

This course guide applies to MSc internships starting from September 1<sup>st</sup>, 2024.

For MSc internships that start before this date, the MSc Internship Course Guide Wageningen University 2023-2024 applies.

MSc Internship Course Guide, Cultural Geography Group (GEO)  
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*Study load:*  
24 ECTS

*Course code:*  
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# 1. General information

This internship guide describes the general internship procedures for Cultural Geography Group (GEO). The internship course guide is meant for staff and students. It includes information about the goal of MSc internships, the necessary procedures before starting and during the internship, as well as the assessment procedure.

Please note: a separate course guide applies to the *Research Practice*. This is a thesis-like project with additional learning outcomes and related assessment criteria that – depending on the programme and individual arrangements made with the Examining Board – may be done instead of an internship.

## 1.1 Course profile

During an MSc internship, you put your acquired knowledge and skills into practice while gaining relevant work experience in a potential field of employment outside WU. This could for example be in a company, a public institution, a research organisation, another university, or a non-governmental organisation.

**Please note** that your internship must always be approved by your GEO supervisor and the internship coordinator before you make arrangements with an organisation or travel abroad.

Language: English

Credits: 24 ECTS\*

Period: The start date of your internship is determined in consultation with your supervisors at GEO and the host organisation

\* Only in consultation with your MSc programme study adviser and the GEO internship coordinator can you extend the length of your internship to a maximum of 36 credits. You should discuss extensions before you start the internship, and an extension of the internship should be accompanied by an extension of the personal learning goals. You should be able to complete the internship report within the internship period; depending on the internship, you should finish your work at the internship provider earlier in order to complete the report.

You should spend 28 hours for each EC (672 hours for a 24 EC internship: nearly 17 weeks of 40 hours). We expect you to work a fulltime workweek at the internship provider, according to their working times. You should budget the time spent on research and reflection reports into the amount of time you have for internship each week. If you work less than fulltime at your internship provider, your internship duration should be extended to get the corresponding number of credits. Finally, you should be officially registered as a Wageningen University MSc student. You can discuss taking days off with your host and WUR-supervisor as this differs per student, per time period and per host organisation.

## 1.2 Learning outcomes

After the successful completion of the MSc internship, you are expected to be able to<sup>1</sup>:

- Apply and further develop competences in the field of the MSc programme in a professional context;
- Conduct tasks and one or more project(s) at the level of a graduate of the student's MSc programme in a professional manner and report on this in writing and in a presentation;

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<sup>1</sup> Learning outcomes may be modified slightly each academic year. The most up-to-date version is available from the [Study Handbook in Osiris](#) under the course code of your internship.

- Evaluate the context and relevance of the internship project tasks and its outcomes, both from a scientific and host organisation point of view;
- Reflect upon personal learning goals related to the development towards an academic professional.

In addition to the above-mentioned learning outcomes, you should formulate at least two *specific personal learning goals* in consultation and agreement with your GEO supervisor. For example, you may want to formulate personal or technical skills that you would like to acquire or expand during your internship. Make sure your personal learning goals are formulated properly by making use of the guidelines in Appendix IV.

Examples of personal learning goals are:

- I accept and implement feedback.
- I work professionally and can deal with a tight time schedule without getting stressed.
- I am able to express my point of view in a professional setting.
- I am able to plan and run workshops independently.
- I develop career awareness relative to the field of responsible and sustainable tourism operation

### 1.3 Criteria for MSc internships

The MSc internship at the Cultural Geography Group, Wageningen University (WU) needs to be an internship at *academic* level. This means that an internship should have certain characteristics that fit a career path at academic level. The internship therefore needs to meet the following requirements:

- Your work at the host organization should have relevance for the domain of tourism/leisure studies and/or cultural geography
- The internship includes a content-driven assignment, such as working on a research project, a policy document, a communication plan, an evaluation report, a design, education materials, etc.
- Your internship reflects the desired level of a WU MSc graduate (i.e. it requires and allows an academic level of thinking). This means that the internship provides the freedom to explore the context, weigh alternative approaches, reflect critically on choices, etc.
- Your supervisor at the host organisation works at an academic level. To ensure adequate supervision at content level, your host supervisor preferably has an MSc degree and works in the domain of your MSc programme. If this is not the case, someone else in the host organisation should be able to provide this supervision.

Together with your GEO supervisor and host supervisor you must agree on an internship project that meets these criteria. Similarly, you can have a look at the assessment rubric, to see what student's are graded on. The assessment rubric is available on Brightspace or at the [ESA portal](#).

### 1.4 People involved in your internship

The following people will be involved in your internship:

- The *internship coordinators* of Cultural Geography is Trista Chih-Chen Lin and Maria de Wit. They are people to contact within the chair group. One of the internship coordinators makes sure you are added to (the right cohort within) the Brightspace page Thesis/Internship at Cultural Geography. In addition to your GEO- and host supervisor, Chih-Chen Trista Lin will have to approve your internship contract, before uploading it to Osiris. The student enters Chih-Chen Trista Lin as coordinator in Osiris. Maria de Wit will appoint a supervisor from the chair group (WU supervisor/university mentor).

- The *host supervisor*<sup>2</sup> is your daily supervisor at the host organization. They will guide you through your daily activities and give feedback on your performance and report. Preferably, your host supervisor is a graduate at MSc level or has substantial experience in the domain of your MSc programme. If not, they should at least work at an academic level. Your internship organisation determines who your host supervisor is. Your host supervisor can also be your assessor, if they have a doctoral degree or other demonstrable experience with the relevant subject matter of the discipline (to be judged by your examiner). If not, they will advise the GEO supervisor in the assessment of your internship, usually regarding your performance and oral presentation.
- The *WU/GEO supervisor*<sup>3</sup> (main and administrative supervisor in Osiris) advises and supports you before the start of the internship by supervising the completion of the Learning Agreement (defining specific personal learning goals, etc.). They are usually an academic staff member. You will discuss the progress of your learning process with the GEO supervisor during the evaluation moments and decides after the official progress evaluation meeting whether you can continue the internship. You can contact your GEO supervisor for advice or in case of difficulties. Your GEO supervisor also supports you at the end of the internship by giving you feedback on your draft report.

Finally, you will be graded by two or three assessors, one of whom is the Examiner. The main and administrative supervisor assigns the assessors and examiner in Osiris. The latter is appointed by a WU Examining Board and determines the final grading in consultation with the other assessor(s). Only examiners listed for the courses in the course catalogue can decide and finalize the grade in Osiris. Your GEO supervisor is one of the assessors and may be the examiner (depending on the whether the host supervisor meets WU academic staff criteria). Your host supervisor might be an assessor or solely have an advisory role (depending on the whether the host supervisor meets WU academic staff criteria). This is further explained in Appendix II.

