487: Internship, as published in the CSU Catalog, is as follows:

**ESS 487 Internship Credits: Var[1-6] (0-0-0)**

**Course Description:** Supervised work experience in professional settings related to Ecosystem Science and Sustainability.

**Prerequisite:** ESS 320

**Registration Information:** Written consent of instructor.

**Terms Offered:** Fall, Spring, Summer.

**Grade Mode:** S/U Sat/Unsat Only.

**Special Course Fee:** No.

### **What is the value of doing an internship for professional development?**

Experiential learning both on and off campus supports students' professional development in fields of ecosystem science and sustainability, taking them beyond their classroom experiences for "real world" engagement. Each internship is unique to the student who undertakes it, and by doing an internship, students have the opportunity to gain valuable professional skills that support their specific career goals.



## **ESS Undergraduate Internship – Basic Guidelines**

### **Which organizations and positions qualify for ESS undergraduate internships?**

Host organizations may be in government, business, and nonprofit sectors. Students may intern in a position with any host organization that advances ecosystem science and/or and directly engages the student in the work of those fields—for example, through research, analysis, monitoring, evaluation, public engagement, policy development, education, or outreach.

Students may not intern with a host organization if they will not directly engage in work related to ecosystems science and/or sustainability. For example, if a student is offered a position with an environmental consulting firm but will be serving as a receptionist to answer phone calls or as a courier to deliver blueprints and documents, such positions do not qualify as directly engaging in the work of ecosystem science and/or sustainability.

### **Can a student intern with more than one organization for the ESS PDE Requirement?**

All of the hours for a qualified internship must be completed with the same host organization if the internship placement is being taken to meet the ESS PDE Requirement.

### **What is the minimum number of hours that must be completed in the internship?**

For a qualified internship taken to meet the ESS PDE Requirement, a student must complete at least 180 hours with a single host organization to earn 5-credits in ESS 487: Internship.

Qualified internships not taken to meet the ESS PDE Requirement may be completed for as little 45 hours in a host organization to earn 1-credit in ESS 487: Internship.

In all instances, internship placement hours cannot be logged toward ESS 487: Internship until the student is officially enrolled in the course.

### **Can previous internship experience be used retroactively?**

Professional experience previously completed in a job or internship placement cannot be applied retroactively toward ESS 487: Internship or the ESS PDE Requirement. Students who have worked or volunteered with a qualified host organization must secure a new commitment for 180 hours and then register in ESS 487: Internship to meet the ESS PDE Requirement.

This also means that students may not start a job or internship, then contact the ESS Department with the expectation that hours already completed will count retroactively toward the ESS PDE Requirement. They will not. Hours cannot be logged toward meeting the ESS PDE Requirement until the student is enrolled in ESS 487: Internship.



### **Can students do an internship abroad?**

For students planning on interning abroad, they may work with the ESS Internship Coordinator just as they would for an internship in the United States. In most instances, if the internship qualifies as described on page 6, the student will be approved to count the internship placement through concurrent enrollment in ESS 487: Internship. In some cases, different enrollment guidelines apply for partner programs through CSU Education Abroad, under which students enroll in pre-approved transfer credit directly with the international host institution.

Students doing internships abroad must create an account with the CSU Office of International Programs (OIP) Education Abroad and follow OIP Education Abroad requirements. Such students will be required to create an account with the CSU Education Abroad Office through the [myEdAbroad Portal](http://myEdAbroad.colostate.edu/) at <http://myedabroad.colostate.edu/>.

For more information and to explore options with partner programs, visit the [CSU Education Abroad: Explore, Engage, Discover](#) website and the [Start Here Guide](#):

- <https://international.colostate.edu/educationabroad/students/>
- <https://international.colostate.edu/educationabroad/students/start-here/>

### **Can students take other classes while doing an internship?**

Students may complete their ESS 487: Internship placement concurrently with other course commitments in the Fall or Spring Semesters or during Summer Session.

Such students should consult [CSU Guidelines on Credit Hour and Credit Load and Enrollment Status](#) when weighing consideration on how many hours to commit toward an internship in a given semester or summer session:

- <http://catalog.colostate.edu/general-catalog/academic-standards/academic-credit/>

### **What if a student has questions not addressed in these basic guidelines?**

Students may always contact the ESS Internship Coordinator, Dr. Kaye Holman, in the ESS Department if they have questions not addressed in this guide.

- Email: [kaye.holman@colostate.edu](mailto:kaye.holman@colostate.edu)
- Phone: 970-491-2139
- Office Location: NESB A-114



## Financial Considerations for Internship Enrollment

### **Can internship credits be considered in relation to the CSU financial aid package?**

The CSU Office of Financial Aid recognizes ESS 487: Internship as academic credit related to a student's enrollment status. A student interested in receiving financial aid during their internship placement should visit with a CSU Financial Aid Counselor well in advance of their planned internship to verify their aid eligibility based on the timeframe and their enrollment status (e.g., part-time or full-time) for when they intend to enroll in ESS 487: Internship. The [CSU Office of Financial Aid](#) contact information is as follows:

- Website: <https://financialaid.colostate.edu>
- Contact Us: <https://financialaid.colostate.edu/contact-us/>
- Phone: 970-491-6321

### **Can I get paid for my internship?**

All students are strongly encouraged to seek a paid internship, although unpaid positions are acceptable in relation to enrolling in ESS 487.

