



**SOUTHEAST MISSOURI**  
STATE UNIVERSITY · 1873

# Sport Management Internship Manual

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SM470

Southeast Missouri State University

Department of Kinesiology, Nutrition & Recreation

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## **1. Internship**

Every Sport Management major will complete an internship in a sport organization related to his/her career goals. Explanations and examples of internship processes and procedures are provided in this manual. It is important for students to recognize, however, that an internship for academic credit is a privilege that carries distinct responsibilities and has prerequisite requirements. To begin, internships are available only to Sport Management majors with senior status who have completed SM 370 and SM 465. Additionally, students must have a cumulative GPA of 2.50 and a GPA within major of 2.50 with consent of the instructor. Finally, students will only be placed in positions in sport organizations with sport management responsibilities. A sport management internship for academic credit requires students to have demonstrated maturity, competence, and reliability both in the classroom and in previous field experiences. Because of the competitive selection process, students must realize that they may not secure their top choices of internships. Specific details on the internship application process are available from the university internship supervisor and in the Professional Seminar in Sport Management course (SM 465). Students serving in an internship must remember that performance on the job can either enhance or hinder their career objectives. Eagerness, reliability, and responsibility will always be in demand. An internship presents the opportunity to establish a reputation for these qualities. Recent experience has clearly shown that students who carefully plan and successfully complete meaningful internships have much more positive results in launching their career in the sport industry.

## **2. Internship Opportunities in Various Industry Segments**

Requirements and compensation can vary dramatically, therefore, it is critical that the students identify areas of interest early and then carefully secure an internship. The Sports Internship Book and other listings of internship opportunities are available in Parker 211B, the sport management resource center and bulletin board for 211-213 office suites. There are many sources on the web as highlighted in SM 465. No Sport Management internship for academic credit will be approved if the organization is NOT a sport organization or the internship responsibilities are NOT in the sport management field. The degree the student is seeking is sport management rather than coaching or fitness, or another related field.

## **3. Enrollment and Academic Credit**

Students will enroll for 12 credits of Sport Management Internship (SM 470). The national governing bodies require a minimum of forty hours per week over a ten-week period for every increment of three academic credits. Southeast Missouri State University at Cape Girardeau requires a minimum of 480 log hours, 40 hours per week for 12 weeks for 12 credit hours of academic credit. Sport Management faculty believe that such an internship provides the students with the optimum learning experience, an extended placement in an intensive atmosphere free from academic demands and the demands of other work upon the

student's time. Students are not permitted to take other courses at the same time they are enrolled in SM 470 to complete their internships. A rare exception may be made for a student to complete no more than one 3- credit hour course. The student must submit an appeal for exemption from the no other course work policy. The appeal form will be reviewed by the Department of Health, Human Performance and Recreation unit coordinators and the student will be notified in writing of the decision and rationale. The appeal form is available from the director of the Sport Management program.

It should be noted that, depending upon the nature of the position, the time period of the internship could transcend the traditional academic calendar. For example, an internship with a professional baseball team could begin as early as January and last through the conclusion of the season (late August). An internship with a professional basketball team usually begins in September or October and runs until May or the completion of the season. Keeping these situations in mind, the prospective intern needs to plan his/her academic schedule and resources accordingly. A 4 ½ year program is not out of the ordinary. Careful planning can prove to be to the student's advantage. For example, a student wishing to enter a career in professional baseball should plan ahead to enable the student to secure an internship in January through August and complete coursework in the fall of the Senior year. The student can then attend winter baseball meetings for a career placement in December. At any rate, the enrollment consideration and use of the academic credit requires a great deal of thought and must be contemplated on an individual basis. University policy requires that a student must complete work in a course during the semester in which the student is registered. This means that you cannot complete all the internship hours during the summer and register for SM 470 during the following fall semester. If a student's internship is longer than one semester, the student may choose to register for either semester. The length of the internship may affect your graduation date. <https://semo.edu/commencement/> gives the date that all work must be completed and evaluated with the grade turned in for graduation in a particular semester. Look for the "Graduation List Finalized" row. If you sign up for an internship that will continue beyond the date the graduation list will be finalized, your graduation cannot be processed for the semester in question.

#### **4. Deadlines**

Students must apply for the internship using the application form, no more than 2 months before registration opens and no less than 1 week prior to registration opens for the semester in which they are taking the course.

- A. **Spring**: Students starting their internship between **January 1 – April 30** must have all forms complete by **November 30**.
- B. **Summer/Fall**: Students starting their internship between **May 1 – December 31** must have all forms complete by **April 30**.