## 1.5 Supervision

During your internship, you will have two supervisors: the host supervisor and the GEO supervisor. The host supervisor is your daily supervisor. Your GEO supervisor will have at least four contact moments:

- at the start;
- at the progress evaluation meeting;
- when discussing the draft report(s);
- for the assessment of the internship (presentation and defence).

At the start of the internship, you should agree with your host supervisor and your GEO supervisor the number and frequency of contact moments and means of feedback. You are advised to include such agreements in the learning agreement. Similarly, you and your supervisors discuss how your internship will contribute to a future career, your personal learning goals for the internship and how you plan to achieve those goals. *Note that when describing your personal learning goals, you might exceed the 3000 character limit for this field in Osiris. In that case please make a short document of the learning goals and refer to that document and upload it in "optional documents during process" in Osiris.*

During the internship, your GEO supervisor plays a coaching role for you and an advisory role for you and the host supervisor. You are expected to keep your GEO supervisor informed of the progress and to ask for advice and feedback. Do not hesitate to contact your GEO supervisor if you encounter problems during the internship or you feel that your expectations for your learning have not been met.

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<sup>2</sup> Host supervisor is "internship supervisor" in the Internship Agreement.

<sup>3</sup> WU supervisor is "university mentor" in the Internship Agreement.

Towards the final stage of the internship, your GEO supervisor will read and provide feedback on your draft report(s). You will have a final discussion on your reflections on your strengths and weaknesses in relation to your career ambitions, and the contribution of your internship experience to the learning outcomes of the programme and your personal learning goals.

In case of a change of host supervisor during the internship, please adapt the Osiris learning agreement to match the new contact information.

## **1.6 Contact information**

### **Chih-Chen Trista Lin**

Contact for:

- General information / coordination      Office location: Gaia B325  
Email: [chihchentrsta.lin@wur.nl](mailto:chihchentrsta.lin@wur.nl)

### **Maria de Wit**

Contact for:

- Internship supervisor allocation      Office location: Gaia B301
- Brightspace      Email: [maria.dewit@wur.nl](mailto:maria.dewit@wur.nl)

## 2.Orientation

Appendix I provides you with an overview of what you should do prior to, and during your internship.

### 2.1 Explore

Consider

- Which type of organisation you would like to work in
- Where (which country)
- What you would like to learn about/what courses you found interesting
- What kind of activities you would like to do
- Which skills you would like to develop
- Which knowledge you would like to apply
- What kind of future career you are considering
- How your goals relate to your MSc programme

### 2.2 How to find an internship

Finding an internship placement is the student's responsibility, though GEO can provide some help. Internship vacancies are sent out to registered students and sometimes shared via social media channels or within the GEO topic brochure. Moreover, you can discuss internship options with GEO's internship coordinator and potential supervisors.

You can take the following steps:

- You should start searching for an internship at least 3-6 months in advance, and at least 6 months in advance if you plan to do your internship abroad.
- Before looking for potential internships, ask yourself what you would like to learn during your internship, ask fellow students about their internship experiences, ask lecturers and education/internship coordinators for contacts, read professional journals, or search the internet to find names of possible internship providers. The study advisor and student career services also receive vacancies for internships. On the WU-website, you can find several databases with internship opportunities.

[Student Career Services](#) also receive vacancies for internships. There are several other websites that may help you finding internship opportunities (see Appendix V).

Note: do not sign the host organisation's contract(s) before discussing it with your WUR supervisor. An external contract might have to be checked by the WUR legal department to ensure you are not put at (legal) risk.



## 3. Preparation

### 3.1 Formalities

Once you have found an internship, you will have to start the administrative process of your internship in Osiris Case. This is where all formal documents regarding your internship will be uploaded. First, you, the host supervisor and the internship coordinator from GEO have to agree on the formalities of your internship by means of the *Internship Contract*. In addition, you and your GEO supervisor have to make agreements related to your learning process, content and planning of the internship. These agreements are written down in the *Learning Agreement* in Osiris. Finally, it is advised that you, your host and GEO supervisors make final, more detailed agreements concerning the content and planning of your internship that can be written down in an *Internship Plan*.

#### 3.1.1 Internship Contract

The Internship Agreement for Academic Education from the Universities of the Netherlands (UNL; see Appendix V, or GEO Internship Brightspace) is the preferred contract to use for your internship. This must be signed by you, the host organisation and the internship coordinator. An important aspect of the internship agreement is to record agreements concerning confidentiality and data management. Some companies want you to sign an extra contract in addition to the UNL agreement. In that case please see the checklist in Appendix III for tips and potential bottlenecks related to the internship contract and discuss the contract with your internship coordinator. This Appendix III also includes guidelines for a separate NDA (Non-Disclosure Agreement), if applicable. It is your responsibility to ensure that you and your host supervisor sign the contract in time, after which your GEO supervisor signs your internship contract. Once all parties have signed, please send it to the internship coordinator Chih-Chen Trista Lin ([chihchentrista.lin@wur.nl](mailto:chihchentrista.lin@wur.nl)) for approval. After approval, you will have to submit the contract to Osiris.

For companies that insist on using their own contract instead of the UNL Internship Agreement, the internship coordinator Chih-Chen Trista Lin checks the company contract using the checklist in Appendix III. An additional check with the legal services of the specific science group is required if the internship coordinator has doubts about the company contract. You should factor in at least four extra weeks for this check, but potentially much longer if the contract contains problematic clauses for the WU and internship provider legal departments to work out. You, the host supervisor and the internship coordinator of the chair group need to sign the contract. You can contact the internship coordinator if you have questions about the contract.

#### 3.1.2 Internship Abroad

Students from non-EU countries may face problems with immigration rules if they are planning to do an internship in an EU country other than the Netherlands. In the Netherlands, a tripartite contract is necessary (a requirement of the IND; a tripartite contract is signed by the internship provider, the internship coordinator of the chair group and the student). If a tripartite contract has been arranged and signed, non-European students do not have to apply for a working permit. In other EU countries, you may need other documents, like a working permit. If so, it could be unfeasible to do your internship, due to time consuming procedures. You may need a letter from WU stating that you are registered as a student and that the internship is a compulsory part of your study programme. If you need additional support, please contact Chih-Chen Trista Lin. Furthermore, it is advisable to contact the specific embassy to check which documents are necessary.

### 3.1.3 Learning Agreement

The *Learning Agreement* (see overview of downloads in Appendix V) contains a brief (preliminary) project description of the internship assignment, your personal learning goals (Appendix IV), the agreement on supervision, planning, evaluation moments, and (if applicable) risk assessment. You have to fill in the *Learning Agreement* in Osiris. You and your GEO supervisor must approve the learning agreement in Osiris before the start of your internship.

