

UNIVERSITY OF WEST FLORIDA

School of Allied Health and Life Sciences

**Master of Science in Administration-
Biomedical/Pharmaceutical Internship Guide**

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About the Manual

This manual is a compilation of philosophy, policies, procedures and requirements of the MSA-Biomedical/Pharmaceutical internship experience. It is intended for use by students as they consider application for participation in the internship experience and select their specific internship site and preceptor.

Although this manual contains the most pertinent information students will need, students should also be familiar with the School of Allied Health and Life Sciences curriculum policies. Faculty and staff of the program are readily available to students for guidance and are prepared to assist them in monitoring their progress toward achieving internship requirements. The School of Allied Health and Life Sciences reserves the right to add, delete, or modify all and any provisions in this manual.

MSA-BIOMEDICAL/PHARMACEUTICAL INTERNSHIP

Introduction and Purpose

The internship is an integral part of the MSA curriculum. It is intended to broaden the student's perspectives and provide practical experience to complement the theory and content learned in didactic courses. It is therefore expected that, through the internship experience, the student will have the opportunity to interact with professionals and will participate in activities common to the biomedical/pharmaceutical field. It is further expected that the student will be exposed to experiences that reinforce communication principles, use of relevant information technology, sensitivity to diversity and cultural issues, and enhance a student's leadership skills.

It is important that both the industry preceptor and the student have a sense that the internship activities are contributing to the preceptor's work. As such, students participating in the internship are expected to be academically prepared through prior completion of required core courses. During the internship, students are expected to maintain an appropriate work ethic, adhere to the MSA-Biomedical/Pharmaceutical Honor Code, communicate effectively and professionally, and work independently as appropriate on project-related tasks.

Registering for and Completing the MSA Internship

The internship experience is fulfilled with 6.0 semester hours of course credit and can be completed in one or multiple semesters. Students satisfy the 6.0 semester hours of internship course credit with 180 total work hours over the semester(s) of enrollment in the Internship in Biomedical/Pharmaceutical Industry course. Students must register for this course in order to receive credit for work hours accumulated. Work hours accumulated outside of the semester(s) of registration in this course will not be counted toward graduation requirements. Students are expected to plan early for the internship experience, but are not prepared for the Internship in Biomedical/Pharmaceutical Industry course until the following core courses have been completed:

MSA core:

- EME 6358 Evaluation for MSA Professionals
- GEB 5870 E-Business Systems
- GEB 5871 Managerial Economics
- GEB 5872 Financial Management I
- GEB 5875 Management Skills and Applications
- GEB 5876 Marketing Management
- MAN 6156 Management and Organizational Behavior

MSA-Biomedical/Pharmaceutical specialization core:

- BSC 5459 Introduction to Bioinformatics
- BSC 6415 Pharmaceuticals: Development, Manufacturing and Testing
- BSC 6841 Advances in Biomedical Sciences
- HSC 5655 Theoretical Foundations of Health Care Ethics
- HSC 6000 Professional Development in Biomedical/Pharmaceutical Sciences

At the conclusion of the internship, the student is required to write a report on their experience (see the section **Outline for the Internship Report** for details). The student will also be expected to defend their report to the Internship Coordination Committee (ICC). Since the UWF MSA is a totally online program, defense of the internship report can be conducted by Web conferencing using a Webcam for students outside of UWF's geographic area (residence outside 50 miles of UWF). Webcam fees are the responsibility of the student. Software to engage in Web conferencing is available free of charge, and inexpensive Webcams can be utilized with this service. Students will also be required to show photo identification prior to the defense, using a UWF-issued Nautilus card. Students within UWF's geographic area will defend face-to-face before the ICC.

Student Roles and Responsibilities

In collaboration with a prospective industry preceptor, the faculty advisor, and the Internship Coordination Committee, students begin the internship approval process with the following steps:

