1. **Who pays for the internship?**
   ImPACT internships are funded through an NIH BEST grant, university funds, and industry partnerships. Most internships are paid for by UNC, but for legal and other reasons, some companies prefer to pay interns directly. Graduate students and postdocs must be paid no less than their regular rate during the internship period. For a one-month internship this equates to $2900 for a graduate student and $3600-$4000 for a postdoc depending on their salary.

2. **How long does an internship last?**
   ImPACT can fund a trainee for 160 hours. How those hours are distributed is up to the intern, the faculty mentor, and the internship host. Some hosts prefer a full time arrangement (which would last roughly 4 weeks). Some hosts prefer a part time arrangement. Longer internships are possible, but in these cases partners must pay the intern after the first 160 hours.

3. **When will the internship 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 31st 2016.

4. **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

5. **Which companies/organizations are you already partnering with?**
   Partners include 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 partners please go to [http://tibbs.unc.edu/unc-impact-program/unc-impact-program-internship-partner-list/](http://tibbs.unc.edu/unc-impact-program/unc-impact-program-internship-partner-list/).

6. **Which trainees are eligible to participate?**
   Biomedical, biological, and life science PhD graduate students and postdocs are eligible for internship placements. Graduate student must have passed their qualifying exam. Faculty mentor consent is required for grad student and postdoc interns. Internship partners can define minimum intern qualifications.
7. **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.

8. **What does the phase 1 application package consist of?**
   The call for phase 1 applications went out on in early February 2015 and will end in late-February. The application consists of:
   a. An online form with demographic and career interest questions
   b. Signed and scanned Faculty Mentor Consent Form
   c. A personal statement that addresses the trainee’s career path and how their career development will benefit from an internship.
   d. Current CV

9. **How are phase 1 winners 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 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. **How is the training quality of the internship evaluated?**
    An internship agreement, called the Scope of Work document, will be prepared for each internship to outline the expectations of the intern, the expectations of the internship provider, and the expected learning outcomes. The internship provider, the trainee, and the UNC ImPACT Director are all signatories to this agreement. A survey will be sent to the intern and the internship host 2 weeks into the placement to evaluate progress. Another survey will be administered at the end of the internship.

11. **Are there guidelines for the internship we should be aware of?**
    Internships must meet the National Association of Colleges and Employers (NACE) criteria for a legitimate internship:
    i. There must be clearly defined learning objectives or goals related to the intern’s career goals.
    ii. The skills or knowledge learned should be transferable to other employment settings.
    iii. The experience must have a defined beginning and end.
    iv. There must be supervision by a professional with expertise in the field.
    v. There must be routine feedback by the experienced supervisor.
    vi. There must be resources, equipment, or facilities provided by the internship host that support learning objectives/goals.

12. **Can the internship be extended?**
    Yes, this is an ideal scenario. If the trainee’s research mentor agrees to the arrangement and the company/organization can take over compensation, the internship can be continued or reinstated at a later time.
13. Will there be a final report or closing ceremony of some kind?  
   The trainee’s final report will be in the form of a poster presentation that describes their internship. Posters will be presented at an internship partner appreciation event to be held in the late fall of each academic year. This event will be open to the university at large and we hope that representatives from each internship partner will attend to be recognized for their essential role in this initiative.

14. Where can I find more information about the ImPACT program?  
   The UNC ImPACT website is at http://tibbs.unc.edu/unc-impact-program/. You can also read the press release announcing ImPACT at http://news.unchcare.org/news/2014/october/life-after-dissertation

If you have a question that is not answered here please contact the ImPACT Director, Dr. Patrick Brandt at pdb@unc.edu or by phone (919.843.9342).