*Note that when describing your personal learning goals, you might exceed the 3000 character limit for this field in Osiris. In that case please make a short document of the learning goals and refer to that document and upload it in "optional documents during process" in Osiris.*

### 3.1.4 Approval for starting the internship

Your internship is approved when:

- The GEO internship coordinator has signed your Internship Contract, has appointed a supervisor for your internship and grants you access to Thesis and Internship Cultural Geography Brightspace. This includes checking that your internship is at an appropriate academic level (see the criteria for an MSc internship).
- GEO and host supervisor have signed the Learning Agreement and Internship Contract.
- You agree to remain registered as an MSc student at Wageningen University for the duration of your internship.

Please note that the Learning Agreement is often not signed before the start of the internship, but will be completed during the first two weeks, especially when information from the host supervisor is required to further complete the learning agreement.

## 3.2 WU travel policy, insurance and grants

### 3.2.1 Permission and registration to travel abroad

You need to register all study related travels, because WU needs to know where you are to be able to offer support in case of emergencies. Furthermore WU needs to provide you with permission for traveling abroad. In this permission procedure the risks of the trip are weighed against the learning outcomes. Traveling to green areas is automatically allowed and for other areas explicit permission needs to be granted. All is explained at the website "[Preparation for travel abroad](#)".

For traveling abroad to areas with a yellow travel advice according to the ministry of foreign affairs you need permission. Find out in time whether your trip concerns a risk area at the website of the [Dutch Ministry of Foreign Affairs](#).

For current information on travel policy WU, check the website:

<https://www.wur.nl/en/Education-Programmes/Current-Students/Travel-policy-for-students.htm>

### 3.2.2 Travel Insurance

Once you have registered your travel abroad, you are covered by the collective travel insurance of WUR. More information you can find [here](#) (heading Collective Travel Insurance). You do not need to pay to make use of this insurance. In case of emergencies WUR provides 24/7 support on health and safety (including mental health) via International SOS. Upon registration of your trip you'll receive all details.

Keep in mind that holidays in conjunction to your thesis are not covered and you need to provide your own insurance. For students from within the EU/EFTA please check if the coverage of your health insurance in combination with the WUR travel insurance is sufficient for your trip. Dutch students and students taking the AON health insurance are covered

### **3.2.3 Grants**

There are some possibilities to apply for grants if your thesis, internship or research practice takes place in a foreign country, but most times the chance to receive a grant is small. For information about grants, see Appendix V.

## 4. During your internship

Different internships may result in different products and outcomes, they may also have different contractual agreements (think about confidentiality and legal issues) but they should all be at academic level. This means your project assignment should allow you to explore the context, weigh alternative approaches, reflect critically on choices, use scientific literature, theories, etc., and should allow sufficient time for reflection. You need to be able to build on competences acquired during your MSc programme.

### 4.1 Internship Plan

The Internship Plan is optional but advised. It can be considered the project proposal for your internship. It sets out the activities that you will perform during your internship and their planning. If necessary, a data management plan may constitute part of this. It is strongly advised to agree on, and guarantee and explicitly plan sufficient time for in-depth reflection/writing, reading relevant scientific papers, etc. necessary to produce your scientific report. The Project Description in the Learning Agreement is the first, preliminary version of your Internship Plan in which you describe your internship assignment in detail. It is advised to elaborate on this within the first 4 weeks of your internship period and conclude this with a document that is agreed among you, your host supervisor and your GEO supervisor. Ask your supervisor to find out what level of detail is expected for your Internship Plan.

### 4.2 Progress evaluation

For a successful internship, it is important to discuss progress with the host and the GEO supervisor. In addition to regular meetings with your host supervisor, a progress evaluation meeting needs to be organised with your GEO supervisor. In preparation for this meeting, you discuss your progress with host supervisor. You summarise their feedback in Osiris and this summary is sent by email to the host supervisor that can confirm the agreement by forwarding that email to you GEO supervisor. You then also have a progress evaluation meeting with your GEO supervisor.

The progress of your internship should be evaluated according to the schedule in the learning agreement, ultimately before one third of the duration of the internship period. The principle of two-way feedback applies. The progress evaluation is a moment of reflection to determine which aspects of internship are going well, which aspects you need to improve on and how supervision should facilitate this.

The rubric (available [here](#)) and your reflection on your personal learning goals will be used to evaluate your performance. Generally, the conclusion of the progress evaluation will be that you continue with your internship, potentially with some adaptations in planning, content, supervision and/or improvements in your knowledge, skills or attitudes.

If your GEO and host supervisors consider that your progress is such that successful completion of the internship is unlikely, you should be given the opportunity to improve. Your supervisors should clearly indicate what improvements are required and within which timeframe. If, after the set timeframe for improvement(s), your supervisors consider your progress as being still not enough to successfully complete your internship, the GEO supervisor should involve an examiner (four-eyes principle). Together, they could consider termination of the internship with a 'no-go' decision. A no-go decision must be taken by the examiner. It must be well explained to you, and the explanation should be recorded in Osiris. The GEO supervisor should ensure that this 'no-go' decision is taken before halfway the nominal duration of the internship, to prevent further delay for you. Your GEO

supervisor should inform the study advisor. You may disagree with the no-go decision and submit an appeal to Examination Appeals Board (CBE)<sup>4</sup>.

Depending on the reason for the no-go decision, there may still be a role for the chair group in the follow-up. In consultation with your study advisor, the GEO supervisor and the examiner, you may, for example, be recommended to restart an alternative internship that fits your competences better, perhaps after additional education.

## 4.3 Reports

Your internship report consists of two parts: the scientific report and the reflection report. Instructions can be found in Appendices IV and V, respectively. In addition to these reports, your host may request extra products/deliverables. This should be agreed upon in the Learning Agreement and/or Internship Plan. Your host may also be available for feedback of drafts of your report(s).

You usually get one possibility to discuss a draft scientific report with your GEO supervisor before you hand in the final version. Check with your assessors how long in advance of the oral defence the scientific and reflection reports should be uploaded in Osiris, but take into account this is approximately ten working days in advance. Your assessor(s) and examiner automatically receive an e-mail that you uploaded your final version of your reports.

Your internship report and reflection report should contain an **appendix on the use of AI**. In this appendix, you state whether you used AI for your internship, and if so, how. In case you did not use AI, this appendix can be one sentence in which you state that you did not use AI. For more information, see Section 4.6.

### 4.3.1 Scientific report

There is large variety in the assignment and activities of internships. Your activities may be related to one specific assignment or a project that you should complete during the internship. In contrast, you may contribute substantially to a coherent set of projects. In the latter case, you should select one or two main project or an overarching challenge for which you can take ownership, for which you will be the main responsible person and on which you will write your scientific report. This report should demonstrate your competences which means you need to be able to spend sufficient time on it for academic depth. This may include review/use of scientific literature/theories, weigh alternative approaches, reflect critically on choices, etc.