In most cases, interns hired by for-profit organizations should be compensated at equal to or greater than minimum wage. The U.S. Department of Labor's [Fact Sheet #71: Internship Programs Under The Fair Labor Standards Act](#) provides standards for employers and a Test for Unpaid Interns and Students to determine whether an internship can be unpaid. The test guidelines, per the January 2018 update from the U.S. Department of Labor, follow below.

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### **Updated January 2018**

This fact sheet provides general information to help determine whether interns and students working for “for-profit” employers are entitled to minimum wages and overtime pay under the Fair Labor Standards Act (FLSA).<sup>1</sup>

Courts have used the “primary beneficiary test” to determine whether an intern or student is, in fact, an employee under the FLSA.<sup>2</sup> In short, this test allows courts to examine the “economic reality” of the intern-employer relationship to determine which party is the “primary beneficiary” of the relationship. Courts have identified the following seven factors as part of the test:

1. The extent to which the intern and the employer clearly understand that there is no expectation of compensation. Any promise of compensation, express or implied, suggests that the intern is an employee—and vice versa.
2. The extent to which the internship provides training that would be similar to that which would be given in an educational environment, including the clinical and other hands-on training provided by educational institutions.



3. The extent to which the internship is tied to the intern's formal education program by integrated coursework or the receipt of academic credit.
4. The extent to which the internship accommodates the intern's academic commitments by corresponding to the academic calendar.
5. The extent to which the internship's duration is limited to the period in which the internship provides the intern with beneficial learning.
6. The extent to which the intern's work complements, rather than displaces, the work of paid employees while providing significant educational benefits to the intern.
7. The extent to which the intern and the employer understand that the internship is conducted without entitlement to a paid job at the conclusion of the internship.

Courts have described the “primary beneficiary test” as a flexible test, and no single factor is determinative. Accordingly, whether an intern or student is an employee under the FLSA necessarily depends on the unique circumstances of each case.

If analysis of these circumstances reveals that an intern or student is actually an employee, then he or she is entitled to both minimum wage and overtime pay under the FLSA. On the other hand, if the analysis confirms that the intern or student is not an employee, then he or she is not entitled to either minimum wage or overtime pay under the FLSA.

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For additional information, visit our Wage and Hour Division Website:

<http://www.dol.gov/agencies/whd> and/or call our toll-free information and helpline, available 8 a.m. to 5 p.m. in your time zone, 1-866-4USWAGE (1-866-487-9243).

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Fact Sheet #71 Full Text and Footnotes are viewable here:

- <https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships>



## **ESS 487: Internship – Grading and Course Management**

### **How is ESS 487: Internship graded?**

#### **Satisfactory/Unsatisfactory**

Internships and Practica at Colorado State University (CSU) are Instructor-Option graded courses which means the instructor must inform the student how they will be evaluated for the course. ESS 487 will be graded only on a Satisfactory/Unsatisfactory (“S” or “U”) basis, in accordance with the course description published in the CSU Catalog. Students must earn a Satisfactory “S” in all enrolled credits of ESS 487: Internship to earn credit for the course.

#### **Incomplete**

Because the grading cycle at CSU will not always correspond with the dates of a student’s internship, a student enrolled in ESS 487: Internship may receive an Incomplete (“I”) to indicate that the internship was not completed within that grading cycle.

If a student receives an Incomplete (“I”), a Grade Change will be submitted to the CSU Registrar’s Office as soon as the student turns in all remaining internship assignments and provides evidence that all required internship placement hours with the host organization have been completed.

If a student has an Incomplete “I” in ESS 487: Internship but is not enrolled in any other courses for the following semester, CSU will not consider the student active on campus. In such an instance, there are several things to consider:

- The student will not have access to CSU services or facilities.
- The student CSU email and access to Canvas should remain active for at least 6 months.
- The student will need to notify the CSU Registrar’s Office if their intended semester of graduation has changed.

Any course with a grade of Incomplete “I” will convert to a course with grade of Unsatisfactory “U” if the student has not resolved the incomplete portions of the course within 12 months of the Incomplete “I” being given.

### **What is the cohort model of experiential learning in ESS?**

All students enrolled in ESS 487: Internship in a given semester or summer session will be considered a cohort, a group of students engaging in internship placement in the department. Beyond working to complete their required internship hours with their host organization, the students will additionally engage with their cohort and the ESS Internship Coordinator through the ESS 487: Internship Canvas site and have weekly assignments to complete.



### **How is ESS 487 managed—in a classroom setting or online?**

ESS 487: Internship is managed in an online setting through the [CSU Canvas portal](#).

