Facilitating Access and Equity: Humanities and Social Sciences Scholars Planning Institute

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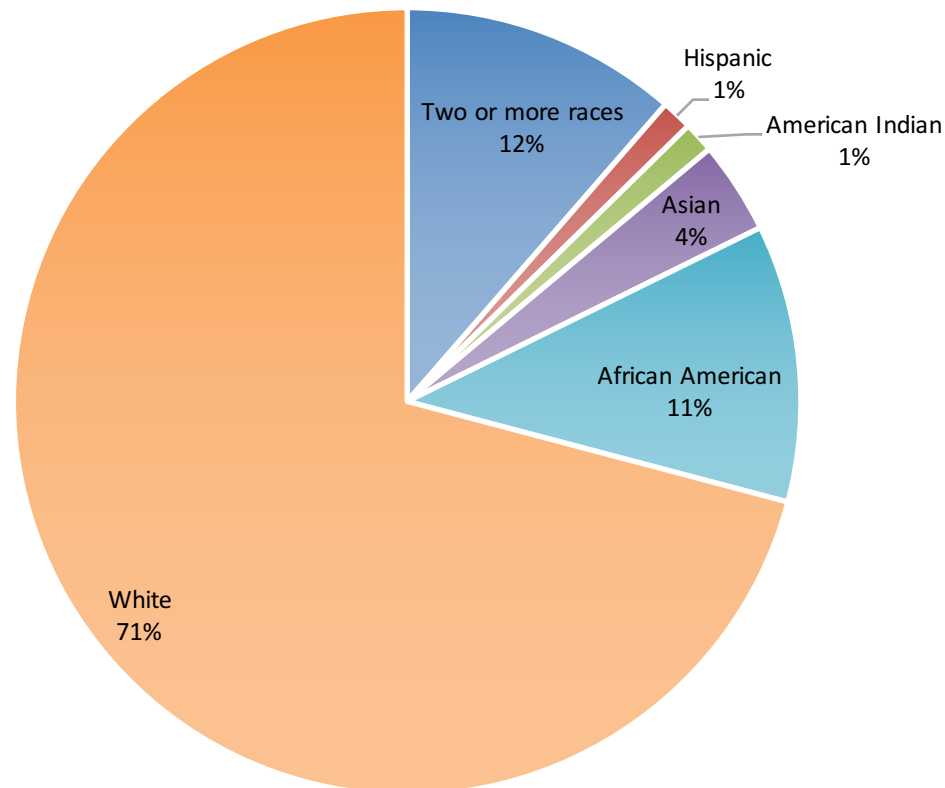College of Humanities and Social Sciences

North Carolina State University

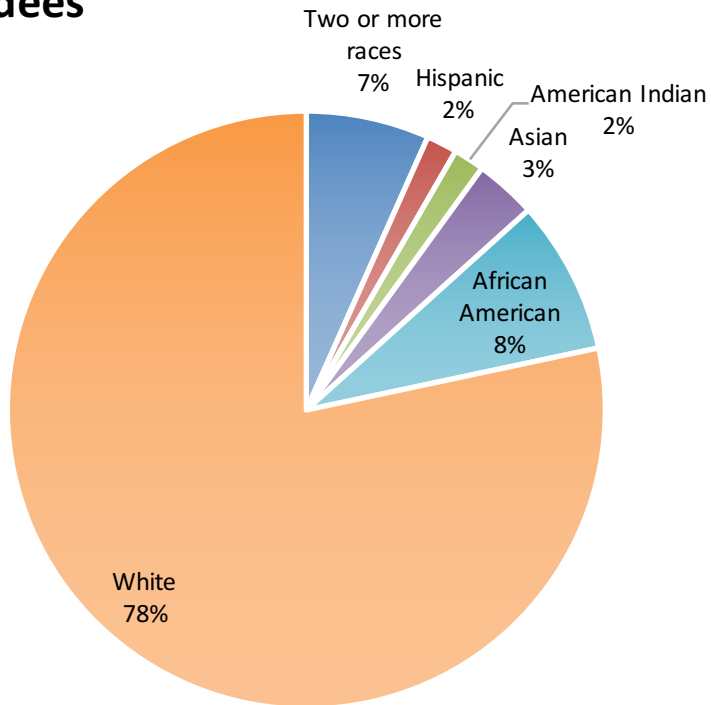# High Impact Educational Practices
Humanities and Social Sciences