If you have contributed to several projects, you should report in depth on one or two main projects or an overarching challenge, to allow sufficient depth. The scientific project report should reflect the *academic quality* of the internship. It may include the following sections:

- Introduction:
  - Professional context: description of the host organisation, embedding of your project
  - Objective of your internship project(s): What is the problem / challenge / research question you have been working on?
  - Scientific context: description of scientific background of the (two) main project(s) or overarching challenge
- Methods / approach: Description and scientific justification of chosen approach / methods
- Results: Presentation of deliverable(s), data, solutions
- Discussion: critical reflection on
  - scientific quality of results

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<sup>4</sup> [Rules and Regulations of the Examining Boards](#), Article 28.2

- relevance and limitations of the project and its outcome for the host organisation
- Recommendations for host organisation based on your internship project

In some cases, the internship provider may label the report or other products '*confidential*'. Wageningen University will not store these confidential products without prior consent from the internship provider or will not make them accessible for third parties: the report will be stored with confidential status. Wageningen University uses the reports for visitation purposes and quality assurance by the examining board only.

Check Section 5.1 and Appendix II to see who will be grading your scientific report.

### 4.3.2 Reflection report

Throughout the internship, you should be working on your personal learning goals. You are expected to apply the ALACT circle (Appendix IV) and it is advised to also fill out reflection forms to prepare for your reflection report.

Your reflection report is a reflection on the academic competences that you were able to develop during the internship, on your personal learning goals and on the contribution of the internship to your career. Please note that your reflection report, together with your host organisation supervisor's evaluation, will be used to aid the GEO supervisor's assessment of your internship performance. In addition, your reflection report itself will receive a pass/fail grade (see also Chapter 5).

It therefore includes several sections. You reflect on:

- Activities and progress in relation to the earning outcomes of the internship.
  - Apply and further develop competences in the field of the MSc programme in a professional context;
  - Conduct tasks and one or more project(s) at the level of a graduate of the student's MSc programme in a professional manner and report on this in writing and in a presentation;
- Activities and progress in relation to personal learning outcomes (using the ALACT-model, see Appendix IV).
  - Indicate for each learning goal what you have done (minimum of 2 actions per goal) to show your development. Write what your trials have been, what effect they had on your performance. Where your trials effective? Did you acquire new competences, did your attitude change? Use your description of cases in your logbook for this purpose.
  - Describe in general terms what you expect to remain important goals to keep in mind toward future projects.
- Personal strengths and weaknesses in relation to career interests and ambitions.
  - How your internship affected your career interest and ambitions. Provided your internship you with a kind of working environment that would suit you? Why (not)?

At GEO, we advise you to keep a diary or logbook – in order to record:

- each week's main activities;
- the way in which activities were carried out;
- concrete examples of the ways in which you have been confronted with your challenges or gained insight during the process of dealing with these challenges.

This logbook can provide you with rich material for the final reports. For more information, see Appendix IV.

The reflection report only needs to be shared with your WUR supervisor (and examiner). Your host organisation does not necessarily need to be involved in the assessment of the reflection report (see Chapter 5).

#### 4.4 Oral presentation

During the oral presentation, you present the results/products of your internship to the internship provider. Discuss with your internship provider and your GEO supervisor what you should present and the format of your presentation. The presentation can be adapted to the audience as you may also be asked to present the results to other co-workers at the internship organisation. There are no predetermined dates for presentations. You will have to agree on a date, time and place with your supervisors. You are expected to present offline, if at all possible. It depends on your assessors (Section 5.1 and Appendix II), who will have to be present at the presentation.

#### 4.5 Oral defence

After completion of your internship, there is an oral defence of your scientific and reflection report with your assessor(s) and examiner. The oral defence will be scheduled approximately ten working days after you submitted your reports to the assessors. You must make an appointment for the oral defence. Participation of your host supervisor in the oral defence is optional if they are not assessor. Therefore, it depends on your assessors (Section 5.1 and Appendix II), who will have to be present at your defence. You must take initiative in making an appointment for the oral defence. It is usually right after the oral presentation, though this is not mandatory.

The oral defence will be a discussion focusing on the contents of the internship, in which your knowledge, understanding, insights, as well as creativity and scientific attitude are evaluated. You are expected to be able to place your results and conclusions in the wider context of the field of science and to indicate the possibilities for putting your findings into practice.

Immediately after the defence the grading thereof will be communicated.

#### 4.6 Use of generative artificial intelligence (e.g. ChatGPT, BARD, DALL-E, Elicit)

The use of generative artificial intelligence to create ready-made content in assignments is considered fraud, so it is not allowed to copy-paste the output of AI. However, you are allowed to use AI as a sparring partner, and as a feedback tool for the quality of your text (e.g. as a spell checker or grammar checker), but **only** if your host organisation approves<sup>5</sup>.

The use of AI is always subject to the following rules:

- Acquiring active writing, designing and reflection skills is an important part of your internship. The use of AI should only be in support of, not as a replacement for these skills.
- You will always be held accountable for the correctness, completeness, and coherence of all your texts. The correctness of the output of AI is never guaranteed. AI chatbots have been known to confidently assert false claims as true. You should always critically evaluate the output.
- When you use AI for your work, acknowledge your use and report how it affects your products.

Both your internship report and your reflection report should contain an **appendix on the use of AI**. In this appendix, you state whether you used AI for your internship, and if so, how. In case you did not use AI, this appendix can be one sentence in which you state that you did not use AI. In all the

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<sup>5</sup> There is a risk that confidential texts are stored at external servers, which may be considered an intentional data leak with high financial consequences.

other cases you have acknowledge your use and report how it affects your assignment. The appendix should contain a list of the prompts you used, a link to the conversation (see [FAQ](#) for ChatGPT) and an explanation of how you used the output of AI (i.e. in what way did the output of AI affect your text).

## 4.7 Ethical behaviour

Attention to scientific integrity is an important aspect of your academic education, including the various aspects that are relevant for an academic intern, especially in the case of doing a research internship. You always have to be aware of the fact that you could get into an ethical dilemma and you should be prepared if you run into such a situation. We refer to the Wageningen Code of Conduct for Scientific Practice.

The main aspects described in this code concern:

- **Scrupulousness:** Scientific activities are performed scrupulously, unaffected by mounting pressure to achieve.
- **Reliability:** Science's reputation of reliability is confirmed and enhanced through the conduct of every scientific practitioner. A scientific practitioner is reliable in the performance of their research and in the reporting, and in the transferring of knowledge, through teaching and publication.
- **Verifiability:** Presented information is verifiable. Whenever research results are publicised, it is made clear what the data and the conclusions are based on, where they were derived from and how they can be verified.
- **Impartiality:** In their scientific activities, the scientific practitioner needs no other interest than the scientific interest. In this respect, they are always prepared to account for their actions.