### **How are assignments submitted?**

Instructions for assignment submission are detailed in the syllabus for ESS 487: Internship and the Canvas course site.

It is up to students to ensure that their assignments are uploaded to Canvas and received by the ESS Internship Coordinator. If students will not have access to the Internet, it is their responsibility to find an alternate method to submit their assignments on time. Students are strongly encouraged to plan—in advance—for how they will meet assignment deadlines and make arrangements with the ESS Internship Coordinator accordingly.



## **ESS 487: Internship – Enrollment Overview**

### **How many credits do I need to take when registering for ESS 487: Internship?**

A minimum of 5 credits must be taken in ESS 487: Internship to satisfy the ESS Professional Development & Engagement (PDE) Requirement.

- 5 Credits = 180 internship placement hours (4 credits) + Canvas assignments (1 credit)

In some instances—in particular, in relation to Summer Session and student financial aid eligibility—some students may seek to enroll in 6 credits of ESS 487: Internship to satisfy the ESS PDE Requirement. This option can be approved if the student and their host organization can commit to a minimum of 235 internship placement hours.

- 6 Credits = 235 internship placement hours (5 credits) + Canvas assignments (1 credit)

Students who are not seeking to satisfy the ESS PDE Requirement may enroll in ESS 487: Internship for as little as 1-credit. In general, such students must have a commitment for 45 internship placement hours for each credit that they take in ESS 487: Internship.

### **Is ESS 320: Internship & Career Preparation really a required prerequisite?**

ESS 320: Internship & Career Preparation is a required prerequisite for ESS 487: Internship. However, exceptions are considered on a case-by-case basis in consultation with the ESS Internship Coordinator, Dr. Kaye Holman.

### **When do I register for internship credits?**

A student must register to take the credits before beginning their internship placement. For a given semester or summer session, the student must enroll in ESS 487: Internship by the census date, which typically occurs in the middle of the third week of classes. Special exceptions for internships secured late in the semester may be considered on a case-by-case basis in consultation with the ESS Internship Coordinator, Dr. Kaye Holman.

Students should plan well in advance of the semester or summer session in which they intend to enroll in ESS 487: Internship to ensure they have sufficient time to complete necessary documents and forms to be approved to register in ESS 487: Internship credits.

See [Academic Calendar](#) and [Registration Access Times](#) as published by the CSU Registrar's Office:

- <https://catalog.colostate.edu/general-catalog/calendar/>
- <https://registrar.colostate.edu/registration-access-times/>



## **ESS 487: Internship – Enrollment Instructions**

Student should plan well in advance of the semester or summer session in which they intend to enroll in ESS 487: Internship to ensure they have sufficient time to complete necessary documents and forms to be approved to register in ESS 487: Internship credits.

All form and documents in the ESS 487: Internship Enrollment Forms section of this guide must be completed by the student in coordination with their internship host organization supervisor and then be reviewed and approved by the ESS Internship Coordinator, Dr. Kaye Holman. The internship placement does not begin until the student has registered in ESS 487: Internship.

### **What are the Step-by-Step Instructions to request approval to register?**

1. Review and complete the Internship Approval Justification Form.
2. Write a Goal Statement addressing the six (6) questions at the bottom of the Internship Approval Justification Form.
3. Review, complete, and sign the Internship Agreement. Note: Two signatures **MUST** be obtained for the form to be considered complete: the student signature and the host organization supervisor signature.
4. Review, complete, and sign the Photography Consent Form.
5. Review, complete, and sign the Release of Record Form, if needed.
6. Submit the completed forms and documents to the ESS Internship Coordinator, Dr. Kaye Holman, by email or in-person. If submitting in-person, it is recommended to email or call Dr. Holman in advance to arrange a time to drop off the forms.
  - Email: [kaye.holman@colostate.edu](mailto:kaye.holman@colostate.edu)
  - Phone: 970-491-2139
  - Office Location: NESB A-114

### **Once everything is approved, how do I register in ESS 487: Internship?**

Once all forms and documents are approved, the student will be emailed instructions or may opt to meet with the ESS Internship Coordinator to register in ESS 487: Internship.

Within RamWeb, ESS 487: Internship defaults to 1-credit of enrollment, so instructions will also explain how to adjust the credit enrollment manually in the RamWeb Registration module to reflect a student's choice to do a 5-Credit, 6-Credit, or other credit internship placement option.



