1. **In what career areas are internships available?**

   There are internship opportunities in the following broad career areas:
   - a. Business Development and Entrepreneurship
   - b. Technology Transfer
   - c. Science Policy
   - d. Industry Research and Development
   - e. Teaching Intensive Careers
   - f. Outreach, Research/Program Administration
   - g. Science/Medical Writing

2. **Which companies/organizations will be hosting interns?**

   The list of hosts is always growing and includes institutions in RTP such as BD, EPA, RTI, Rho, Sigma Xi, ETSI, AgBiome, Bayer Crop Science, NCBC, NC Board of Science and Technology, Parion, NIEHS, UNC Office of Tech Dev. For an up to date list of internship providers please go to http://tibbs.unc.edu/unc-impact-program/unc-impact-program-internship-partner-list/. See also question #12 below.

3. **Can graduate students AND postdocs participate?**

   Yes! Both grad students and postdocs are eligible for funded internships. Graduate student must have passed their qualifying exam. We anticipate funding about 30 internships this year, with ¾ of those being graduate student internships. Faculty mentor consent is required for grad student and postdoc interns.

4. **Who pays for the internship? How are trainees compensated during the internship?**

   ImPACT is funded through an NIH BEST grant, university funds, and industry partnerships. Graduate students’ and postdocs’ salary level will not change during the internship. The Office of Graduate Education will coordinate with your department finance and HR contacts to move the trainee’s stipend/salary/fees/health insurance to another source for the time corresponding to the internship.

5. **Will my health insurance be affected?**

   Trainees on UNC-sponsored health insurance plans (ie. Student Health Plan or Postdoc Medical Insurance Plan) will have uninterrupted coverage during the internship. Other health insurance plans should not be affected either.

6. **How long does an internship last?**

   ImPACT can fund a trainee for 160 hours. How those hours are used is up to the trainee, the faculty mentor, and the company/organization. Some companies prefer a full time arrangement (which would last roughly 4 weeks). Some companies prefer a part time arrangement. Companies have the option to extend the internship if all parties are in
agreement (including the faculty dissertation advisor) and if the organization is funding the internship.

7. **When will the internships start?**
   Full time ImPACT internships should take place during the summer. ImPACT encourages part time interns to begin their internship during the summer and all internships in this round need to be completed by December 31\textsuperscript{st} 2017.

8. **How do I apply for the internship?**
   The application process consists of two phases – 1) an internal UNC application wherein trainees are chosen by the ImPACT leadership team (deadline is February 1\textsuperscript{st}, 2017), and 2) placement of the internal winners with one of our internship providers. Besides completing an online application, trainees must also submit the following documents.
   b. A personal statement that addresses what career path they are preparing for, and how their career development will benefit from an internship.
   c. Current CV

9. **When is the phase 1 application deadline?**
   All components for phase 1 of the application must be received by the end of the day February 1\textsuperscript{st}, 2017.

10. **If my phase 1 application is chosen am I guaranteed an internship spot?**
    There is no guarantee that trainees who pass phase 1 will be chosen by an internship provider since each provider will make the final placement decision. That said, ImPACT will only accept the number of trainees we believe we can place with internship hosts. We will help broker relationships, and each internship provider has already stated an interest in hosting an intern. If for some reason a trainee does not secure an internship they will have an automatic internship slot the following year and will not have to reapply to the internship program.

11. **If I pass phase 1 of the application process how am I matched with an internship provider?**
    ImPACT will make introductions and help set up interviews between interns and potential internship supervisors based on matches in experience and interest. It is ultimately your responsibility to set up the internship and it will require effort on your part. We will do our best during phase 1 to not introduce unneeded competition into the internship matching process. Trainees are also encouraged to do their own research on companies/organizations as described in FAQ #12.

12. **If I pass phase 1 of the application process can I arrange an internship with a company not listed in FAQ #2 above? If so, is there funding for it?**
    Yes, of course! You are encouraged to find your own internship providers outside of the list we have made arrangements with. We will help you set up the logistics and answer questions the company may have.

13. **Can international trainees participate in ImPACT internships?**
International students and scholars are eligible to apply for imPACT internships, however, current immigration status and employment authorization must be consistent with the proposed ImPACT internship activities. International students or scholars contemplating an ImPACT internship must contact International Student and Scholar Services prior to finalizing details of the internship to determine whether their current immigration status allows participation in an imPACT internship. Post docs in H-1B temporary worker status are not eligible for ImPACT internships.

14. Can I “keep projects going” in my lab by coming in on nights and/or weekends while doing my internship?
Yes! And we encourage you to do this so that the time spent on your internship does not negatively affect your time to degree and/or your publication records. We also encourage you to meet with your faculty mentor to develop a set of realistic goals and expectations for your effort in the lab during the internship period. Note this is especially critical if you are doing a part time internship where the 160-hour internship is spread out over several months.

15. I’m worried that my faculty mentor won’t allow me to do an internship.
ImPACT directors have explained the program during many department faculty meetings. In a survey of active training faculty, 85% of faculty said they would be “highly likely” or “likely” to allow their trainees time off to do a full-time, one-month paid internship. The number willing to support you during a part-time internship is likely higher.

16. Do I need to report my time in an ImPACT internship on my Annual Effort Report?
The US government recently stated that predoctoral and postdoctoral trainees paid on any federal grants (NIH, NSF, DoD, etc) are expected to engage in career development activities. This means that even if you are paid by your faculty mentor’s federal research grant you are not expected to devote 100% of your effort to working at the bench. For more information see http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2014_12_17/caredit.a1400315

17. I’m on a federally funded individual fellowship (ex. NIH-F-31, NIH-F-32, NSF-GRFP). Can I still do an internship?
Quite likely. The government policy mentioned in FAQ #16 grants you the ability to engage in career exploration and professional development as a fellowship awardee. ImPACT will help you describe the goal of the internship and the logistics to your program officer in an effort to get their approval. Since 2014 5 out of 6 ImPACT interns on individual fellowships were allowed to remain on their fellowship.

18. What if I get accepted into a non-ImPACT, paid internship program on my own? Would you like to know about it?
Absolutely! There are many national internship programs that hire life science graduate students. Most are 3 months long or longer and they can be quite competitive so if you have been accepted into one of them, Congratulations! Even if your internship is outside of ImPACT we would like to hear about it for a few reasons:
• We may be able to help you answer questions about leaves of absence, non-disclosure agreements, conflict of interest statements, and other common internship forms you may be asked to sign.
• We would like to learn what other internship programs are doing to prepare trainees for the job market with the hope that we can implement the most beneficial aspects into ImPACT internships.
• We would like to compare the effect of internship length and other internship parameters with job placement, time to degree, and other factors important in career development.

19. Is there a place I can go for more information about the ImPACT program?
You can read the press release announcing UNC’s ImPACT award at http://news.unchealthcare.org/news/2014/october/life-after-dissertation. Please also see the ImPACT section of the TIBBS website at http://tibbs.unc.edu/unc-impact-program/

If you have a question that is not answered here please contact Dr. Patrick Brandt at pdb@unc.edu