- Identify a potential preceptor for the internship experience and complete and submit the **Preceptor Approval Form**.
- Working with the chosen industry preceptor, identify potential practicum topics based on areas of career interests, goals, previous experience and the needs of the host industry, as defined by the preceptor.
- Develop a practicum/project plan including learning objectives, a timeline, milestones, and final deliverables. The student must secure approval of the plan by the preceptor, the faculty advisor, and the Internship Coordination Committee, using the **Internship Approval Form**. This form outlines the scope of the project and provides a description of the relevant competencies to be attained during the placement, using the **Table of Competencies for MSA Internships** (see **Appendix** for a copy of these competencies). Please note these additional guidelines when completing the **Internship Approval Form**:
 - Students should begin working on the first draft of the form at least 2 semesters prior to the first semester of internship hours. This draft should be submitted to the faculty advisor for feedback and suggestions for improvement. Students should allow sufficient time to carefully consider the incorporation of any changes suggested to this draft.
 - Students should submit the final draft of the form at least 1 semester prior to the first semester of internship hours. Students are encouraged to take pride in the final draft of the document as it is considered a professional work contract with the industry preceptor and host internship site. This form also serves as official documentation of a student's written communication skills and may be used by host sites to assess future potential as a full-time employee and/or to determine the strength of recommendation letters written to other employers following the internship.
 - Students must attach to the form a signed copy of the School of Allied Health and Life Sciences MSA-Biomedical/Pharmaceutical **Honor Code Form**.
 - Students must attach to the form a **Certificate of Completion** of the National Institutes of Health "Protecting Human Research Participants" course to ensure any associated issues arising during the internship will be addressed appropriately. If needed, the student, in consultation with the preceptor and the faculty advisor, must also complete and seek Institutional Review Board approval from all agencies required as part of that process, including the University of West Florida. This process must be completed prior to the student engaging in internship activities where such approval is necessary.

Upon approval of the preceptor, host internship site, and associated project, students are responsible for the following:

- Provide monthly progress reports to the preceptor and faculty advisor using the **Monthly Internship Review Form**. This form is emailed/faxed monthly from the preceptor to the faculty advisor. The email addresses of the student and preceptor can be used as the digital signatures on this form when it is emailed. The original form should then be signed by the student and preceptor on a monthly basis. All original forms, with original signatures, should be maintained by the preceptor at the internship site until the conclusion of the internship. At that date, the original forms should be mailed to the Director of the School of Allied Health and Life Sciences.
- Communicate with the faculty advisor any problems that arise during the internship experience that potentially impact the learning experience and/or any changes in the practicum plan.
- Participate in periodically scheduled progress review meetings with the preceptor and the faculty advisor. Preceptors are encouraged to provide regular feedback regarding any issues with a student's academic competence, work ethic, overall professionalism, communication effectiveness, and ability to work independently. Preceptors are also queried at the 60 hour and 90 hour targets to ensure the student and the preceptor/internship site is an appropriate match. Students deemed to be making unsatisfactory progress at the 60 or 90 hour targets may have their match terminated with the loss of any work hours accumulated. Additional remediation plans for unsatisfactory progress in demonstrating academic competence, maintaining an appropriate work ethic, adhering to the MSA-Biomedical/Pharmaceutical Honor Code, or deficiencies in overall professionalism, communication effectiveness, and/or ability to work independently, may include:
 - extension of internship work hours beyond the 180 hour requirement, pending the approval of the current preceptor and internship site,
 - requirements to repeat relevant core courses if lacking associated core competencies,
 - requirements to take additional coursework to enhance core competencies and/or to improve professional skills prior to reapplying for an internship opportunity, and/or
 - dismissal from the MSA-Biomedical/Pharmaceutical program.

Student Roles and Responsibilities (cont.)

Upon completion of the internship hours, students are responsible for the following:

- Submit a final practicum report describing the project, the activities undertaken, and results, findings, and recommendations (see the section **Outline for the Internship Report** for details), no later than two weeks following the conclusion of the internship.
- Following the submission of the final practicum report, conduct a final self-evaluation of the practicum experience using the **Student Internship Evaluation Form**.
- Schedule the internship defense using the **Internship Oral Defense Scheduling Form**. Students attempting to graduate in a specific semester must schedule their defense at least one month prior to the end of that semester.
- Complete the internship defense of the final practicum report. During the defense, a student will be evaluated on each of the competencies stated on the **Table of Competencies for MSA Internships**, using the **Internship Defense Evaluation Form**.
- Following the defense, the Internship Coordination Committee will review the evaluations of the preceptor, the practicum report, and the oral defense to determine a final decision of Pass or Fail on the Internship in Biomedical/Pharmaceutical Industry course.
 - If a decision of Pass is earned, students are required to incorporate all changes/recommendations to the final practicum report as necessary within two weeks following the defense, or during a timeframe approved by the Internship Coordination Committee.
 - If a decision of Fail is warranted, the student will be notified in writing regarding appropriate remediation plans prior to the next enrollment in the Internship in Biomedical/Pharmaceutical Industry course.