## **5. Financial Consideration**

Students need to plan ahead financially as well as academically. While there are many internships that provide a salary, hourly wage, or commission, there are also many excellent opportunities that provide no compensation whatsoever. Internships need to be considered on the merits and opportunities of potential learning experiences. More important than the immediate financial rewards, an internship is an investment in the future of the student. The skills learned, contacts, and references should be the prime consideration in the selection of an internship. For these reasons, financial planning is very important before a student does an internship. Under no circumstances is it permitted for a student to work another job while completing an internship. If the student faces extremely extenuating circumstances and has a job that at no time requires work during the same normal business.

## **6. Internship Philosophy**

The purposes of an internship are as follows:

- A. To provide the student insight into possible job requirements and opportunities.
- B. To provide the student with practical work experience.
- C. To provide the student with a laboratory for application of academic coursework.
- D. To provide the student with an opportunity to develop leadership, responsibility, and self-confidence.
- E. To provide the student with an opportunity to develop job-seeking skills in preparation for finding employment upon graduation.
- F. To provide faculty supervisors information about student performance and degree program strengths and weaknesses.

## **7. Procedures, Requirements and Responsibilities for Students**

- A. The student must have senior standing with cumulative GPA of 2.50, completion of all major requirements with a “C” or higher, completion of all degree requirements.
- B. The student will complete an internship application and Student Intern/University agreement, Student Intern/Sport Organization Agreement. Forms may be found at <https://semo.edu/kenr/opportunities/internships.html> or from the faculty internship advisor. Students must apply for the internship using the application form, no more than 2 months before registration opens and no less than 1 week prior to registration opens for the semester in which they are registering for the course. Students will receive an official email indicating whether their application has been approved or not and the steps to take either (a) to register or (b) so that their application can be approved. Students register during the normal registration and advising times for each semester.
- C. The student will engage in a series of advising meetings with the faculty internship advisor to determine career aspirations and possible appropriate internship placement.

- D. The student will prepare a cover letter, resume, and mail appropriate materials to prospective internship employers (Each sport organization has intern application procedures and requirements. The organization itself will be the best, and most current source of information about what materials wanted and the procedures that are followed for interviews).
- E. The student, site supervisor, and internship advisor must complete the student intern-sport organization agreement. The student and internship advisor must complete the student intern university agreement.
- F. The student must be enrolled in SM 470 and pay all tuition and fees for the 12 credit hours. No academic credit can be given for work done without submitting the internship application, receiving approval for registering in SM 470, being registered in the course and completion of the student intern-sport organization agreement and student intern-university agreement by all parties.
- G. The student must submit all assignments in a timely manner.
- H. The student must secure appropriate forms from the Department of Kinesiology, Nutrition & Recreation web site <https://semo.edu/knr/opportunities/internships.html>
  - a. Internship Checklist
  - b. Preliminary Student Performance Evaluation
  - c. Internship Information
  - d. Weekly Log Sheets
  - e. Midterm Evaluation
  - f. Final Evaluation
  - g. Exit Interview Survey
  - h. Evaluation by Site Supervisor of Student's Professional Preparation
  - i. SM 470 Manual (this is the master copy of all forms)

## **8. Guidelines for Sponsoring Organizations**

### **A. Introduction**

The purpose of this section is to assist the agency or organizational personnel employing the intern, in guiding the student throughout his/her internship assignment. The movement of the student from his/her academic and college-oriented lifestyle into a community agency is challenging to the college, student and the agency or organization. There is a need for careful planning and communication. The student will be moving from patterns of student life (related to professors and peer groups) into an agency or organization where he/she will be working with professionals and dealing with the public at large.

### **B. Sport Organization Selection**

The student has indicated a professional area of interest in Sport Management, and in the opinion of the student and his/her faculty internship advisor, the placement in the sport organization is representative of that area of interest. Every effort is made to match the

student to the agency that can best fulfill his/her present and future needs. The Sport Management program tries to maintain a current and diversified list of qualified cooperative sport organizations to which students with special needs and interests can be assigned.

## **9. Internship Program Conditions**

- A. The Sport Organization will:
  - a. Provide the University with an Internship Job Description form for any Internship Job Title or Position into which a Southeast Missouri State University intern may be placed.
  - b. Assign an Organization Internship Supervisor who will schedule work assignments that coincide with the Internship Job Description(s) provided by the Organization and will verify weekly work by signing the intern's weekly log sheets and complete evaluation forms outlined in the student intern/sport organization agreement.
  - c. If financial compensation is provided, pay the intern the amount indicated on the Internship Job Description form.
  - d. Notify the University of any changes concerning an Internship Agreement or Job Description form, if the changes take place while a Southeast Missouri State University intern is serving at the Organization.
  - e. Inform the intern of all organization rules or regulations concerning health and safety, and any other relevant policies or procedures.
  - f. Allow the intern to attend, without penalty, any mandatory meetings, seminars, lectures, etc., scheduled by the University, unless a written agreement otherwise is made between the University and the Organization. (When Applicable)

## **10. Responsibilities of Sport Organization to the Student**

- A. General Considerations:
  - a. The agency will provide all necessary forms to be completed by the student (ID, auto-registration, etc. where applicable). Provide any necessary materials needed for the work assignment.
  - b. The agency will inform student of operational procedures through any brochures, etc.
  - c. The agency should be prepared for the arrival of the student by having in place temporary delegated duties.
  - d. The agency will familiarize the student with the agency, its objectives, philosophy, policies, and all regulations.
  - e. The agency will familiarize the student with minor duties, gradually adding more as the student's ability permits.
  - f. The agencies will familiarize the student with resources and materials used by the agency: books, pamphlets, audio-visual aids, reports, releases, etc.