You are expected to be familiar with proper citing and referencing techniques before you start writing the project report and are advised to consult relevant information available on the WUR-website (e.g. 'Citing and referencing'). Improper citing and referencing may be considered as plagiarism, which is a form of fraud.

## 4.8 In case of emergencies

When you need advice on your health and safety or need immediate medical or health support you can contact International SOS via the assistance centres around the world. Download the Assistance App for swift communication with the nearest assistance centre. When needed International SOS can coordinate with the WUR crisis team. More information will be send to you after registration of the travel.



## 5. Assessment

### 5.1 Assessment of the internship

The assessment strategy below shows the relation between the learning outcomes and the different components of the assessment. There is a minimum of grade 5.50 for each of the assessment categories for the internship, and you need a pass for the reflection report in order to complete the internship with a sufficient mark.

A [rubric](#) is used for feedback and grading. The host supervisor receives an e-mail with instructions and a link to fill in the (advice on) assessment of the internship. When the host supervisor acts as adviser (and not: assessor), their advice is communicated to the GEO supervisor through the “Assessment Advise by host supervisor” in Osiris. Assessor 2 (often also the examiner) grades the report and reflection report independently.

Table 1 Assessment strategy

		Assessment category					
		General professional competences	Domain-specific competences	Scientific report	Oral presentation	Oral defence	Reflection report
	% of grade	20	30	40	5	5	pass /fail
Learning outcomes	Apply and further develop competences in the field of the MSc programme in a professional context		x	x	x	x	
	Conduct tasks and one or more project(s) at the level of a graduate of the student’s MSc programme in a professional manner and report on this in writing and in a presentation	x		x	x		
	Evaluate the context and relevance of the internship project tasks and its outcomes, both from a scientific and host organisation point of view			x		x	
	Reflect upon personal learning goals related to the development towards an academic professional					x	x
Assessors <sup>a</sup>	Host supervisor (advice)	x	x	opt. e	x		
	Assessor 1: WU-supervisor (usually)	x <sup>d</sup>	x <sup>d</sup>	x	x <sup>d</sup>	x	x
	Assessor 2 <sup>c</sup> : WU-examiner (usually)	opt.	opt.	x		x	x
Assessors <sup>b</sup>	Assessor 1: Host supervisor	x	x	x	x	x	
	Assessor 2 <sup>c</sup> : WU-supervisor (usually also examiner)	opt.	opt.	x	x	x	x

<sup>a</sup> When the host supervisor does not have a doctoral degree nor demonstrable experience with research in the relevant discipline (see also Appendix I). The WU examiner will determine the final grading after a discussion with the WU-supervisor.

<sup>b</sup> When the host supervisor has a PhD degree or demonstrable experience with the relevant subject matter of the discipline they can be assessor (but not examiner). If the WU-supervisor is appointed by the Examining Board as examiner, the WU-supervisor (assessor 2) and WU examiner can be the same person. If not, a separate examiner is needed (Appendix 1).

<sup>c</sup> Some chair groups have 2 WU assessors + an examiner.

<sup>d</sup> Based on advice of the host supervisor.

At the end of the internship period, results of all assessments are discussed with and reviewed by the examiner. The advice from the host organisation supervisor might differ from the mark given by the GEO supervisor and examiner due to differences in expectations and evaluation of students' work between the supervisors and differences in grading levels between the organisations. The examiner decides upon the final grade and administers it in Osiris. In addition, after the examination you will receive the underpinning behind your internship grade, including specific feedback on all assessment categories. Please note that besides receiving a pass/fail grade, your reflection report will be used in addition to your host organisation supervisor's evaluation in the GEO supervisor's assessment of your performance.

## 5.2 Delay and possibility to resit

The start and end date of your internship are recorded in the Learning and Internship Agreements. You should be able to complete the internship report within the internship period. This could mean that you may need to finish your work at the internship host earlier, in order to complete the report ultimately at the agreed end date. Educational activities at the times specified in the Learning Agreement and/or Internship Plan can be part of the internship.

Below we discuss reasons for a longer runtime of an internship. There are only three acceptable reasons for a longer runtime: planned longer duration of your internship project, *force majeure* or an insufficient result for your internship.

### 5.2.1 Planned longer duration of the internship

If you plan to undertake additional activities next to the internship, the total runtime can be longer than the nominally allocated time. Examples are you have a job, have planned holidays, or will do a student-assistantship. This must be agreed with the host and GEO supervisors.

In case of functional disabilities or other valid reasons for delay that are known beforehand, those should be mentioned at the start of the internship. Your supervisor will only extend the regular duration of the project based on the advice of a student dean.

You can take planned longer duration of the internship into account when registering the expected date of completion in the Learning Agreement. These situations are *not* considered as delay.

### 5.2.2 Delay due to force majeure

If the planned period needs to be extended due to *force majeure*, you should inform your host and GEO supervisors, and submit a request to the student dean. The student dean is to decide whether this is a case of *force majeure*, and advises the Examining Board. The Examining Board can then decide to extend the term for the internship. In that case, the expected date of completion will be moved forward, in accordance with the extent of the delay. If the situation of *force majeure* was already present during the progress evaluation, the GEO supervisor can file an adapted expected date of completion of the internship in Osiris during the progress evaluation.

### **5.2.3 Delay due to an insufficient result**

Around the expected date of completion of the internship, the internship is assessed, and the grade is registered in Osiris. In this way all students are graded after the same amount of time, which makes the grading fair for all students.

If the assessment is insufficient, but your supervisor and you expect that you will be able to finish the internship successfully within 2 extra months, the examiner registers the grade in Osiris as INCOMPL. Next, you have 2 months to improve the work to a sufficient level. In the case of *force majeure*, these 2 months can be extended under the same conditions as above (via student dean and Examining Board).

After 2 extra months, your work is assessed again (again with two independent assessors, and the examiner determining the final grade). If the result is sufficient, the grade is registered in Osiris. If the result is insufficient, INSUFF will be recorded in Osiris.

In case of an insufficient final grade, you can start a new internship, not necessarily with the same supervisor or in the same chair group. This is officially considered a resit but means that the entire internship needs to be redone.

If you and your GEO supervisor disagree on you being able to pass the course in two extra months, and you do not get up to two months extension for finishing your internship, you are able to send an appeal to the Examination Appeals Board. But ask your study adviser for advice first in this case; usually there are other possibilities to solve the issue.

### **5.3 Feedback on your internship**

Following the assessment, Wageningen University will send you a link to an online evaluation questionnaire. Please complete this, even if your internship project is finished. The results of the questionnaires help us to improve the quality of the internship supervision and organisation, and to identify potential (or actual) problems. The evaluation is anonymous.

