**Post-Baccalaureate Research Internship**

**Two Year Pilot Program**

**Target Start Date – July 1, 2012**

**Designed for individuals who:**

* Seek training, experience, and mentoring in a research setting
* Plan to pursue a graduate or professional degree in science, medicine or a related field and
* Have US citizenship or permanent residency

**Requirements and Limitations**

* This appointment is for a limited duration, anticipated length of one year with the possibility of renewal for a second year. At the end of the second year of employment or enrollment into graduate school, the appointment will terminate.
* The intern could be rehired through the competitive search process.
* In year one, the number of interns employed would be no greater than 10% of the total number of budgeted research assistant staff (PRK1).
* Mandatory evaluation after year one consistent with guidelines described below.

**Application and Appointment**

The application and appointment processes for the Research Internship will mirror the post-doctoral application and appointment process.

**Salary and Benefits**

* Starting salary of $25,000 to $27,000 in year one
* Up to 100% effort
* Optional insurance package of UIGRADCare or SHIP and student dental plan (intern may elect not to participate). Interns may remain on parent coverage through age 26.
* IPERS participation mandatory
* Covered by University Workers Compensation
* Fringe rate (FY13) at the post-doctoral rate (19.5%)
* Fifteen (15) days paid time off per year plus paid University holidays.

**Benefits to employee:**

* Working in the lab of a distinguished PI at a major national research institution provides invaluable experience and preparation for commencement of advanced studies.
* Work experience prior to entering graduate/ professional school is highly desirable and helps strengthen the credentials of the applicant and his/her resume.
* Strong letters of reference are an anticipated outcome of a successful internship as well as ability to articulate experience gained.
* The laboratory experience will allow for close interaction with faculty and senior R.A.’s and will provide mentoring opportunities and professional development through departmental seminars and presentations.
* Allows new graduate the opportunity to “test” whether pursuing an advanced degree in a research field is the right career decision.

**Benefits to the Institution:**

* Advances the educational and research missions of the University by furthering the education and training of pre-doctoral, graduate or professional students.
* Increases the pipeline of potential scientists for the State of Iowa and beyond.
* Brings/Retains college graduates to the State of Iowa, furthering workforce development.
* Alleviates administrative burden on faculty supervisors; reduces time to hire.
* Allows for careful stewardship of scarce research dollars.

**Review of Pilot Program**

At the conclusion of the first year (June 2013) and prior to the end of the two year pilot (June 2014), the program will be reviewed by University Human Resources, The Vice President for Research, the Office of Equal Opportunity and Diversity, College of Liberal Arts and Sciences and the Carver College of Medicine. A determination will be made whether to continue the program as is, modify and continue, or end the program. All aspects of the program will be examined, including number of participants, number admitted to graduate school, vacancies, impact on career RA positions, impact to females and minorities and impact on placement of furloughed P&S staff.

**Commitment to Diversity**

In addition to advertisement of this program on Departmental and/or Collegiate websites and to faculty on campus, specific steps will be taken to increase awareness of the program both on campus and off campus. Information about the program may be shared with undergraduate advisors for the health and other sciences both on and off and campus and at various career fairs. Specific efforts will be made to increase the number of applicants from underrepresented groups. Potential recruiting sources could be the Minority Association of Pre-Medical Students and the Center for Diversity and Enrichment as well as the University of Iowa Veterans Association.