**Is there a checklist I can follow for the required forms and documents?**

Required Forms:

- \_\_\_\_\_ Internship Approval & Justification Form
- \_\_\_\_\_ Internship Agreement with two (2) signatures
- \_\_\_\_\_ Photography Consent Form with one (1) signature

Required Document:

- \_\_\_\_\_ Goals Statement  
addressing six (6) questions on the Internship Approval & Justification Form

Optional Form

- \_\_\_\_\_ Release of Records Form



## **ESS 487: Internship Enrollment Forms**



Colorado State University  
Department of Ecosystem Science & Sustainability  
1476 Campus Delivery  
Fort Collins, CO 80523-1476

**Internship Approval & Justification Form**

**The internship does not officially start until the student has registered in ESS 487 at Colorado State University (CSU).  
Permission to register in this course will not be granted until all sections of this form are completed.  
The student should work with their Host Organization Supervisor to complete all fields**

**Part I – Student**

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**ESS 487: Internship Placement Option  
(check one):**

\_\_\_\_ 5-credits for 180 internship placement hours

\_\_\_\_ 6-credits for 235 internship placement hours

\_\_\_\_ Other, which I will explain in Question 2 of  
the Goal Statement, as required below

**Part II – Host Organization**

Organization Name: \_\_\_\_\_

Supervisor Name & Title: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Website: \_\_\_\_\_

**Part III - Student Eligibility (check one):**

\_\_\_\_ I completed ESS 320 in \_\_\_\_\_ semester/year      \_\_\_\_ I did NOT completed ESS 320 and request a waiver.

**Part IV - Goal Statement – Please provide answers to the following six (6) items on a separate sheet of paper.**

1. Briefly describe the Internship Host Organization you have chosen. Who are they and what do they do?
2. How does this internship relate to your professional goals in ecosystem science and/or sustainability? In relation to your academic goals, are you enrolling in the internship to satisfy the ESS PDE Requirement or are you enrolling for another reason for fewer credit hours? Please explain.
3. What can you contribute to the organization? Speak specifically to the knowledge, skills, and abilities you can bring to the organization.
4. Describe your job duties, as you have discussed them with your Host Organization Supervisor.
5. Do you have any reservations, concerns, or fears about the internship—e.g., location, personalities, living arrangements, or expectations?
6. Considering the job duties described in Question 4, mention three (3) courses you have taken in college by course name and number and one to two (1-2) pieces of knowledge you anticipate using in your internship to perform your duties.



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## Internship Agreement

The internship does not officially start until the student has registered in ESS 487 at Colorado State University (CSU).  
Permission to register in this course will not be granted until all sections of this form are completed.  
The student should work with their Host Organization Supervisor  
to complete all fields and obtain required signatures.

### Student & Emergency Contact

Name: \_\_\_\_\_ CSU ID # \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_  
Internship Mailing Address: \_\_\_\_\_  
City: \_\_\_\_\_ State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_ Country (if applicable): \_\_\_\_\_  
Local or Mobile Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_  
Emergency Contact: \_\_\_\_\_ Relationship to You: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
City: \_\_\_\_\_ State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_ Country (if applicable): \_\_\_\_\_  
Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

### Host Organization

Organization Name: \_\_\_\_\_  
Supervisor Name & Title: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
City: \_\_\_\_\_ State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_ Country (if applicable): \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Email: \_\_\_\_\_ Website: \_\_\_\_\_

### Internship Position

Compensation—e.g., hourly wage, stipend, tips, housing, discounts, pro deals, meals. or n/a: \_\_\_\_\_

The internship must consist of a multi-faceted work and/or learning experience. Each job duty MUST be listed separately and have an actual or range of percentage of time the student is estimated to perform the duty. **Forms received with only one job duty will not be accepted by Colorado State University,**

Specific Job Functions	Percent of Time
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Physical location(s) where the internship will be performed: \_\_\_\_\_

Internship Start Date MM/DD/YY: \_\_\_\_\_ Internship End Date MM/DD/YY: \_\_\_\_\_

**Forms received without a start date will not be accepted by Colorado State University.**



## Internship Agreement

### Terms and Conditions

Attachments (A) Student Responsibilities, (B) Host Organization Responsibilities and (C) Colorado State University Responsibilities are incorporated herein by this reference.

### Liability and Insurance; Governmental Immunity

The University, as an entity of the State of Colorado, is entitled to certain immunities under Colorado law, including the Colorado Governmental Immunity Act, C.R.S. §§ 24-10-101, *et seq.*, and is self-insured for \$350,000 per person and \$900,000 per occurrence as more fully set forth in the Risk Management law, C.R.S. §§ 24-30-1501, *et seq.* The parties agree that such insurance shall satisfy all insurance requirements of this Agreement except as otherwise specified herein.

The Colorado Constitution prohibits the State of Colorado and Colorado State University from agreeing to indemnify any other party, public or private. In addition, the Colorado Governmental Immunity Act limits the tort liability of public entities and their employees and authorized volunteers acting in the course of authorized governmental undertakings. Any provision of this Agreement, whether or not incorporated herein by reference, shall be controlled, limited and otherwise so modified by statute. Parties to this Agreement should seek liability protection through their own insurance or otherwise.

Workers' Compensation insurance coverage for the student participating under this Agreement shall be provided by the University **unless** the student receives remuneration from the Organization for services performed, in which event, the Organization shall provide workers' compensation insurance. As used herein, "remuneration" includes room, board, or other non-monetary forms of compensation.