- g. The agency should evaluate constructively, objectively, and tactfully and carefully analyze strength and weaknesses.
  - h. The agency supervisor will return an evaluation form to the University Supervisor. This is a confidential form, which is a summarization of the ongoing evaluation of the student during the assignment.
- B. Specifics as per the Student Intern/Sport Organization Agreement
- a. Sport Organization relationship with the University of Southeast Missouri State University at Cape Girardeau:
    - 1. Complete the Preliminary Student Performance Evaluation.
    - 2. Verify student's weekly work via the student intern's weekly log sheet.
    - 3. Complete the Midterm Evaluation.
    - 4. Complete the Midterm Evaluation conference with the student intern.
    - 5. Complete the Final Evaluation within the last two weeks of the internship.
    - 6. Cooperate with the University Supervisor and representatives of the Department of Health, Human Performance and Recreation.
  - b. Philosophy of the Sport Organization regarding the Student Intern:
    - 1. To hold the personal growth and development of the Student Intern is the primary concern and motivation of the Sport Organization in participating the internship program.
    - 2. To work towards improvement in professionalism and personal skills so that the Student Intern may have confidence and competence to seek an entry level position in sport management.
    - 3. To adhere to requirements by the Southeast Missouri State University of Cape Girardeau and in cases of disagreement in regard to principles, practices, and philosophies, a satisfactory solution will be determined in consultation with the University Supervisor, the Student Intern, and the Site Supervisor.
  - c. Compensation to be paid to the Student Intern, if that is part of the Student Intern/Sport Organization Agreement for the internship experience.

## **11. Responsibilities of Student to the Sport Organization**

- A. General Considerations
  - a. Apply for the sport management internship registration, obtain approval from the university internship supervisor to proceed, apply with sport organization for internship.
  - b. Discuss assignment possibilities with the site supervisor, or whoever does the interviewing from the organization. If the student is accepted, a mutual understanding has begun.
  - c. Perform the duties in a legal and faithful manner and work with the best interest of all concerned.
  - d. Be responsible for transportation between the University and home or place of work.

- e. Solicit input from the agency/organization regarding their performance.
- f. Evaluate his/her entire assignment.
- B. Specific duties as per the Student Intern/Sport Organization Agreement
  - a. Classified as a “Student Intern”.
  - b. Has status of professional staff member and accorded rights and privileges pertaining thereunto.
  - c. Attend all applicable meetings.
  - d. Work to uphold the image and integrity of the Sport Organization.
  - e. Insurance and liability.
  - f. Requirements of the Student Intern:
    - i. Work minimum of 480 hours, 40 hours per week for at least 12 weeks.
    - ii. Strive to become familiar with the operations of the Sport Organization and his/her specific assignment within the Sport Organization.
    - iii. Will specifically be responsible for what is agreed upon in the job description of the Student Intern/Sport Organization Agreement.
- C. Guiding principles for evaluation
  - a. Cooperative process, joint conferences are necessary.
  - b. Continuous process, continuous awareness of quality and quantity of work is helpful.
  - c. The student should be led to analyze his/her strengths and weaknesses.
  - d. All assignments completed on time.

## 12. General Remarks

The internship program should be utilized by an agency/organization in several ways:

- A. As an opportunity to provide input into the training of future professionals in the field.
- B. As a way to inject enthusiasm and new ideas into current operations.
- C. As an opportunity to undertake projects, valuable to the agency/organization operations, that have not yet been undertaken.

## 13. How Internships are Selected

- A. Role of the Student
  - a. The student should first determine career objectives, such as: “*What field he/she would wish to pursue if given the opportunity free of all restrictions.*” In other words, if a person could be anything he/she wanted, what would it be? This encourages the student to set and pursue goals. The student should then investigate all relevant situations that fit his/her aspirations.
  - b. The student will complete an application for the internship prior to registering for SM 470 or officially contacting sport organizations to apply for an internship. The faculty internship advisor will notify the student via email when the application has been accepted and approved. The student will complete all forms required by the University (see Forms Needed to Secure Internship & Internship checklist).

