

OBSTACLES & SOLUTIONS FOR DEVELOPING AN EFFECTIVE INTERNSHIP PROGRAM



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Overview of the Program



- In first 4 years, more than 90 interns at 43 unique sites.
- Most done locally in RTP, NC
- Internships in R&D, teaching, reg affairs, outreach, CRO, business development, etc
- ~ $\frac{3}{4}$ of interns are graduate students, $\frac{1}{4}$ are postdocs
- PI permission is required, students must be post quals
- Interns paid from a variety of sources at current stipend level for 160 hr experience

FRAMEWORK OF UNC'S INTERNSHIP PROGRAM



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- **Late fall: Program director(s) solicits internship projects from companies**
- **Early Dec: Internship showcase/information session**
- **Feb 1st: Application deadline**
 - **Applicants can design their own internship, reference a posted availability, or propose an ideal internship**
- **Mid Feb: Internal selection process complete (see selection rubric on tables)**
- **Mar-April: Relatively hands-off matching process**
 - **Program director(s) make introductions and advise**
 - **Interns do most of the leg work**
 - **Companies interview candidates and have final say**
 - **PT or FT. No more than 3 months. Must be complete before end of Dec**

LENGTH OF INTERNSHIP, BALANCING STAKEHOLDER NEEDS, AND FUNDING



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- Companies prefer 3-6 month internships, PIs prefer short internships, trainees are somewhere in between
- 1-month internships are supported by most NSF and NIH programs (GRFP, F31, T32)
- 1-month internships are considered part of training and therefore a formal LOA is not required at UNC
- If no LOA, student health insurance is maintained and UNC covers workers comp
- When paid by a university source, international students can participate without using employment time on the visa
- Although not a program goal, many interns have received offers of FT employment
- However, getting companies to pay for a 1 month internship has been a challenge
- Current funding breakdown (93 interns):
 - UNC paid for 57%, BWFund paid for 22% (non-profits), Hosts paid for 8%, F31/

LIBRARY OF HELPFUL DOCUMENTS



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- **Applicant selection rubric**
- **Scope of Work document**
- **Example Scope Of Work documents**
 - **Teaching**
 - **R&D**
 - **CRO**
- **University-Company Affiliate Agreement**

SURVEY RESULTS



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■ UNC PIs

- In 2014, 85% of UNC faculty said they would support a trainee in good standing doing a 160 hour paid internship
- PIs consistently report that a 1 month internship does not affect (+ or -) the trainee's research progress.
- PIs who have had an intern are very supportive of the internship program, but report that they are unlikely to actively promote it to their trainees.

■ Intern Supervisors

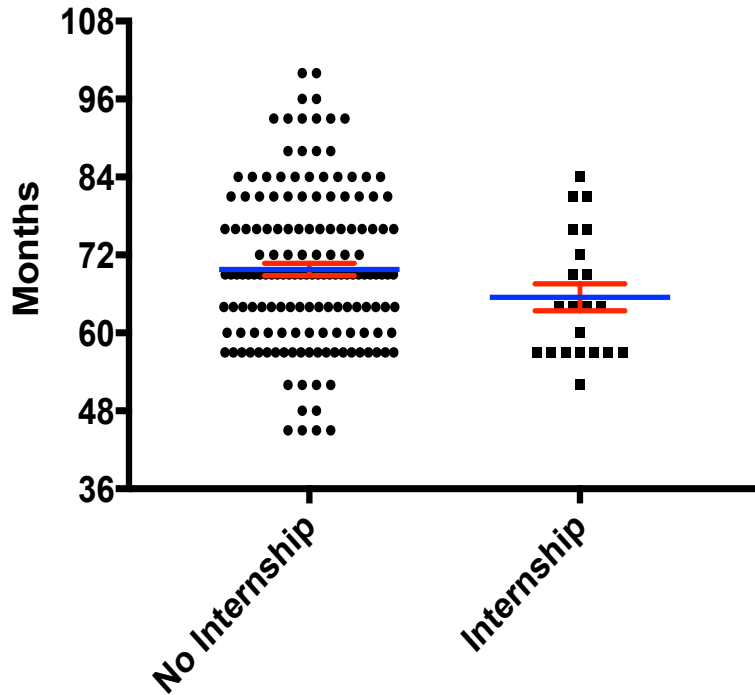
- 4.4 / 5 on a scale of “Fell Short of Expectations” (0) to “Exceeded Expectations” (5)
- 70% of supervisors said they would be “Somewhat or Very Likely” to offer the intern a job
- 100% of supervisors said they would be “Somewhat or Very Likely” to host another intern

DOES A 160-HOUR INTERNSHIP AFFECT STUDENT PRODUCTIVITY?



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Months to Graduation x Internship



Total Publications x Internship