Individual student liability protection beyond what may apply to students classified as "authorized volunteers" under the Colorado Governmental Immunity and Self Insurance statutes, shall be the individual responsibility of the student, and any proof thereof shall be supplied to the Organization by the student. For some student placement affiliations, students can purchase and provide professional liability insurance with limits of at least \$1,000,000/\$3,000,000. The University agrees to cooperate with the Organization by advising the student of the requirement that the student obtain such insurance as is satisfactory to the Organization.

Both parties recognize that they are bound to comply with the Family Educational Rights and Privacy Act (FERPA or the Buckley Amendment) in the handling of educational records of students enrolled in their programs. It is also understood and recognized that employees and agents of each party will need to have access to the educational records maintained by the other party in properly administering their duties and obligations under this agreement and to the individual students. It is also agreed that each party will thoroughly orient their employees and agents of their obligations under FERPA and will maintain their practices in strict accordance with the requirements of that Act. Neither party will be permitted to authorize any further disclosure of educational records of students of the other party to persons or entities not a party to this Agreement without first having received permission of the other party and having obtained assurances that the other party has fully complied with the provisions of FERPA. Any permitted disclosure to persons or entities not a party to this Agreement will be under the condition that no further disclosure by such parties will be permitted.

### Termination

For Convenience. Either party may terminate this Agreement for any reason by providing thirty days written notice to the other party of its intention to terminate, provided that students shall be permitted to complete internships that began prior to the termination date.

For Default. A party will be considered in default of its obligations under this Agreement if such party should fail to observe, to comply with, or to perform any term, condition, or covenant contained in this Agreement and such failure continues for ten (10) days after the non-defaulting party gives the defaulting party written notice thereof. In the event of default, the non-defaulting party, upon written notice to the defaulting party, may terminate this Agreement as of the date specified in the notice, and may seek such other and further relief as may be provided by law. To the extent reasonable, the Parties shall endeavor in good faith to prevent the early termination of any ongoing internship as a result of the termination of this Agreement under this section.



## Internship Agreement

1. **Jurisdiction and Venue.** This Agreement shall be governed by the laws of the State of Colorado, and any legal action concerning the provisions hereof shall be brought in the County of Larimer, State of Colorado.
2. **Assignment.** No assignment of this Agreement or the rights and obligations hereunder shall be valid without the prior written approval of the parties.
3. **Waiver.** The waiver by either party of a breach or violation of any provision of this Agreement shall not operate as or be construed to be a waiver of any subsequent breach of the same or other provision hereof.
4. **Anti-Discrimination.** The parties agree that in the performance of this Agreement, there will be no discrimination against students, employees, or other persons related to race, color, sex, religion, creed, age, national origin, sexual orientation, or disability.
5. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties and supersedes any previous contracts, understandings, or agreements of the parties, whether oral or written, concerning the subject matter of this Agreement.
6. **Amendment.** Any amendment to this Agreement must be in writing and must be signed by the parties.
7. **Severability.** In the event that any provision of this Agreement is held unenforceable for any reason, the remaining provisions of this Agreement shall remain in full force and effect.

We, the undersigned, in consideration of the mutual promises contained herein and other good and valuable consideration hereby agree to cooperate in a high quality and professional field experience in accordance with the above specifications and have read and understand the attached Responsibilities of Student, Host Organization, and Colorado State University.

## Student

signature	printed name	date
-----------	--------------	------

**Host Organization Supervisor**

signature	printed name	date
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## ESS Internship Coordinator

The Board of Governors of the Colorado State University System acting by and through Colorado State University, by:

signature \_\_\_\_\_ printed name \_\_\_\_\_ date \_\_\_\_\_



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## ATTACHMENT A - Student Responsibilities

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The success of the field internship depends a great deal upon how well you, the student, realize your responsibilities. Organizations considerate enough to open their doors to student trainees have regular jobs to do. They must maintain their reputation for professional services. They cannot tolerate inefficiency, irresponsibility, or other actions by staff or voluntary personnel that may undermine the confidence of their constituents.

By accepting field training, you become part of the organization. Your attitude and behavior reflect the policies and standards of both the organization and Colorado State University. What you gain in personal experience as a professional practitioner depends upon how much you contribute to helping the organization attain its objectives.

1. Your responsibilities preparing for the internship include:

- having passed ESS 320 and clearing your eligibility for the internship program with the ESS Internship Coordinator.
- corresponding with and making appropriate application to preferred agencies or organizations.
- registering for ESS 487 for a minimum of 5 credits.
- arranging your own transportation to and from the internship location.

2. During the internship, you will be responsible for completing the required academic assignments in ESS 487. This includes communicating professionally with the ESS Internship Coordinator and submitting assignments on time. If an assignment will be delayed for any work-related or personal reasons, it is your responsibility to notify the ESS Internship Coordinator immediately how late the assignment will be. If assignments are received later than the expected due date without prior notification, points will be taken off accordingly. Being “too busy” or not having access to a computer are not valid excuses for turning in assignments late.