# Appendices

## I Timeline of Internship

**Table 1** Timeline and to-do-list for internship students.

Section in Course Guide	When <sup>1</sup>	What	Optional/compulsory
2. Orientation	3-6 months before start*	Discuss the planning of internship with your study advisor	Optional
		Send CV and motivation letter to potential host organization	Optional
		Meet with study advisor to discuss plans	Optional
		Check in with the Chih-Chen Trista Lin to approve the academic level of the internship	Compulsory
		Check in with Maria de Wit to find you a supervisor	Compulsory
		Apply for grants (see section 4.3.3)	Optional
		In case of multiple applications, inform other involved internship providers that you accepted a position elsewhere	Optional
3. Preparation	Before start	Discuss the length and content of the internship with your internship provider and GEO supervisor and register your choice in in Osiris	Compulsory
	Before start	Internship Contract signed - You, the host supervisor and the GEO supervisor should sign the contract before you send it to the internship coordinator Chih-Chen Trista Lin for approval. After all parties have approved and/or signed, submit the contract to Osiris.	Compulsory
	Before start	Gain access to Thesis and Internship Cultural Geography Brightspace and the right cohort by contacting Maria de Wit	Compulsory
	Before start	Approval of internship	Compulsory
	Before or shortly after start	Learning Agreement approved in Osiris	Compulsory
4. During internship	After start	Plan meetings with host and GEO supervisors	Compulsory
	Week 4	Complete Internship plan	Optional

	Week 6-7	Discuss with host supervisor the progress evaluation and fill in the form in Osiris	Compulsory
	Week 8	Discuss progress evaluation with GEO supervisor	Compulsory
		Set date for oral defence and presentation	Compulsory
	Week 13	Confirm and arrange oral presentation at host organisation	Compulsory
		Communicate submission dates of draft reports to GEO assessor	Optional: presence of GEO supervisor
		Confirm date and organise oral defence (this may be the same day as the oral presentation)	Compulsory
	Week 14	Submit draft reports to supervisors	Compulsory
5. Assessment	Week 17	Submit reports in Osiris	Compulsory
		Ask host supervisor to fill in and submit host evaluation form in Osiris (they received an e-mail with instructions)	Compulsory
	Week 19	Oral presentation	Compulsory
		Oral defence	Optional: presence of GEO supervisor Compulsory
		Store your data in correspondence with the agreements made with your internship provider and your GEO supervisor.	Optional: presence of host supervisor Compulsory

\* Extra for internships abroad:

- Register study related travels in Osiris
- If applicable, arrange the permission and registration (see §4.3).
- If possible, apply for grants (see § 4.3.3).
- Make sure you have the right vaccinations for the travel destination(s).
- Arrange proper insurance.
- Take the e-learning course ZSS06300 Travel Safety
- Apply for a student visa in time, if necessary.
- Arrange travel tickets.
- Arrange housing.
- Fill in the 'OV studentenkaart buitenland' and hand in your OV card to receive a refund of travelling costs (for Dutch students only)

# MSc Internship Timeline

Internship preparation



Brainstorm on interesting organisations



Get appointed supervisor(s)



Fill in internship contract, signed by WUR and host supervisor



Discuss, fill in and sign learning agreement in OSIRIS



Contact the GEO internship coordinator



Start a case in OSIRIS



Send contract to GEO Internship coordinator and submit to OSIRIS

Internship



Enjoy your internship



Write context/research report



Submit your reports in OSIRIS



Discuss and fill in progress evaluation in OSIRIS



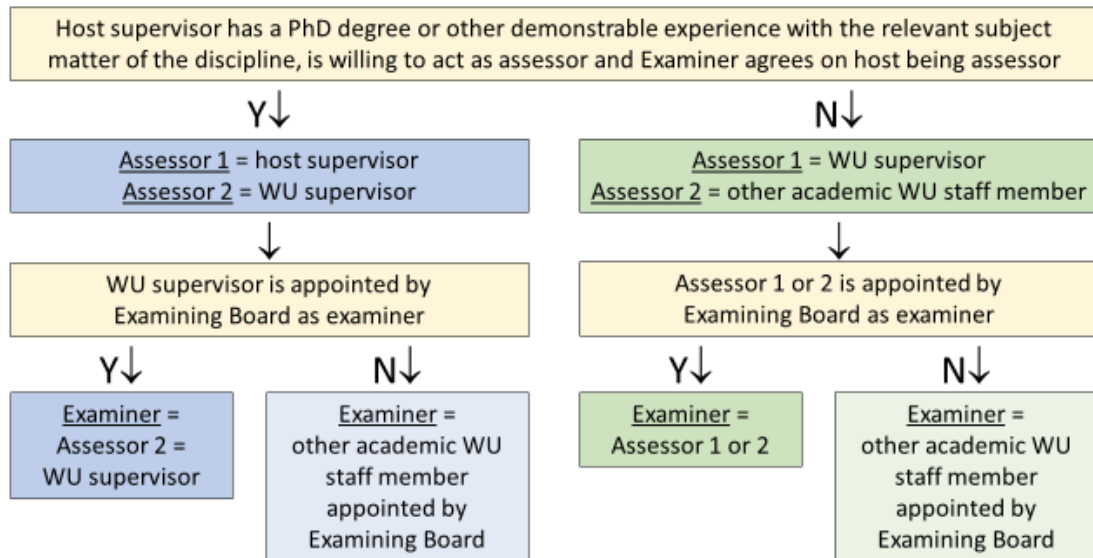
Write reflection report



Present and defend your internship

## II Actors in your assessment

Who will be your Assessor(s) and Examiner, depends on the competences of your host and WU supervisors. The Examiner finally decides on who can be your Assessors, according to this decision tree.



### III Checklist for non-UNL internship contracts

Using the Internship Agreement for Academic Education of the Universities of the Netherlands is strongly advised. In case of an internship abroad, the university policy offers more room to deviate from the UNL Internship Agreement and/or to use an external agreement.

Please use the following tips & tricks to assess your work placement agreement to ensure that your rights and obligations are properly arranged and that there are no obstacles for conducting follow-up research after your work placement.

