Internship Evaluation by Employer Supervisor

Instructions: This form is to be completed at the end of the student's internship by the on-site supervisor. This feedback should be shared and discussed with your student intern as a learning opportunity.

Supervisor Information:

Name:_____Poornendu Attupurath Narayanan_____

Title:_____Data Engineer_____

Phone:_____

Email:_____anp@umn.edu_____

Organization/Company Name:_____Institute of Social Research and Data Innovation_____

Address:_____50 Willey Hall, Minneapolis, MN 55455_____

Student Information:

Name:_____Jackson Balch_____

Academic Semester (fall, spring, summer):_____Spring_____

Year:_____Senior_____

Internship Title/Role:_____Student Data Engineer_____

Part I: CLA Core Career Competencies used/developed: Please provide your candid evaluation of the student's learning and performance in each of the following areas.

Please use the following scale:

1 = Unsatisfactory   2 = Improvement Needed   3 = Meets Expectations   4 = Exceeds Expectations   5 = Outstanding
* If this competency is not applicable to the internship role, please select N/A.

1. Analytical & Critical Thinking	1	2	3	4	5	N/A
Seeks to understand the "big picture."	○	○	○	○	◉	○
Explores issues, ideas, evidence, and values before coming to a conclusion.	○	◉	○	○	◉	○
Seeks out multiple perspectives.	○	○	○	○	◉	○
Is aware of own personal biases and the impact on decisions.	○	○	○	○	◉	○
Can determine when information is missing or more information is needed.	○	○	○	○	◉	○

2. Applied Problem Solving	1	2	3	4	5	N/A
Recognizes constraints or potential problems.	○	○	○	○	◉	○
Generates more than one solution.	○	○	○	○	◉	○
Provides a rationale for the solutions chosen.	○	○	○	○	◉	○
Adopts new strategies readily when current approach is not effective.	○	○	○	○	◉	○
Can identify when help is needed.	○	○	○	○	◉	○

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3. Ethical Reasoning & Decision-Making	1	2	3	4	5	N/A
Demonstrates ethical behavior and integrity in the workplace.	○	○	○	○	◉	○
Bases decisions on ethical frameworks specific to the industry.	○	○	○	○	◉	○
Shows trustworthiness and maintains confidentiality.	○	○	○	○	◉	○
Considers short- and long-term consequences before making decisions.	○	○	○	○	◉	○

4. Innovation & Creativity	1	2	3	4	5	N/A
Generates new, varied, and unique ideas as appropriate.	○	○	○	○	◉	○
Makes connections between previously unrelated ideas.	○	○	○	○	◉	○
Applies sense of originality to projects as appropriate.	○	○	○	○	◉	○
Shows willingness to bring forward new perspectives or ideas.	○	○	○	○	◉	○

5. Oral & Written Communication	1	2	3	4	5	N/A
Selects appropriate and effective means of communication based on the context and audience needs.	○	○	○	○	◉	○
Writes clearly and effectively for the job.	○	○	○	○	◉	○
Demonstrates level of oral communication skills appropriate for the job.	○	○	○	○	◉	○
Makes effective formal presentations.	○	○	○	○	◉	○

6. Teamwork & Leadership	1	2	3	4	5	N/A
Understands their own roles and responsibilities within the team.	○	○	○	○	◉	○
Listens to others and asks for clarification.	○	○	○	○	◉	○
Contributes positively to team (ideas, information, resources, attitude).	○	○	○	○	◉	○
Can take on leadership role as needed.	○	○	○	○	◉	○
Leverages strengths of the team members to achieve a goal.	○	○	○	○	◉	○
Effectively manages conflict.	○	○	○	○	◉	○

7. Engaging Diversity	1	2	3	4	5	N/A
Demonstrates openness to working with people of diverse backgrounds, which may include: race, ethnicity, country of origin, sexual orientation, ability, class, gender, age, spirituality, etc.	○	○	○	○	◉	○
Shows respect and appreciation of multiple cultural perspectives or world views.	○	○	○	○	◉	○
Steps out of comfort zone to seek out opportunities to work with people of diverse backgrounds and ideas.	○	○	○	○	◉	○
Adopts an approach rooted in an understanding of diverse perspectives.	○	○	○	○	◉	○