3. At the work site, you are expected to report to your Supervisor for instructions and are expected to follow the instructions given, to carry out the policies and duties outlined by your supervisor, and to meet all scheduled commitments and arrangements made in connection with training assignments. While at the work site, you are expected to act in a professional manner including:

- being properly groomed and appropriately dressed at all times;
- performing the work to the best of your ability;
- being timely when reporting for work, meetings, and appointments related to your internship;
- exercising tact and diplomacy in evaluating the organization's philosophy, policies, and operating procedures;
- making yourself aware of and acting in accordance with organization regulations; and
- practicing appropriate etiquette and conducting yourself in a professional manner while at your work setting.

4. During the internship, you are expected to communicate openly with those at your work setting and with the ESS Internship Coordinator. This means:

- consulting with your Supervisor when there are problems you cannot satisfactorily solve yourself or when there is not a clear understanding of what is to be done;
- scheduling regular conferences with your Supervisor and other professionals in the organization to become familiar with their responsibilities, challenges, and views of the profession; and
- periodically contacting the ESS Internship Coordinator to discuss the progress of your internship and any matter which you would rather not discuss with your supervisor.

5. You must enroll in 5 total credits of ESS 487 and successfully complete (a) 180 hours of internship experience (4 credits of ESS 487) and (b) participation in the 1-semester cohort model on Canvas (1 credit of ESS 487) led by the ESS Internship Coordinator to satisfy the requirements of the ESS Professional Development & Engagement Requirement in the Department of Ecosystem Science and Sustainability.



6. In order to be a candidate for graduation at Colorado State University, it is your responsibility to specify your intended semester of graduation in RamWeb. It is important that you specify the actual semester you plan to complete degree requirements—especially if you plan to walk at Commencement in a semester before completing your degree.

If ESS or WR 487 is the last requirement needed for your degree and you earn an Incomplete “I” in the course in the semester you intend to graduate, it is your responsibility update the CSU Registrar’s Office with your new semester of intended graduation. Please contact the CSU Registrar’s Office in Centennial Hall, Room 100 or (970) 491-7159 for assistance in such an instance.

7. It is your responsibility to arrange for insurance coverage.
8. Everyone is expected to honor Colorado State University's policy on Academic Dishonesty found in the General Catalog ([www.catalog.colostate.edu](http://www.catalog.colostate.edu)) which, in part, reads as follows:

"Academic misconduct (see examples below) undermines the educational experience at Colorado State University, lowers morale by engendering a skeptical attitude about the quality of education, and negatively affects the relationship between students and faculty/instructors. Faculty/instructors are expected to use reasonably practical means of preventing and detecting academic misconduct. Any student found responsible for having engaged in academic misconduct will be subject to academic penalty and/or University disciplinary action. Students are encouraged to positively impact the academic integrity culture of the University by reporting incidents of academic dishonesty.

Examples of academic misconduct include (but are not limited to):

- a. Cheating in the Classroom – Cheating includes using unauthorized sources of information and providing or receiving unauthorized assistance on any form of academic work or engaging in any behavior specifically prohibited by the instructor in the course syllabus or class presentation. Examples include copying the work of another student on an exam, problem set, or quiz; taking an exam or completing homework for another student; possessing unauthorized notes, study sheets, answer codes, programmed calculators, or other materials during an exam; and falsifying exams or other graded paper results.
  - b. Plagiarism – Plagiarism includes the copying of language, structure, images, ideas, or thoughts of another, and representing them as one’s own without proper acknowledgment and is related only to work submitted for credit; the failure to cite sources properly; sources must always be appropriately referenced, whether the source is printed, electronic or spoken. Examples include a submission of purchased research papers as one’s own work; paraphrasing and/or quoting material without properly documenting the source.
  - c. Unauthorized Possession or Disposition of Academic Materials – Unauthorized possession or disposition of academic materials includes the unauthorized selling or purchasing of examinations, term papers, or other academic work; stealing another student’s work; using information from or possessing exams that an instructor did not authorize for release to students.
  - d. Falsification – Falsification encompasses any untruth, either verbal or written, in one’s academic work. Examples include receiving unauthorized assistance or working as a group on a take-home exam, independent exam, or other academic work without authorization, or lying to avoid taking an exam or turning in other academic work. Furthermore, falsification of any University document is a violation of academic integrity. Examples include student identification numbers, transcripts, grade sheets, credentials, University status, or letters of recommendation. Forging a signature is another specific example of falsification.
  - e. Facilitation of any act of Academic Misconduct – Facilitation of any act of academic misconduct includes knowingly assisting another to commit an act of misconduct. Examples include knowingly discussing specifics of the content of a test or examination you have taken with another student who has not yet taken that test or examination or facilitating, by sharing one’s own work, a student’s efforts to cheat on an exam or other academic work.”
9. If you experience a personal crisis during your internship, you are strongly encouraged to contact CSU Student Case Management for referral and any related coordination assistance. This office provides crisis prevention and intervention services. In difficult situations, such as medical, mental health, behavioral, personal, or family crisis, illness, or injury, a student may find it difficult to navigate the resources and services available. Student Case Managers can consult with students, faculty, staff, families, and providers to offer guidance and assistance. You can reach them at (970) 491-8051 or [help4rams@colostate.edu](mailto:help4rams@colostate.edu) or visit them at <https://studentcasemanagement.colostate.edu/>.