- c. Upon acceptance of an internship, the student will perform any and all tasks assigned by the employer, and be an exemplary representative, for the employer, the college, and for his or her own sake.
- B. Role of the University Supervisor  
The University Supervisor's role is that of an advisor and evaluator. This is done on an on-site basis whenever possible and practical (not beyond a 2-hour drive), but if not, through periodic phone conversations with the employer. The director will advise students with regard to their own career aspirations and help students secure internships which the students feel are meaningful and beneficial to their future careers. During the period of the internship, the director will attempt to communicate with the student for the purposes of advising and feedback via e-mail, phone, and/or visits. This provides another opportunity for ensuring the success of the placement.

## **14. Necessary Forms and Paperwork**

- A. Forms needed to secure internship
  - a. Internship Application
  - b. Internship Checklist
  - c. Student Intern/Sport Organization Agreement
  - d. Student Intern/University Agreement

These forms can be obtained from the department or internship advisor and are found in appendix B of this handbook. Any questions concerning these forms should be directed to the faculty advisor or university supervisor. The student must be registered in SM 470. It is a controlled class. Enrollment will take place with approval of the faculty internship advisor.

*Note. Copies of every required form can be found in the Appendices.*

- B. Items needed once internship has been secured:
  - a. Preliminary Student Evaluation: To be given to the site supervisor on the first day of the internship.
  - b. Plan for Personal Professional Development: To be completed and submitted to the university supervisor by the end of the first week of the internship.
  - c. Weekly Log Sheets: To be submitted weekly to the university supervisor throughout internship. Describe duties performed and insight or opinions of assigned duties. Signed by on-sight supervisor.
  - d. Mid-Term Evaluation: Student describes their internship experience on the top of the form, supervisor evaluates intern's performance on the bottom. Both signatures are needed before submitting. This form is to be completed halfway through the internship.

- e. Final Evaluation: Supervisor evaluates and describes intern on the basis of their performance over the course of the internship. This form is to be submitted immediately upon completion of the internship.
- f. Exit Interview Survey: To be completed by the student near the end of the internship and returned to the department office.
- g. Evaluation by Site Supervisor of Internship Student's Professional Preparation: Supervisor provides information to the department to help in curriculum development near the end of the internship.
- h. Organizational Analysis Paper:

Grading Policy

*Failure to include each part of the required content will result in a 0 for the assignment which makes the highest possible grade for the course a "D".*

Please note students are to follow the format for a formal business report as presented in SM 570 for the organizational analysis paper, see handout linked to the assignment in Moodle. (The content is NOT the same as it was in SM 570. There is no identification of the problem, no alternatives to solve the problem, no recommendation.).

Organizational Analysis Paper Required Elements:

- 1) Organizational Overview
  - History of the organization
  - Type of organization
    - Does it provide goods or services?
    - Profit vs. nonprofit
      - Private (depends on memberships, private contributions, sale of products or services)
      - Nonprofit (depends on funds from tax monies or government)
      - Identify any governing body over the organization (e.g., NCAA, professional league, USOC, etc.)
  - Organizational Chart
    - Include the chart used by the organization if they have one. If not, develop one using PowerPoint and get feedback from your site supervisor and revise if necessary. This should be placed in the appendices.
  - Description of department in which internship was performed.
  - Should include interviews and the descriptions from individuals in the department. A biographical sketch and current duties, reporting lines, and responsibilities from the job description of both the intern and the site supervisor and employees in the department.
- 2) Analysis of the organization

- Give the mission of the organization (if it does not have an official mission statement talk to people in the organization about what they think it is and write one then get their feedback and revise it if necessary)
  - Identify the goals of the organization
  - Does the organization have a strategic plan?
    - If so, how does it use the strategic plan?
    - If not, what reasons do they give for not having a strategic plan and what can be inferred about the strategy from recent decisions
  - Identify the Strengths, Weaknesses, Opportunities and Threats to the organization
- 3) Identify the financial situation of the organization
- What type of organization is it? (For profit or not for profit, government, community, or private organization)
  - What are the main revenue streams and expenses?
  - Describe the financial situation and factors impacting the financial situation of the organization.
    - For example, the economic conditions in the region, changes in the organization's strategy, changes in requirements from governing bodies, etc.
    - Include tables, charts, or graphs to support
  - Discuss the how the economic trends in the community and its socioeconomic makeup influence the organization.
  - Discuss what impacts the supply and demand of the organization's main product or service?
  - Identify primary competitors of the organization
    - How does the pricing of products and services compare to competitors?
    - What pricing strategies are used by the organization (what the market will bear, incremental, break even, etc.)
  - Identify the organization's strategy (cost cutting, milking the cash cow, diversifying products, market penetration, etc.)
- 4) International Issues
- Discuss how global sport business impacts the organization
    - For example, is the organization involved in international business through sales of tickets or merchandise internationally? Does the team or organization have international competition or players or ownership? If the organization is a minor league team, does it supply players for an international league or league with international players?

