1. **How long does an ImPACT internship last?**
   ImPACT internships are 160 hours long. How those hours are distributed is up to the internship host and the intern. Some hosts prefer a full time arrangement for 4 weeks, and some prefer a part time arrangement over 2-3 months.

2. **What stage are interns in their scientific training?**
   Biomedical, biological, and life science PhD graduate students who have passed their qualifying exam are eligible to apply for ImPACT. Faculty mentor consent is required prior to apply. Internship partners can define minimum intern qualifications.

3. **Who pays for the internship?**
   ImPACT internships are a partnership between UNC and the internship host. UNC administers the program, oversees the initial selection process, and ensures that internship partners needs are met. The internship host is asked to compensate UNC for the cost of the intern’s stipend while they are out of the lab. The stipend for an ImPACT intern in 2020 is $3000.

4. **What about health insurance and worker’s compensation insurance for the intern?**
   If the intern remains on UNC payroll (i.e. the company reimburses UNC for the stipend) then the student’s health insurance continues and they are covered under UNC’s Worker’s Compensation plan. If the company pays the intern directly, the company provides the Worker’s Compensation coverage.

5. **When can the internship start?**
   Internships can take place any time of the year that is convenient for all the parties involved.

6. **In what career areas are you looking to place interns?**
   Trainee interest is broad and spans the following 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

7. **Which companies/organizations are you already partnering with?**
   ImPACT began in 2014 and since then close to 125 interns have been matched with more than 40 local employers including Beckton Dickinson, Cato, RTI, Rho, Roivant, Chiesi, AgBiome, Bayer Crop Science, NC Biotech Center, Parion, and others. For a list of
internship current and past partners please go to http://tibbs.unc.edu/unc-impact-program/unc-impact-program-internship-partner-list/.

8. Who chooses the intern – UNC or the partner?
The internship application process consists of two phases – 1) an internal UNC application wherein trainees are chosen by the ImPACT leadership team, and 2) selection of a phase 1 winner by the internship provider.

9. How are phase 1 winners matched with an internship provider?
It is mainly the trainee’s responsibility to set up the internship and phase 1 winners are aware that an internship placement is not guaranteed. ImPACT will work with partners to facilitate a beneficial pairing, but the internship host has final say in the decision.

10. What are the expectations of the internship?
An internship agreement, called the Scope of Work document, will be prepared for each internship to outline the expectations of the intern, the start and end dates, and the anticipated learning outcomes. The internship provider, the trainee, and the trainee’s UNC research mentor are all signatories.

11. Are there guidelines for the internship we should be aware of?
Internships need to meet the National Association of Colleges and Employers (NACE) criteria for internships:
   a) There needs to be clearly defined learning objectives related to the intern’s career goals and the experience must have a defined beginning and end
   b) The skills or knowledge learned should be transferable to other employment settings.
   c) There must be supervision by a professional with expertise in the field who provides routine feedback
   d) There must be resources, equipment, or facilities provided by the internship host that support the learning objectives/goals

12. For questions not answered here please contact ImPACT Director, Dr. Patrick Brandt, at pdb@unc.edu or by phone (919.843.9342).