## ATTACHMENT B – Host Organization Responsibilities

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The executive officer of the organization is in charge of the student's educational experience. This person serves as a mentor who offers guidance and supervision and who facilitates the student's professional competence within the organization's operations. Without relinquishing their direct responsibility for the training of the intern, this person may assign a qualified staff member as an immediate supervisor or training officer.

The responsibility of the organization to both the intern and Colorado State University starts in full when the intern arrives at the work setting. At that time, the Colorado State University Internship Coordinator assumes a secondary role in the training program, except in cases of breaches of agreement, moral conduct, or emergency situations. Responsibility for the relationship between Colorado State University and the organization in regard to the field internship will be a shared responsibility with the Internship Coordinator.

### The responsibilities of the organization and supervisor include:

1. Providing the Colorado State University Internship Coordinator with a description of the intern position including but not limited to:
  - a. job responsibilities
  - b. educational benefits
  - c. qualifications and skills
  - d. requirements and duties
  - e. financial assistance, housing, and other benefits
  - f. dates of internship
  - g. application procedures
  - h. supervision and training
2. Guaranteeing the student at least 180 hours of experience.
3. Recognizing that interns pay tuition, plus travel, lodging, and living expenses during their internship. While a high-quality educational experience is of paramount importance to students, **financial support is highly desirable** and for some a necessity. A basic living allowance, lodging, or minimum wage salary is encouraged. Additionally, if the intern is required to furnish their own transportation to carry out the Organization's services, the Organization must reimburse them for incurred expenses. In most cases, interns hired by "for profit" organizations should be compensated at equal to or greater than minimum wage. The U.S. Department of Labor has issued a seven-part test (<https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships>) to determine whether an internship can be unpaid:
  - a. The extent to which the intern and the employer clearly understand that there is no expectation of compensation. Any promise of compensation, express or implied, suggests that the intern is an employee—and vice versa.
  - b. The extent to which the internship provides training that would be similar to that which would be given in an educational environment, including the clinical and other hands-on training provided by educational institutions.
  - c. The extent to which the internship is tied to the intern's formal education program by integrated coursework or the receipt of academic credit.
  - d. The extent to which the internship accommodates the intern's academic commitments by corresponding to the academic calendar.
  - e. The extent to which the internship's duration is limited to the period in which the internship provides the intern with beneficial learning.
  - f. The extent to which the intern's work complements, rather than displaces, the work of paid employees while providing significant educational benefits to the intern.
  - g. The extent to which the intern and the employer understand that the internship is conducted without entitlement to a paid job at the conclusion of the internship.

**The organization is solely responsible for the interpretation and application of this guidance, as well as any and all liability incurred as a result.**

4. Approving student as a trainee; allowing the student reasonable freedom of operation in order that a quality educational experience can be realized but at the same time, guiding and advising the student to prevent him/her from functioning in any way that seriously impairs the quality of the organization's services. The Organization shall have the sole authority and control over all aspects of its client services, including those activities wherein interns may be exposed to or interrelate with clients.
5. Introducing the intern to the staff and administrators, helping the student gain acceptance as a member of that staff, and encouraging the staff to periodically visit and share information with the student. The Organization agrees to orient the intern to the Organization's applicable policies and procedures.



6. Arranging for the intern to attend various staff meetings and activities which expose them to such aspects as planning, decision- making, group dynamics, policy formulation, personnel supervision, budgets, and so forth.
7. Helping the intern to understand how their job relates to the total organizational community and helping the intern develop a professional attitude about their work.
8. Abstaining from 'using' the intern for free labor and assigning them full-time to any one particular function for the entire internship period, but, instead, assigning them to a variety of functions. It should be kept in mind that the educational needs of the intern shall not be superseded by the service needs of the Organization.
9. Communicating immediately with the Colorado State University Internship Coordinator in such events related to student health, safety, ethical/professional behavior, or other events which may compromise the integrity of the student, organization, or Colorado State University.
10. The Organization, in its discretion, may at any time exclude from participation hereunder any intern whose performance is determined to be detrimental to the Organization's clients, who fails to comply with proper channels of communication or the provider's established policies and procedures, or whose performance is otherwise unsatisfactory.
11. Periodically evaluating the intern's performance through constructive criticisms and suggestions. **Submitting to the Colorado State University Internship Coordinator an evaluation of the student's performance immediately upon completion of the internship.** A structured form will be provided to the student to share with you.



## **ATTACHMENT C - Colorado State University Responsibilities**

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The internship is an educational work program involving the student, Colorado State University, and the host organization. The ultimate goals of all three are compatible; and, as a result, this relationship in almost all cases results in a pleasant, meaningful, and rewarding experience.