- Has the environment of the organization (task environment: suppliers, governing body, competitors, consumers; general environment: legal, economic, political, etc.) been impacted by recent global changes).
- 5) Describe your supervisor's leadership style
    - How does your supervisor influence others? (Transformational leadership, transactional leadership, task-oriented style, relationship-oriented style)
    - Does your supervisor's leadership style change based on the situation? Is it effective?
    - How are employees motivated and rewarded?
  - 6) Marketing
    - What marketing strategies and tactics are being used by the organization?
    - Which seem to be most effective?
    - Which do you think they should use?
  - 7) Legal Aspects
    - Describe the legal issues that impact the organization
    - What are the predominate legal issues that influence decisions and operations in the organization (tort law, negligence, contract law, constitutional law, or specific statutes such as Title IX, ADA, employment laws)
    - How effectively is the organization dealing with legal issues?
  - 8) Socio-cultural issues
    - How do socio-cultural issues such as race, gender, education, etc. impact the organization and its operations? (Think back to PE 201 Sport & Society)
    - For example, discuss whether the level of education in the region leads to more customers, whether the organization is as diverse as the community racially and whether that impacts the organization, whether the employees are predominately male or female and how that impacts relationships with various stakeholder groups.
  - 9) Ethical Issues
    - Based on your observation and conversations with people in the organization, what ethical dilemmas or issues impact the organization? Cheating, stealing, lying, etc. are often potential issues in any group of people.
    - How does the resolution of ethical issues reflect use of the ethical principles used in SM 340 (justice, honesty, responsibility, and beneficence)
  - 10) Facility and Event Management
    - Overview and description of facilities

- Method of financing used for facilities if owned by the organization or note that facilities rented by the organization.
- Is there a risk management plan or emergency plan? How is it evaluated and modified?
- Brief description of the events (Does the organization host regular season play or special events at the facility or other facilities?)

11) Sport Communications

- Identify tactics used for one-way or two-way communication with important stakeholders (For example, media guides or press releases as one-way communication with media, news conferences for two-way communication with media, organization's website, or social media for two-way communication with fans or employees, etc.)
- Discuss whether the organization's communication with stakeholders is more one-way communication or two-way communication.

12) Student Evaluation of Internship experience

- Progress on Plan for Personal Professional Development (p. 21)
  - Recommendations for the organization
  - Recommendations for future interns with the organization
- i. Exit Survey
- j. Site Supervisor's evaluation of the university's professional preparation of the student intern.

## 15. General Summary

After the student has completed all the necessary forms with the University, he/she is then under the supervision of the Internship Advisor. The forms and items described above must be on file with the Internship Advisor to receive a final grade for the internship.

## INTERNSHIP CHECKLIST

<u>Assignment</u>	<u>Due Dates</u>	<u>Completed</u>
Meet prerequisites (SM 370/SM465, senior status, minimum 2.5 cumulative GPA, minimum 2.5 in the Sport Management Major)	_____	_____
Complete Application for Internship	_____	_____
Submit list of sport organizations to pursue for internship <b>Attach list to application and update in writing as necessary</b>	_____	_____
Received approval message from university supervisor	_____	_____
Registered in SM 470	_____	_____
Apply for internships with Sport Organizations	_____	_____
Interview with Sport Organization	_____	_____
Complete Student Intern/Sport Organization Agreement and submit to University Supervisor for final approval	_____	_____
Complete Student Intern/University Supervisor Agreement with University Supervisor (Dr. Myungwoo Lee)	_____	_____
Complete Plan for Personal Professional Growth	_____	_____
Give Site Supervisor Preliminary Student Performance Evaluation to be sent to University Supervisor by end of Week 2	_____	_____
Submit weekly log to University Supervisor, Week 1	_____	_____
Submit weekly log to University Supervisor, Week 2	_____	_____
Submit weekly log to University Supervisor, Week 3	_____	_____
Submit weekly log to University Supervisor, Week 4	_____	_____
Submit weekly log to University Supervisor, Week 5	_____	_____
Submit weekly log to University Supervisor, Week 6	_____	_____
Complete student section of Midterm Evaluation, give to Site Supervisor and submit it upon completion to University Supervisor	_____	_____



- Submit weekly log to University Supervisor, Week 7 \_\_\_\_\_
- Submit weekly log to University Supervisor, Week 8 \_\_\_\_\_
- Submit weekly log to University Supervisor, Week 9 \_\_\_\_\_
- Submit weekly log to University Supervisor, Week 10 \_\_\_\_\_
- Give Final Evaluation to Site Supervisor for completion and ask for completion of evaluation of Intern's professional preparation (p. 16-17) \_\_\_\_\_
- Submit weekly log to University Supervisor, Week 11 \_\_\_\_\_
- Submit weekly log to University Supervisor, Week 12 \_\_\_\_\_

*Note.* If you agree with the sport organization to complete an internship for a period longer than 12 week or 480 hours, continue to submit weekly logs weekly until the end of the time stated in the student intern/sport organization agreement.