**Please note: always consult with your WU internship coordinator before signing a contract.**

1. Ensure that the **non-disclosure agreement is for five years** at most: experience has shown that after five years the information has often already made public by the company itself or it is no longer relevant; you do not want to be confronted with an indictment from your work placement company at that stage.
2. Make sure that the **period** of the internship is correctly addressed (start and finish data; no open end).
3. Make sure that your **internship assignment** (=planned internship activities) is well described and that your **Learning Agreement** is part of the contract.
4. Make sure that there are clear agreements regarding **working hours, facilities and possibilities for leave**.
5. Ensure that your **WU supervisor, the examining board, WU examiners and the accreditation panel** have access to the internship report and that the university is allowed to retain the report in a non-public archive. This is how WU deals with this in practice:

*All internship reports will be dealt with as confidential: none will be published in the WUR-library and they will be irreversibly removed from Osiris after 7 years, the deadline for the legal accreditation. These copies will only be used for accreditation purposes. In some cases, the internship provider may label the report or other products as 'Strictly confidential'. In that case the student makes a redacted version (all strictly confidential information is marked as censored). If readable, this version can be used for accreditation purposes. In case of a redacted version, the front page of the report must contain the name of the person within WU who has access to the full version of the document and the place where this document is stored in case the full version of the document is needed for accreditation purposes.*

6. Results (also called 'foreground knowledge' or 'intellectual property' in the contract) of the research that you conduct during your work placement may become the **(intellectual) property** of the work placement company. Ensure that the results of your work outside or after the work placement assignment become your property, otherwise it will be difficult to collaborate with others in the future.
7. Be aware that the **author rights** of the internship reports belong to you.
8. Ensure that your work placement company is **liable** for both injury to the trainee - for example, if you are involved in an accident during your work placement - and damage caused by the trainee during the work placement. According to the law, the internship provider must supervise the activities of the intern.
9. Do not accept any **penalty clauses**.
10. For internships in The Netherlands the work placement contract must be governed by **Dutch law**.
11. After your work placement, you should be free to **apply for jobs** at companies similar to the one where you completed your work placement.
12. A work placement contract must be drawn up in **Dutch or English**.
13. If you are a student from **outside the EU** and you want to complete your work placement with a Dutch company, then the university must also sign the work placement contract as this is a requirement set by the IND. In that case, always submit your work placement contract should always be submitted to the legal office of the department immediately.
14. To be able to conduct your research freely and as a student, you are not permitted to receive a salary. Any **work placement compensation** may only consist of a compensation for costs incurred (travel costs etc.), and normally does not exceed 700 euros per month. If you receive a sum that resembles a (minimum) wage, you may lose your student status. Especially for non-EU students: the status of "employee" instead of "trainee" has consequences for insurance, residence permits, taxes, etc.

In some cases, the company may require that you sign a separate Non-Disclosure Agreement or statement in addition to a work placement contract. In that case, points 1, 5, 6, 10, 11 and 13 from the above checklist are also applicable for the NDA.



## IV Reflection on personal learning goals

Reflection is a powerful tool supporting your personal development towards an academic professional. It helps you in profound learning from valuable experiences. Personal learning goals can guide this reflection process. They help you directing attention towards specific aspects and highlight experiences in a specific area.

The instructions below are in line with the reflection process as trained in the Academic Consultancy Training. You may want to get back to the teaching material from ACT. In case you have not completed the ACT, please refer to instruction clips '*Academic Reflection skills: Why?*' and '*Academic Reflection skills: How?*' available on [Yuja](#) in the Shared WUR library (search for 'reflection'). The instructions below should guide you through the process of reflection on personal learning goals.

### Defining personal learning goals: How?

Defining supportive personal learning goals is crucial for the learning and reflective learning process. They should support the final reflection on your professional ambitions.

You need to formulate a minimum of three learning goals. Follow the following steps for each learning goal:

**Step 1.** Choose elements from different domains of learning for each of your three personal learning goals. These goals should be related to your professional career ambitions. The three domains of learning are:

- your identity as a professional (e.g. work ethics, collaboration, attitude related to others and yourself, sense of care, responsibility, awareness of your own viewpoints and beliefs),
- abilities used to perform activities and tasks of an academic professional,
- application of specific domain knowledge, obtained in your MSc programme (e.g. when, how).

Perhaps your thesis supervisor's feedback has inspired you to formulate learning goals. You may think of the I / we /it domains as in ACT. You can also use your ACT reflection reports as inspiration for learning goals in your internship.

Choose elements you feel personally motivated to work on during your internship period and that fit in the context of your host organization.

**Step 2.** Describe the learning goal in general terms in one sentence. Start with 'I' and formulate your goal positively and actively. Describe what you aim for; make it active in the sense that you state the desired outcome. Do not state what you do not want; state what you want. Describe the desired level you are aiming to achieve in a short description.

**Step 3.** Indicate your current level of performance.

Describe your current level of performance regarding each learning goal: assess your own abilities, for example by including elements of knowledge, skills and attitude within a learning goal. It helps you to clarify what steps need to be taken to improve.

**Step 4.** Indicate the way you are going to achieve your personal learning goals by setting up an action plan. Determine what is reasonable for you to act upon within the coming weeks.

What to do to be able to develop on your learning goals?

- What do you need to know to be able to achieve that next step and who or what can support you to gain the knowledge you need?
- Which skills do you need to practise to achieve a higher level and who or what can support you to develop those skills?
- What is your attitude regarding the learning goal and what kind of attitude supports you to achieve that goal?

It is important to discuss your draft learning goals with your supervisors. Your personal learning goals should be approved by your WU supervisor (compulsory) and host supervisor (preferably).

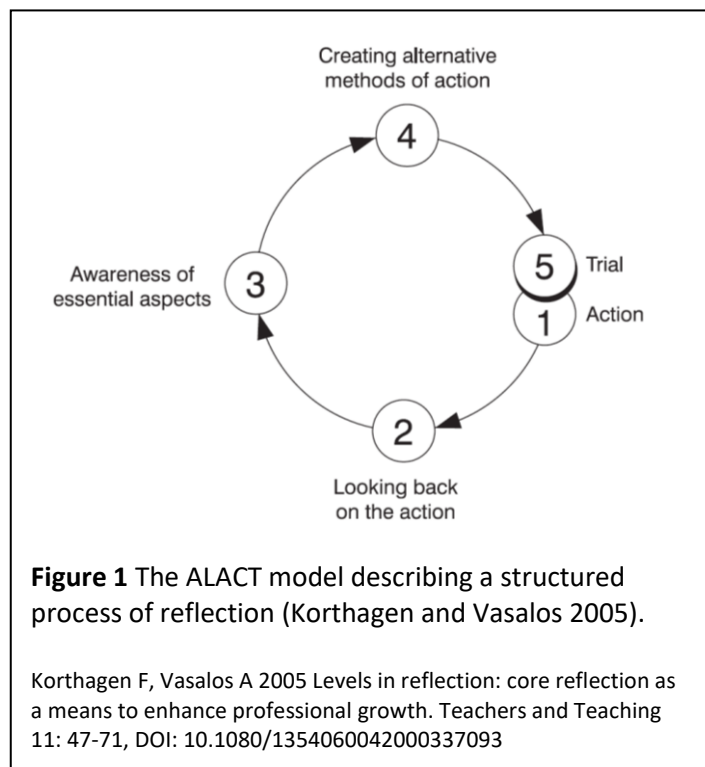
Your learning goals are not static. You are free to adjust or specify them at any time if necessary. Your internship may not be suitable to work on your original goals or may provide you with unforeseen, interesting challenges. Sometimes you can't know what will become your biggest challenges in advance. You can adapt/change your goals into other ones that seem are more aligned with the context of your host organisation. Of course also here approval of your GEO supervisor and conscious actions are necessary on a new goal.