Preceptor Roles and Responsibilities

The preceptor's responsibilities include the following:

- Provide technical and administrative oversight to the student throughout the practicum period.
- If Institutional Review Board (IRB) approval is required, the preceptor must work with the student to prepare IRB documentation for all involved agencies, including the University of West Florida. This process must be completed prior to the student engaging in internship activities where such approval is necessary.
- Provide periodic feedback and guidance to the student in writing and/or through meetings. Preceptors are asked to be scrutinizing in their assessment of the intern and the overall internship experience to ensure the internship is a positive experience for the student, the preceptor, and host internship site. Feedback from preceptors in the following areas is expected and welcomed:
 - overall assessment of student's academic competence
 - appropriateness of student's work ethic
 - student's ability to adhere to the MSA-Biomedical/Pharmaceutical Honor Code
 - student's overall professionalism
 - student's communication effectiveness
 - student's ability to work independently
- Maintain communication with the UWF MSA-Biomedical/Pharmaceutical Program office in order to facilitate the student learning experience.
- Review the student's progress through formal monthly evaluations using the **Monthly Internship Review Form**.
- Collaborate with the faculty advisor to address overall project issues as necessary.
- Conduct a final evaluation of the student's practicum experience using the **Preceptor Internship Evaluation Form**. This form is required before the student can receive credit for the internship course. This form should be completed within three weeks of the conclusion of the internship to assist the faculty advisor in assigning the final grade for the internship (pass/fail). Students are required to submit their final written report to the preceptor within two weeks of the conclusion of the internship. Preceptors are encouraged to schedule an exit interview following the review of this report to provide final professional feedback to the intern, as he/she prepares for the oral defense of the internship experience to the Internship Coordination Committee.

Faculty Advisor Roles and Responsibilities

The faculty advisor is a member of the Internship Coordination Committee who provides general oversight of the practicum. In this role, the faculty advisor engages in the following activities:

- Helps identify prospective internship sites.
- Provides advice to students about site selection.
- Works in collaboration with the student and the preceptor on the development of the specific practicum plan to ensure consistency with established program competencies for the MSA internship experience.
- If Institutional Review Board (IRB) approval is required, the faculty advisor must work with the student and the preceptor to ensure all IRB documentation for all involved agencies, including the University of West Florida has been submitted and approved. This process must be completed prior to the student engaging in internship activities where such approval is necessary.
- Reviews overall progress of the student during the practicum process and provides feedback to the student as necessary, through review of each [Monthly Internship Review Form](#).
- Queries preceptors at the 60 hour and 90 hour targets to ensure that the student and the preceptor/internship site is an appropriate match.
- Coordinates with the student the final date and time of the oral defense of the internship.
- Communicates with the Internship Coordination Committee on any issues that arise and require the collective effort of the ICC.

Internship Coordination Committee Roles and Responsibilities

The Internship Coordination Committee (ICC) consists of Dr. George Stewart (Chair), Dr. Melanie A. Sutton (Associate Professor) and a representative core course instructor from the School of Allied Health and Life Sciences. The ICC engages in the following activities:

- Approves all preceptors submitted for approval using the [Preceptor Approval Form](#). The [Preceptor Approval Form](#) is submitted first, to ensure students have identified a local preceptor to oversee the internship project.
- Approves all proposed internship projects/experiences submitted for approval using the [Internship Approval Form](#). The [Internship Approval Form](#) outlines the scope and subject of the study which has been approved by the local preceptor, along with a description of the relevant competencies to be attained during the placement, using the [Table of Competencies for MSA Internships](#) (see [Appendix](#) for a copy of these competencies).
- Communicates with the faculty advisor regarding any issues requiring ICC intervention.
- Oversees and approves all internship defenses in face-to-face or Web conferencing formats.