- Submit Organizational Analysis Paper \_\_\_\_\_
- Submit updated electronic portfolio \_\_\_\_\_
- Mail exit survey to HHPR Department (form Q) \_\_\_\_\_

## Form Q

### GRADUATING SENIORS EXIT SURVEY

**This survey must be completed during the last week of your internship and returned prior to a grade being assigned for your internship.**

Major \_\_\_\_\_

Option, if applicable \_\_\_\_\_

Semester and year of graduation \_\_\_\_\_

We greatly value your input concerning your educational experience at Southeast Missouri State University.

Please use the following rating scale in answering the following items.

- 5 far exceeded expectations
- 4 exceeded expectations
- 3 met expectations
- 2 somewhat below expectations
- 1 far below expectations

Write the number that best describes your assessment of:

- \_\_\_\_\_ 1. The OVERALL quality of your university education at Southeast Missouri State University.
- \_\_\_\_\_ 2. The OVERALL quality of your academic preparation in your major.
- \_\_\_\_\_ 3. The quality of knowledge content presented in courses in your major.
- \_\_\_\_\_ 4. The quality of the experiential (practicum and other out-of-classroom experiences) component in your curriculum leading up to the internship semester.
- \_\_\_\_\_ 5. The quality of advisement by your departmental academic advisor.
- \_\_\_\_\_ 6. The quality of instructors in your major.
- \_\_\_\_\_ 7. The adequacy of facilities and equipment that support your major.
- \_\_\_\_\_ 8. The value of the majors' club to enhance your academic preparation.
- \_\_\_\_\_ 9. Your money's worth for education at the Department of Health, Human Performance and Recreation.
- \_\_\_\_\_ 10. Your money's worth for education at Southeast Missouri State University.

Please answer some additional questions to help us further improve the curriculum.

Please answer the following. **USE ADDITIONAL PAPER IF YOU WISH.**

**ACADEMIC PREPARATION**

Strengths

Suggestions to improve your program

**INSTRUCTORS**

Strengths

Suggestions to improve your program

**FACILITIES AND EQUIPMENT**

Strengths

Suggestions to improve your program

**OTHER OBSERVATIONS**

Return this form to the Department of Health, Human Performance and Recreation, MS 7650, ATTN: Department Administrative Assistant, Exit Survey-Confidential or FAX to 573-651-5150. Enclose a removable note indicating your own name and a permanent e-mail address so we may keep in touch with you after graduation. The administrative assistant will record that an evaluation was received from you; identification will be removed; then the survey will be stored anonymously until after all internship grades have been assigned

**EVALUATION BY SITE SUPERVISOR OF  
INTERNSHIP STUDENT'S PROFESSIONAL PREPARATION**

1. Please indicate your assessment of the effectiveness of our curriculum in preparing our student.

Excellent	Above Average	Average	Below Average	Poor
5	4	3	2	1

2. Please assess the effectiveness of our curriculum in developing the student's oral and written communication skills.

Excellent	Above Average	Average	Below Average	Poor
5	4	3	2	1

3. Please assess the effectiveness of our curriculum in developing the student's technological skills.

Excellent	Above Average	Average	Below Average	Poor
5	4	3	2	1

Comments:

A. In what areas are the student's strengths?

B. In what areas are the student's weakness?

C. What, if any, new courses or additions/changes to our curriculum would you recommend?

Please indicate the semester and year of the Internship\_\_\_\_\_

Signature and Date: \_\_\_\_\_

## SPORT MANAGEMENT INTERNSHIP FINAL EVALUATION

**Student Intern's Name:** \_\_\_\_\_

**Site Supervisor's Signature and Date:** \_\_\_\_\_

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

**\*\*Please mark your responses to each question\*\***

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
The student has excellent interpersonal relationships with co-workers and customers						
The student has demonstrated the ability to work independently						
The student has demonstrated dependability						
The student has demonstrated the appropriate knowledge in sport management related to the area in which the student worked.						
The student has demonstrated good oral and written communication skills						
The student has demonstrated proficiency using basic office technology.						
The student has demonstrated proficiency using technology specific to particular internship position.						

The student has demonstrated the ability to learn during the internship.						
The student has demonstrated the ability to think critically (e.g., evaluates alternative solutions, identifies strengths and weaknesses of alternatives, able to problem solve, etc.)						
The student demonstrated a good attitude toward work.						
The student demonstrated knowledge of sport management.						
The student has potential for future success in sport management.						
I would hire the student if you had an opening.						
The student's overall performance was satisfactory.						

SPORT MANAGEMENT  
INTERNSHIP MIDTERM SUPERVISION REPORT

**The Intern** – You, the student, write a brief summary and evaluation of your internship experience up to this time.

**The Agency Supervisor** – Please provide a candid evaluation of the intern’s work and include strengths and weaknesses observed up to this time. (Please discuss your comments with the intern in order to provide them with constructive feedback regarding their performance.)