### The reflective learning cycle

Make sure that you, for each learning goal, go through the reflective learning cycle using the ALACT model (Figure 1) a number of times. That means after every (1) Action you (2) Look back on that action, then become (3) Aware of what worked or did not work, (4) Create alternatives to become even more successful or effective, adjust your goals and go for a new (5) Trial, etc.

In your logbook you describe cases. You may want to use a reflection form for this purpose, including the following notes:

1. The **Action** or trial, give it a title and mention the time/date and place. Describe your action/behaviour, without judgement, including non-verbal aspects of your behaviour and possibly the behaviour of others. If helpful to understand the behaviour describe the context of situation in no more than a few sentences.
2. **Look back**: Describe essential aspects that resulted in the way you acted and note this down. Your behavior consisted of actions, thoughts and feelings.
3. Become **Aware**: Is the result of your behaviour (actions, thoughts and feelings) effective for yourself and/or the other(s). What was effective what was not?
4. **Create alternative methods of action**. What alternative action can you put forward which can improve the effectiveness and which is agreeable for yourself (the product



and/or people in the team)? Alternative behaviour/action can be on the level of knowledge, skills and/or attitude. Also plan when to try out this new behaviour/action.

5. Trail. Do it!

Make sure you have gone through the cycle minimally twice for each learning cycle and describe minimally two cases. The text box illustrates this cycle.

### Example: Learning goals + reflection forms

Here is a too simple example illustrating the ALACT cycle for a short term learning goal and the corresponding reflection forms as part of a logbook. Please note that is not an acceptable learning goal for a MSc internship. Your internship will provide you with a rich learning environment that serves learning goals of a deeper and academic level to support your (preliminary) professional ambitions.

#### Personal learning goal

- Step 1 Domain: abilities to perform a task (time management)
- Step 2 Learning goal: I want to arrive in the office on time, when all my colleagues start working, which is at 08:00 h.
- Step 3 Current level: I have a habit of coming too late in the morning because I wake up too late. My attitude towards this habit has changed: As a student I could get away with this, but in this internship environment it annoys colleagues, which I do not feel comfortable with. I know how to do it technically, but I do not know which technical solution will work for me.
- Step 4 Action plan: I will set the alarm on my cell phone every morning of a working day. I will set the alarm at 07:00 h, such that I will have ample time to shower (15 min), have breakfast (30 min) and cycle to the office (15 min).

#### Reflection form 1

1. **A**ction/trail: arriving at the office at 08:00 h. I executed my plan for 5 days consecutive days in one working week.
2. **L**ook back: I woke up at 07:00 h every day, and was able to get up  $\pm 10$  min later. That part was easy and felt good. I arrived in the office earlier than before, but  $\pm 15$  min late. That still made me feel bad.
3. Becoming **a**ware: My plan was partially successful; I have made progress. The alarm did the job: I woke up at 07:00 h and I was up quickly. I will adopt this as a new habit. But I am not satisfied, because I was still too late. So I stick to my original learning goal: I want to arrive in the lab ultimately at 08:00 h.
4. **C**reating an alternative action: I will keep on using the alarm of my cell phone but I will set it earlier than last week.
5. **T**rial: = I set the alarm as planned every working day in a week, 15 min earlier than last week.

#### Reflection form 2

1. **A**ction: I set the alarm as planned every working day in a week, 15 min earlier than last week.
2. **L**ook back: I arrived in the office on 08:00 h from Monday-Thursday. Waking up 15 min earlier was no problem at all. It was rewarding, because I was proud of my achievement and my colleagues gave me compliments. But on Friday morning, after going to bed too late on Thursday, I arrived too late. I simply did not hear the alarm. I was disappointed.
3. Becoming **a**ware: My plan largely worked: I almost achieved my learning goal. This makes me feel proud. But I am not completely satisfied, because I want to be on time every day. To completely achieve this, I need to tweak my new habit, to make sure I also hear the alarm going off after a short night
4. **C**reating an alternative action: I will buy an old-fashioned alarm clock with a very loud alarm.
5. **T**rial: Etc.

## V Databases and Downloads

Downloads are also available on the Thesis/Internship Brightspace page of GEO.

- **Internship opportunities**

[Wageningen University \(WUR\) Student Career Services](#), [Integrand](#), [OneWorld](#), [Greenjobs](#),

- **WU Travel policy**

<https://www.wur.nl/en/education-programmes/current-students/travel-policy-for-students/preparation-for-travel-abroad.htm>

Please contact SSC for questions regarding the travel policy.

- **Grant opportunities**

[Erasmus+ grants for internship & thesis](#)

<https://www.wur.nl/en/Education-Programmes/Study-Abroad-and-Exchange-Students/Outgoing-from-Wageningen-University.htm>

<http://www.beursopener.nl/content/index.asp> (unfortunately in Dutch only)

<https://www.wur.nl/en/Education-Programmes/master/Study-grants.htm>

<https://www.wur.nl/en/Education-Programmes/Current-Students/Travel-Funding.htm>

Please contact SSC for questions regarding funding.

- **Internship abroad**

<https://www.wur.nl/education-programmes/current-students/travel-policy-for-students/preparation-for-travel-abroad.htm>

- **Internship Agreement**

The common internship agreement, developed together with all Dutch universities and supported by the Ministry of Education, Culture and Science, serves to lay down the agreements on the internship between the student, the internship employer and the University. Signed copies have to be sent to your internship coordinator, the host supervisor (on behalf of the employer) and your WU supervisor. The actual version of the internship contract is available on [the WUR website](#) (heading “Contracts”).

- **Wageningen University MSc Internship Learning Agreement**

The Learning Agreement will become available upon your registration in Osiris. The actual version of the checklist for the MSc Internship Learning Agreement is available on [the WUR website](#) (heading “Contracts”).

- **Assessment Advice by host supervisor**

The host supervisor will be asked to complete the ‘Assessment Advice by host supervisor’ form in Osiris after completion of the internship. The observations in this evaluation form will have advisory status to the supervisor and examiner concerning the assessment. We encourage you to have a look at checklist WU MSc Internship evaluation by host supervisor at the start of your project. You can download the most recent version of the checklist at the [Education & Student Affairs Portal](#).

- **Rubrics**

The WU internship assessment form in Osiris and rubric will be used to grade your internship after completion. We encourage you to look at the Rubric at the start of your project. You can download the most recent version of the rubric from the [Education & Student Affairs Portal](#).