Outline for the Internship Report

The practicum report is a formal, professional, written document. The report should thoroughly and completely describe the practicum experience. The final report should be submitted to the faculty advisor no later than two weeks following the conclusion of the internship. The final report should include the following content:

- **Title/Author page**
 - Include on a separate cover sheet.
- **Abstract**
 - In 500 words or less, describe the goals of the project, activities, and results.
- **Overview of Host Organization**
 - Briefly (approximately 2 pages) describe the host organization. Background information should include the organization's mission and goals, major activities and other information pertinent to the project topic, etc. Indicate the dates of the practicum and number of hours worked per day/week. Describe financial assistance received, if any.
- **Practicum Rationale**
 - Briefly (approximately 4 pages) outline the problem/need/issue that the practicum was meant to address.
- **Literature Review**
 - Provide details of historic and current approaches to this same program/need/issue using peer-reviewed articles, and cited using standards supported by the American Psychological Association (APA).
 - For examples of citations in APA style, see online tutorials of the UWF library (<http://library.uwf.edu/>) and review this publication:
 - *Publication Manual of the American Psychological Association* [ISBN-10: 1557987912 or ISBN-13: 9781557987914].
- **Goals and Objectives**
 - State (approximately 5 pages) the specific goals and objectives for the practicum. Describe the competencies attained during the placement.
- **Results**
 - Describe the activities/tasks performed.
 - Address how the goals and objectives were accomplished.
 - Describe all data collected (quantitative or qualitative), types of data analysis performed, and major findings. Where appropriate, present data in tables or graphs.
 - List/describe any written documents or products which were produced as a result of the practicum.
- **Discussion**
 - Provide a discussion based on the work accomplished. What lessons were learned about the biomedical/pharmaceutical profession from the experience?
 - Discuss all findings and tie results to the literature review.
 - Structure the discussion to ensure the literature review and findings weave together.
 - Address: Was the need for the project addressed satisfactorily?
 - Discuss any unexpected outcomes observed.
 - Discuss additional lessons learned. Indicate positive and negative aspects of the experience. Identify any barriers or limitations encountered.
- **Recommendations**
 - Provide recommendations based on the project. How can/will the organization benefit from the project?
- **Appendices**
 - Required appendices: a summary of activities tied to the internship competencies and original copies of each **Monthly Internship Review Form** completed during the internship.
 - Additional appendices include work accomplished during the practicum: copies of reports or documents written, materials produced, agenda of trainings held, and other items as deemed appropriate.
- **References**
 - Provide a listing of all references, using standards supported by the American Psychological Association (APA).
 - For examples of references in APA style, see online tutorials of the UWF library (<http://library.uwf.edu/>) and review this publication:
 - *Publication Manual of the American Psychological Association* [ISBN-10: 1557987912 or ISBN-13: 9781557987914].

Outline for the Internship Defense

Students must schedule their internship defense using the [Internship Oral Defense Scheduling Form](#). The defense will be scheduled within two months of the request. Students who fail to meet this requirement within two months will not be eligible to defend until the following semester. Students attempting to graduate in a specific semester must schedule their defense at least one month prior to the end of that semester. Students within UWF's geographic area (residence within 50 miles of UWF) must complete the defense requirement at UWF. Students outside the geographic area of UWF must complete the defense using Web conferencing. Webcam expenses are the responsibility of the student. Software to engage in Web conferencing is available free of charge, and inexpensive Webcams can be utilized with this service. Students will also be required to show photo identification prior to the defense, using a UWF-issued Nautilus card.

During the oral defense of the internship report, the student must be prepared to professionally address questions regarding stated learning objectives, activities, outcomes, attained competencies, and lessons learned. A general guideline for summarizing the report in PowerPoint form prior to questioning would be:

Introduction/Statement of the Problem

Significance of the Project

Include brief summary of literature review

Methods

Must address the following questions: who?/what?/when? and methodology used to collect data and methods for data analysis

Results

Highlight major findings and unexpected outcomes

Discussion/Conclusion

Must briefly state conclusions and recommendations based on the findings

What lessons were learned about the biomedical/pharmaceutical profession from the experience?

Summarizing the report should be approximately 15-20 minutes. The remainder of the defense period will consist of questions and is generally expected to conclude within an hour. Students will be evaluated during the defense using the [Internship Defense Evaluation Form](#). A final decision regarding satisfactory completion of the internship experience will be based on the evaluation from the preceptor combined with numerical scoring of the oral defense and final practicum report, as follows:

Internship Project Performance, as demonstrated by work hours/oral defense		25%
Written Project Report	20% - Quality and appropriateness of written report	75%
	15% - Conclusions	
	25% - Defense of conclusions	
	15% - Recommendations	
	25% - Defense of recommendations	

Internship Resource Guide

Internships will generally be conducted at biomedical companies (manufacturers or research and development labs for medical devices, diagnostics, clinical services, etc.) or at pharmaceutical companies (manufacturers, distributors or research and development labs for drugs, nutraceuticals, etc.). The resources summarized below are recommended to all students searching for internship sites and/or preparing for an internship interview.