The responsibilities of the Colorado State University Internship Coordinator include the following:

1. Ensuring that all Interns have completed all applicable prerequisite courses and other requirements necessary prior to internship placement.
2. Undertaking the responsibility for academic administration, curriculum content and programming, intern recruitment, admission, promotion and graduation, maintenance of all intern records and reports, and final determination of all grades to be awarded to interns for internship participation.
3. Helping the intern define career goals, update their resume, identify internship possibilities, initiate correspondence with appropriate agencies or organizations, and otherwise guide them through the application process.
4. Holding pre-assignment conferences with prospective interns to go over the details of particular internship opportunities and their compatibility with the student's needs and interests.
5. Approving the assignment of an intern to an organization after analyzing the Organization's intent to provide a high-quality learning experience.
6. Communicating with prospective organizations and agencies about possible internship opportunities, representing Colorado State University in all official arrangements with cooperating organizations, and communicating with those who supervise interns.
7. Assisting and advising interns on the circumstances under which interns may need to carry professional liability insurance covering interns for all activities, acts and omissions that may occur related to this internship, as required by the host organization. The University shall advise interns that proof of such insurance may be required prior to the intern beginning the internship.
8. Discussing with the Organization details involving placement of interns. Appraising interns of the confidential nature of client information.
9. Approving the intern's training schedule submitted by the organization.
10. Informing interns of the interns' responsibility to provide any transportation, meals, and lodging related to the internship.
11. Occasionally communicating with supervisors and interns for the purpose of counseling the intern and to consult with the supervisor regarding the performance of the intern.
12. Keeping in strictest confidence any proprietary information, materials, and/or procedures that are part of a student's internship experience. Regular professional ethics are always observed.
13. When possible, arranging for a personal on-site visit with both intern and supervisor. This will not be possible in many cases due to time of year, location, associated travel costs, etc.
14. Removing an intern from an organization when it would seem detrimental to allow them to remain.
15. Studying the organizational reports and weekly journals of the interns to make recommendations or take specific actions as appropriate.
16. Insuring that all interns complete 180 hours of experience.
17. Assisting in the final evaluation of the intern -- grading the student on the basis of organization evaluations and student reports and assignments.
18. Making suggested changes to students and organizations when it seems necessary or appropriate.



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Colorado State University  
Department of Ecosystem Science & Sustainability  
1476 Campus Delivery  
Fort Collins, CO 80523-1476

## Photography Consent Form

The internship does not officially start until the student has registered in ESS 487 at Colorado State University (CSU).  
Permission to register in this course will not be granted until all sections of this form are completed.

**Instructions:** Review the consent statements below and approve the one applicable to you.

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### Consent Statement #1 – Granting Permission to Colorado State University

I, \_\_\_\_\_, hereby grant permission to Colorado State University, its employees or representatives, to take and use photographs, videotape or digital images of me for use in educational materials pursuant to this Internship Agreement. These materials might be included in printed or electronic publications, websites, or other electronic communications. I further agree that my name and identity may be revealed in descriptive text or commentary in connection with the image(s). I authorize the use of these images without compensation to me.

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Student Signature

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Student Name

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Date

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### Consent Statement #2 – Denying Permission to Colorado State University

I, \_\_\_\_\_, do not grant permission to Colorado State University, its employees, or representatives, to take and use photographs, videotape, or digital images of me for use in educational materials pursuant to this Internship Agreement.

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Student Signature

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Student Name

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Date



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Colorado State University  
Department of Ecosystem Science & Sustainability  
1476 Campus Delivery  
Fort Collins, CO 80523-1476

**Release of Records Form  
(optional)**

**Instructions:** Review the consent statements below, and if in agreement with the authorization for the release of records, sign and return this form to the ESS Internship Coordinator.

I, \_\_\_\_\_, recognize that records pertaining to students are generally required by the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g (a federal law) to be held confidential by the University. Only personally identifiable information designated as "directory information" may be disclosed without first obtaining a signed and dated written consent from the student for such disclosure.

I, \_\_\_\_\_, hereby give permission to the Ecosystem Science & Sustainability Internship Coordinator to release educational records concerning me in their possession to \_\_\_\_\_ at the Host Organization only as necessary to promote an effective working relationship between the Host Organization and the Department of Ecosystem Science & Sustainability at Colorado State University.

This release does not include medical or psychological records maintained by the University Health Network or Counseling Center.

I understand that the University cannot require me to sign this authorization and it has not done so. I am voluntarily authorizing the release of my records.

The disclosure of this information from the student's education record is made on the condition that the information will be used only for the purposes for which the disclosure is made (as described above) and will not be redisclosed without the student's additional written consent.

I understand that unless specified below this consent will expire 180 days from the date of signature, unless I revoke or amend it at an earlier date, in writing.

I understand that I am free to do so at any time.

Date Authorization expires (if different from 180 days): \_\_\_\_\_

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Student Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date of Birth

\_\_\_\_\_  
CSU ID



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