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8. Active Citizenship & Community Engagement	1	2	3	4	5	N/A
Actively engages with the communities related to the position, in person or online.	○	○	○	○	○	◉
Demonstrates understanding of how s/he has contributed to relevant communities and how those communities have had an effect on her/him.	○	○	○	○	○	◉
Is able to give examples of how culture and power affect the dynamics in communities related to the position.	○	○	○	○	○	◉

9. Digital Literacy	1	2	3	4	5	N/A
Assesses sources of information for appropriateness to the project.	○	○	○	○	◉	○
Has the technical skills required for the position.	○	○	○	○	◉	○
Uses technology in a responsible manner, appropriate for the industry.	○	○	○	○	◉	○
Shows willingness to learn new technology to meet project needs.	○	○	○	○	◉	○

10. Career Management	1	2	3	4	5	N/A
Sets and communicates (learning) goals for the internship.	○	○	○	○	◉	○
Takes advantage of opportunities to explore careers.	○	○	○	○	◉	○
Builds and maintains relationships with co-workers (collaborative, net-working, etc.).	○	○	○	○	◉	○
Effectively articulates connections between academics and the internship experience.	○	○	○	○	◉	○

11. Self-Management Skills & Professionalism	1	2	3	4	5	N/A
Takes initiative in completing tasks or suggesting new projects.	○	○	○	○	◉	○
Takes responsibility for their own work.	○	○	○	○	◉	○
Is able to work independently with little direct supervision.	○	○	○	○	◉	○
Shows willingness to learn new concepts, ideas, and methods.	○	○	○	○	◉	○
Establishes priorities and follows through.	○	○	○	○	◉	○
Demonstrates efficient use of time.	○	○	○	○	◉	○
When given feedback, takes action to improve or change.	○	○	○	○	◉	○
Acts with appropriate courtesy toward colleagues and clients or customers.	○	○	○	○	◉	○
Is punctual and maintains agreed-upon hours.	○	○	○	○	◉	○
Works effectively with supervisor.	○	○	○	○	◉	○
Participates effectively in the work environment.	○	○	○	○	◉	○

Please include any comments related to the above ratings:

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Part II. As an experienced professional, you can offer valuable insight into the student's personal, professional, and career development. Please consider the following questions:

1. Given your experience working with student interns and your expectations about the internship position, how would you rate this student overall at the **beginning** and **end** of the internship?

Please use the following scale:
1 = Unsatisfactory 2 = Improvement Needed 3 = Meets Expectations 4 = Exceeds Expectations 5 = Outstanding

	Overall Knowledge	Abilities	Performance
At **beginning** of the internship	3	3	3
At **end** of the internship	5	5	5

2. What development have you noticed in the student's abilities, knowledge, personal, and/or professional performance?

In the time Jackson has worked at ISRDI he has considerably expanded his programming skills. He has eveloped strong project management skills and has been able to contribute to project design and structuring and refactoring in team projects. Jackson has proved his abilities in independently tacklng projects and have been very good at assessing and completing his tasks.

3. What major strengths of the student did you observe during the internship?

Jackson has been able to manage time effectively considering his busy class schedule. He has been wonderful at communication his concerns and asking for help when necessary.

Jackson is a very eager learner and has shown commendable progress in learning and handling the RUST programming laguage .

4. What would you recommend for this student to do following this experience to make him/her better prepared for this profession and the workplace (e.g., courses, activities, skills development)? Please be specific.

Jackson would technically benefit from more projects specifically focussed on machine learning and Artificial Intelligence given his strong background in statistics.

5. If you had a full-time position involving the kind of work done at the internship, would you hire this person for the position? Why or why not?

Jackson would have definetely been hired fulltime if we did have an opportunity at this time. He has been a valuable asset to the team and have been getting wonderful reviews on work.

6. Any additional feedback you would like to offer your intern on their primary projects or tasks at the internship?

Jackson has been a valuable intern and has utilized this learning opportunitity to the fullest. I wish him all the best in all his future endeavors.

☒ I shared and discussed the feedback provided here with my intern.

Supervisor's Signature:_____

     Date Survey Completed:____04/10/2024_____

Student's Signature:_____

     Date Survey Completed:_____4/10/2024_____