UWF's Career Services

11000 University Parkway, Bldg. 19

Pensacola, FL 32514

Phone: (850) 474-2254

Website: <http://www.uwf.edu/career>

Account Setup: click on "JasonQuest"

As a first step to begin researching possible internship sites, students should proceed to UWF's Career Services site and open a JasonQuest account. This account will allow students to view possible positions for companies that have already registered with UWF. Students should also contact UWF's Career Services by phone to set up a face-to-face appointment (or telephone appointment if the student's residence is outside of Pensacola). This brief appointment will allow students to learn about ways UWF's Career Services can assist. To prepare for this appointment, students must have a resume handy in electronic form and ready to upload to JasonQuest.

SAHLS Student Job Resource Center

Website: <http://uwf.edu/sahls/masters-bm/>

Account Setup: click on "Student Job Resource Center", then "Sign Up Now"

The School of Allied Health and Life Sciences has partnered with AfterCollege as a student internship/employment resource. To use this site to search for an internship, follow these steps:

1. Proceed to: <http://uwf.edu/sahls/masters-bm/>
2. Click on: "Student Job Resource Center"
 - From this page, students can click on "Sign Up Now" to create an account to receive weekly updates, store jobs of interest, and post a resume.
3. Next, under "AfterCollege Job Channels", click on "Internships"
 - Under "Internships by Industry", search "Biotechnology", "Pharmaceuticals", and related fields such as "Health Care & Medicine", "Research and Development", etc.
 - Under "Internships by Location", search for internships by state

Given the competitiveness of the internship/job market, students are *strongly encouraged* to set up an appointment with UWF's Career Services early in their academic program for resume and cover letter assistance, as getting professional feedback on the way a student markets their readiness for an internship position is an important part of this process. With both the SAHLS AfterCollege account and the JasonQuest account with UWF's Career Services, since job postings change regularly, students are encouraged to immediately start a file of prospective employers and their contact information when they begin using these accounts. This will streamline the internship search and facilitate job hunting as a student approaches graduation. Finally, students are also encouraged to provide feedback to their faculty advisor on the utility of these resources.

Post-Internship Employment Resources

Even as students are completing courses and their internship hours, it is important to begin researching future job prospects, using multiple sources, such as:

UWF's Career Services

11000 University Parkway, Bldg. 19

Pensacola, FL 32514

Phone: (850) 474-2254

Website: <http://www.uwf.edu/career>

Students will find UWF's Career Services' and their JasonQuest account to be valuable resources as they seek permanent employment following the internship.

SAHLS Student Job Resource Center

Website: <http://uwf.edu/sahls/masters-bm/> (click on "Student Job Resource Center")

Students will find the School of Allied Health and Life Sciences' Job Resource Center a valuable resource to learn about regional and national job opportunities.

Applicable Forms

Forms to meet the requirements for the internship are available at the site:

<http://uwf.edu/sahls/masters-bm/forms>

Required documents include:

- **Table of Competencies for MSA Internships**
- **Certificate of Completion** of the National Institutes of Health “Protecting Human Research Participants”

Required forms include:

- **Honor Code Form**
- **Internship Approval Form**
- **Monthly Internship Review Form**
- **Preceptor Approval Form**
- **Preceptor Internship Evaluation Form**
- **Student Internship Evaluation Form**
- **Internship Defense Evaluation Form**
- **Internship Oral Defense Scheduling Form**

References for required citation/referencing style within the final practicum report:

- Online tutorials of the UWF library (<http://library.uwf.edu/>) on APA style
- *Publication Manual of the American Psychological Association* [ISBN-10: 1557987912 or ISBN-13: 9781557987914].