Signature of Intern \_\_\_\_\_

Signature of Agency Supervisor \_\_\_\_\_

## PLAN FOR PERSONAL PROFESSIONAL DEVELOPMENT

Student Intern's Internship Goals (Should be SMART goals)

1. \_\_\_\_\_  
\_\_\_\_\_
2. \_\_\_\_\_  
\_\_\_\_\_
3. \_\_\_\_\_  
\_\_\_\_\_

Student Intern's action plan to achieve the Internship Goals

Skills to Develop	Goal	Action	Timeframe
Example: Delegation	To improve ability to delegate responsibilities	<ul style="list-style-type: none"> <li>• Determine with site supervisor which tasks may be delegated</li> <li>• Delegate responsibilities among interns for group project</li> </ul>	<ul style="list-style-type: none"> <li>• Determine tasks within first 2 weeks</li> <li>• Assign tasks by 3rd week</li> <li>• Refine as needed</li> </ul>



## PRELIMINARY STUDENT PERFORMANCE EVALUATION

To be completed by the Site Supervisor, reviewed with the Student Intern, and returned to the University Supervisor, Southeast Missouri State University, Department of Health, Human Performance and Recreation, One University Plaza, MS 7650, Cape Girardeau, MO 63701. To be completed by end of week 2 of the internship.

Date \_\_\_\_\_

Sport Organization \_\_\_\_\_

Sport Organization's Address \_\_\_\_\_

Phone \_\_\_\_\_ FAX \_\_\_\_\_

Site Supervisor's name \_\_\_\_\_

Student Intern's name \_\_\_\_\_

Please comment briefly on the following:

1. Attitude:
2. Awareness and preparation for internship:
3. Appearance:
4. Interpersonal communication skills:
5. Appropriate placement: \_\_\_\_\_ Yes \_\_\_\_\_ No

**Site Supervisor' Signature** \_\_\_\_\_

**Student Intern's signature** \_\_\_\_\_

*To be completed by Southeast Missouri State University Office only*

Date Received \_\_\_\_\_ University Supervisor \_\_\_\_\_

Comments:

## WEEKLY LOG SHEET

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

Hours Worked This Week: \_\_\_\_\_

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

Current Total Hours Worked in Internship: \_\_\_\_\_

Date: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

Breakdown of hours for the week

Hours worked Sunday	
Hours worked Monday	
Hours worked Tuesday	
Hours worked Wednesday	
Hours worked Thursday	
Hours worked Friday	
Hours worked Saturday	

Report the weekly activities and anything significant you experienced or learned this week in the space below:

## STUDENT INTERN/UNIVERSITY AGREEMENT

*Complete the following form in duplicate. Give a copy of the completed form to the University Internship Supervisor. Keep one for your records.*

The following items between \_\_\_\_\_ and \_\_\_\_\_  
(Student intern) (University supervisor)

discussed and agreed upon this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_ in \_\_\_\_\_,  
(month) (year) (city)

\_\_\_\_\_ constitutes a binding agreement for \_\_\_\_\_ to be completed by \_\_\_\_\_.  
(state) (course) (date)

## TERMS OF AGREEMENT

### **The Student Intern will:**

1. Read the Sport Management Internship Manual and be responsible for demonstrating knowledge of its contents to the Faculty Advisor and University Supervisor.
2. Submit all materials on time.
3. Submit the Internship Information Form prior to the start of the Internship or at the end of the first week of his/her internship.
4. Give the Preliminary Student Performance Evaluation to the Site Supervisor during the first week of his/her internship.
5. Submit the weekly log to his/her assigned University Supervisor after completing the log, reviewing it with the Site Supervisor from the sport organization and obtaining his/her signature.
6. Give the Midterm Evaluation to the Site Supervisor at least one week prior to completing 240 log hours, with the student intern's section of the evaluation completed.
7. Review the Midterm Evaluation with the Site Supervisor to review the Midterm Evaluation and obtain his/her signature, make a copy for the student intern's records and mail or fax the Midterm Evaluation to the University Supervisor.
8. Give the Site Supervisor the Final Evaluation, Site Supervisor Evaluation of Student Intern's Professional Preparation and ask for a letter of recommendation after 400 log hours or 2 weeks prior to completing the internship.
9. Review the Final Evaluation with the Site Supervisor during the last week of the internship.
10. Submit the Final Evaluation to the University Supervisor no later than the end of the last week of the internship.
11. Submit the organizational analysis paper to the University Supervisor, the updated portfolio, and any other internship materials during the final week of the semester or at the conclusion of the internship.
12. Abide by the policies and regulations of the sport organization.

