



Breakout Session 1

Pre-Planning for REU Sites

CISE REU PI Meeting 2023, Austin, Texas – April 2023

Thursday, April 20, 2023

10:30am-11:30am in Lantana A

Facilitators:



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Best Practices for:

- Student recruiting (broadening participation) and selection
- Preparing an environment for cohort building
- Planning social activities and how to convey research lab culture
- Communicating expectations to students and mentors

Student recruiting (broadening participation) and selection

Challenges: identifying high quality applications from non-research/non-doctoral institutions; assessing applicant quality & fit for site focus

Outreach to STEM faculty @ community colleges & other institutions - advertising, tapping into local uni systems, emails, listservs, relationships & connections in particular helpful for outreach to MSIs

Resources to help with equitable outreach/recruiting - IAAMCS, Access Computing Alliance, Stars Computing Corps, Broadening Participation in Computing Alliances, NIH AIM-AHEAD Program

Be specific in application questions re: research statement, skill sets, & other relevant topics

Ideas: inter-program connections for recruiting/selection - which applicants are still available?

Idea: what about not requiring recommendation letters?

Idea: view the process as taking calculated risks with applicants you select, and applicants who are maybe not the strongest on paper

Preparing an environment for cohort building

Goals: becoming a part of an academic research community with peers;

Making students feel welcome, valued, & comfortable

Virtual meet-and-greet & availability for 1:1 meetings before the REU begins

Students are good at self-organizing themselves once they have some initial connections, like staying in the same housing & having workspace together

Organizing students into research areas to help form smaller cohorts with smaller meetings they might feel more comfortable speaking at

Have students give more talks to help them get adjusted to giving talks

Getting graduate students involved to help with inside knowledge from near-peers

Planning social activities & how to convey research lab culture

Taking students on academic/research related field trips

Having a Culture Day - invite students to give presentations on the city they're from or whatever topic they'd like to discuss

Topics to cover in orientation

- Research is different than studying, there's no right/wrong answer up front, it's about learning how to get the answers
- Anxiety: will I be successful? Can I really do this? - what is your biggest fear this summer, how past students have overcome them (evaluation comments)

Communicating expectations to students and mentors

Making the rules of the road more explicit and clear, up front

Mix of mentors with prior experience & new mentors

Meeting and presentation to all mentors about expectations before the start of the program

Have mentors complete the *Entering Mentoring* curriculum from CIMER/Handelman/UofWisconsin

Letting students have some agency in selection of project/mentor

Setting expectation for all students on orientation to reach out and talk with us or grad student if they have any questions or concerns or something is wrong - “don’t suffer in silence”

Staff or grad student who is an ombudsperson for the students in case of trouble with a mentor

Mentor-mentee expectations conversation, signed agreement