Appendix: Table of Competencies for MSA Internships



**School of Allied Health and Life Sciences
Master of Science in Administration – Biomedical/Pharmaceutical
TABLE OF COMPETENCIES FOR MSA INTERNSHIPS**

The internship is an integral part of the MSA curriculum. It is intended to broaden the student’s perspectives and provide practical experience to complement the theory and content learned in didactic courses. To this end, the School of Allied Health and Life Sciences believes that at the conclusion of the internship experience the MSA-Biomedical/Pharmaceutical candidate must be able to demonstrate the following competencies:

Master of Science in Administration – Biomedical/Pharmaceutical Academic Learning Plan Criteria/Internship Competencies	
Content-based Competencies	
A1	Identify and employ the concepts, principles, and theories that constitute the core sub-disciplines within the specialization.
A2	Employ techniques central to address issues within the specialization.
A3	Describe discipline-related career paths for which recipients of the MSA degree – Biomedical/Pharmaceutical specialization are qualified.
Project Management-based Competencies	
B1	Execute an assigned biotechnology/biomedical/pharmaceutical project that incorporates a reasonable timeline to address a problem in the specialization.
B2	Draw and defend conclusions and recommendations related to the results of the project.
B3	Work effectively with others and members from industry in the specialization internship while also demonstrating the successful ability to work independently on project-associated tasks.
Critical Thinking-based Competencies	
C1	Apply appropriate methods to solve problems in the biomedical/pharmaceutical sciences.
C2	Select and conduct appropriate analyses.
Integrity/Values-based Competencies	
D1	Describe ethical/legal challenges involved in the specialization.
D2	Adhere to appropriate ethical/legal practices in assignments in the specialization.
Communication-based Competencies	
E1	Employ terminology in the specialization accurately.
E2	Use language in written and oral forms effectively and professionally.
E3	Communicate information in the specialization in oral and written forms employing appropriate technology and addressing style and content guidelines promoted by administrators in industry.
Diversity/Culture-based Competencies	
Demonstrate abilities to interact with diverse individuals to produce or impact an intended outcome.	
F1	Discuss the importance and characteristics of a sustainable diverse biomedical/pharmaceutical workforce.
F2	Cite examples of situations where consideration of culture-specific needs resulted in a more effective modification or adaptation of a biotechnology/biomedical/pharmaceutical intervention.
F3	Develop biotechnology/biomedical/pharmaceutical programs and strategies responsive to the diverse cultural values and traditions of the communities being served.
Leadership-based Competencies	
Demonstrate abilities to create and communicate a shared vision for a changing future, champion solutions to organizational challenges, and energize commitment to goals.	
G1	Describe the attributes of leadership in the biotechnology/biomedical/pharmaceutical industry.
G2	Describe alternative strategies for collaboration and partnership among organizations focused on biotechnology/biomedical/pharmaceutical goals.
G3	Articulate an achievable mission, set of core values, and vision.
G4	Engage in dialogue and learning from others to advance biotechnology/biomedical/pharmaceutical goals.
G5	Demonstrate team building, negotiation, and conflict management skills.
G6	Demonstrate transparency, integrity, and honesty in all actions.
G7	Use collaborative methods for achieving organizational and industrial goals.
G8	Develop strategies to motivate others for collaborative problem solving, decision-making, and evaluation.

Appendix: Table of Competencies for MSA Internships (cont.)



School of Allied Health and Life Sciences
Master of Science in Administration – Biomedical/Pharmaceutical
TABLE OF COMPETENCIES FOR MSA INTERNSHIPS (CONT.)

Students are further expected to demonstrate a dedicated work ethic and consistent professionalism throughout the internship, as evidenced by these professional skills:

Master of Science in Administration – Biomedical/Pharmaceutical Professional Skills	
Accomplishment of Assignments	
P1	Has acquired appropriate knowledge
P2	Has acquired appropriate skills
P3	Quality and accuracy of work
P4	Work proceeds in orderly and organized fashion
Reliability and Initiative	
P5	Works effectively with minimal supervision
P6	Initiates appropriate actions and follows through to completion
P7	Uses and manages time efficiently
Communication Effectiveness	
P8	Comprehension of oral and written instructions
P9	Communicates information orally with clarity
P10	Written communication is complete, concise and accurate
Interpersonal Relations	
P11	Accepts direction from supervisor
P12	Accepts constructive criticism of performance
P13	Works well with others
Knowledge and Commitment	
P14	Overall quality of internship project
P15	Understanding of project's relevance to biomedical/pharmaceutical field
P16	Understanding of organization's role in the larger context of biomedical/pharmaceutical community
P17	Commitment to the biomedical/pharmaceutical field