**The University Supervisor will:**

1. Represent the University in all official arrangements with the Sport Organization in the conduct of on and off-campus departmental service programs.
2. Supervise and give final approval for Student Intern placements.
3. Maintain open communication with the Student Intern and the Sport Organization on all matters pertaining to the Student Intern and the internship.
4. Review and discuss each item of the agreement with the Student Intern.
5. Evaluate all student intern assignments (weekly logs, midterm evaluation, final evaluation, letter of recommendation, and organizational analysis paper) and discuss with the Student Intern when necessary.
6. Make at least three contacts with the student and/or the Sport Organization during the semester to monitor the Student Intern's progress.
7. Upon careful review and evaluation of the Student Intern's internship assignments (weekly logs, midterm evaluation, final evaluation, and organizational analysis paper) determine the final grade for SM 470. The department administrative assistant must notify the University Supervisor of receipt of the exit interview before a grade can be assigned.

I hereby acknowledge that the items explained in this agreement constitute a binding agreement for an educational experience between the Student Intern and University Supervisor. The grade assigned in the course, SM 470, will be based on the aforementioned items.

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(Student Intern) (Date)

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(University Supervisor) (Date)

## STUDENT INTERN/UNIVERSITY AGREEMENT

*Complete the following form in triplicate. Give a copy of the completed form to your site supervisor with the Organization, another to the University Internship Supervisor. Keep one for your records.*

The following items between \_\_\_\_\_ and \_\_\_\_\_  
(Student intern) (Site supervisor)

for \_\_\_\_\_ discussed and agreed upon this \_\_\_\_\_ day of  
(Sport Organization)

\_\_\_\_\_, \_\_\_\_\_ constitutes a binding agreement for the internship experience  
(month) (year)

during the \_\_\_\_\_ semester to fulfill 12 credit hours in the course, Sport  
(term, year)

Management Internship (SM470).

## TERMS OF AGREEMENT

1. Sport Organization relationship with the University of Southeast Missouri State University at Cape Girardeau:
  - A. Complete the Preliminary Student Performance Evaluation two weeks into the internship.
  - B. Complete the Midterm Evaluation.
  - C. Complete the Midterm Evaluation conference with the student.
  - D. Complete the Final Evaluation within the final two weeks of the internship.
  - E. Cooperate with the University Supervisor and representatives of the KNR Department.
  - F. Philosophy of the Sport Organization in regards to the Student Intern:
    - a. To hold the personal growth and development of the Student Intern is the primary concern and motivation of the Sport Organization in participating in the internship program.
    - b. To work towards improvement in professionalism and personal skills so that the Student Intern may have confidence and competence to seek an entry level position in sport management.
    - c. To adhere to requirements by the Southeast Missouri State University and in cases of disagreement in regard to principles, practices and philosophies, a satisfactory solution will be determined in consultation with the University Supervisor, Student Intern and Site Supervisor.
  - G. Compensation to be paid to the Student Intern, if applicable, \_\_\_\_\_.
  - H. Although the \_\_\_\_\_ is completing the agreement,  
(Supervisor's Title in Sport Organization)  
Professional staff and employees will work toward the educational and professional development of the Student Intern and the completion of the items covered herein.
2. Status of the University Student Intern at the \_\_\_\_\_.  
(Sport Organization Name)
  - A. Classified as a "Student Intern".
  - B. Has status of professional staff member and accorded rights and privileges pertaining thereunto.
  - C. Attend all applicable meetings.
  - D. Work to uphold the image and integrity of the Sport Organization.
  - E. Insurance and liability.
  - F. Requirements of the Student Intern:
    - a. Work \_\_\_\_\_ weeks, beginning \_\_\_\_\_ for a total of  
(12 or higher number) (month/ day/ year)  
\_\_\_\_\_ hours and 12 semester credit hours. Or the internship will  
(number of log hours)  
  
end on \_\_\_\_\_ for a minimum of 480 log hours and 12 credits.  
(date or end of \_\_\_ season)

- b. Strive to become familiar with the operations of the Sport Organization and his/her specific assignment within the Sport Organization.
- c. Will specifically be responsible for: (Give job description) Note: The Sport Organization has the prerogative to substitute its own contract with the University Supervisor's approval.

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Realizing this is a contractual guide and not a binding legal document, we agree to work together towards is satisfactory completion for the mutual benefit of all concerned.

Date \_\_\_\_\_  
(Student Intern)

Date received \_\_\_\_\_  
(Site Supervisor)

Date received \_\_\_\_\_  
(University Supervisor)

*This form must be completed and approved by the University Supervisor before the student may log hours.*





**FOR OFFICE USE ONLY**

Date Received \_\_\_\_\_

- SM 370 passed with “C” or higher
- GPA verified and approved
- Senior Status verified and approved
- List of organizations attached and approved

**Note (if any):**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

- Approved
- Disapproved
- Notification sent to student

\_\_\_\_\_

Print Name                      Signature                      Date