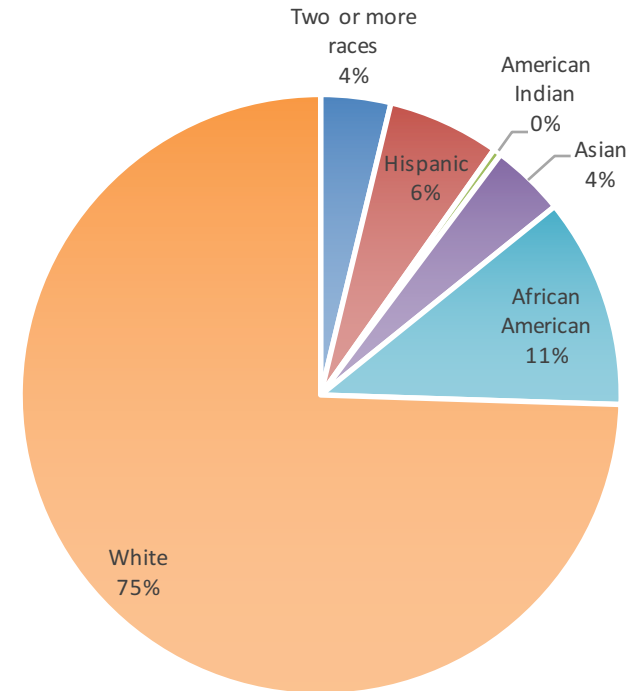# Undergraduate Research Awardees' Demographics

2013-2016

Undergraduate Research Awardees' Demographics
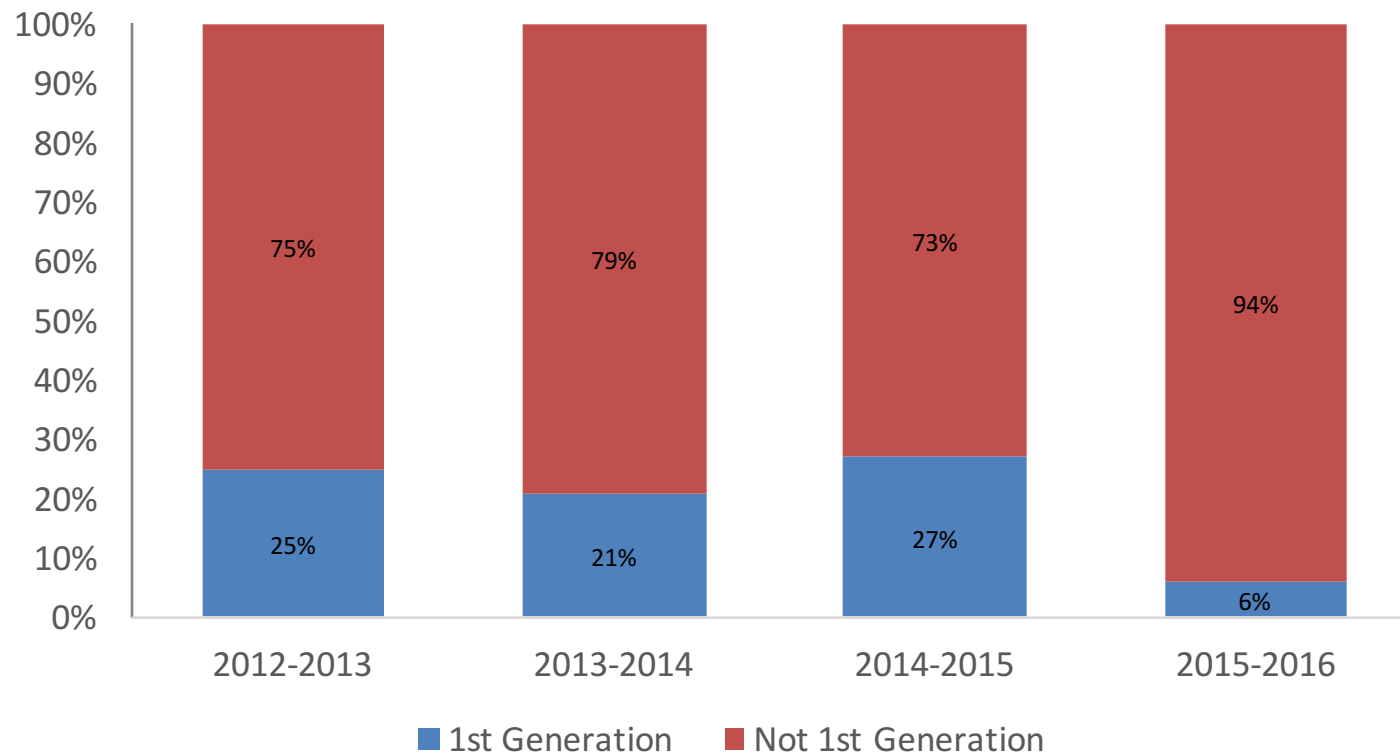**(2013-2016, without anomalous year)**

NC STATE UNIVERSITY Humanities and Social Sciences

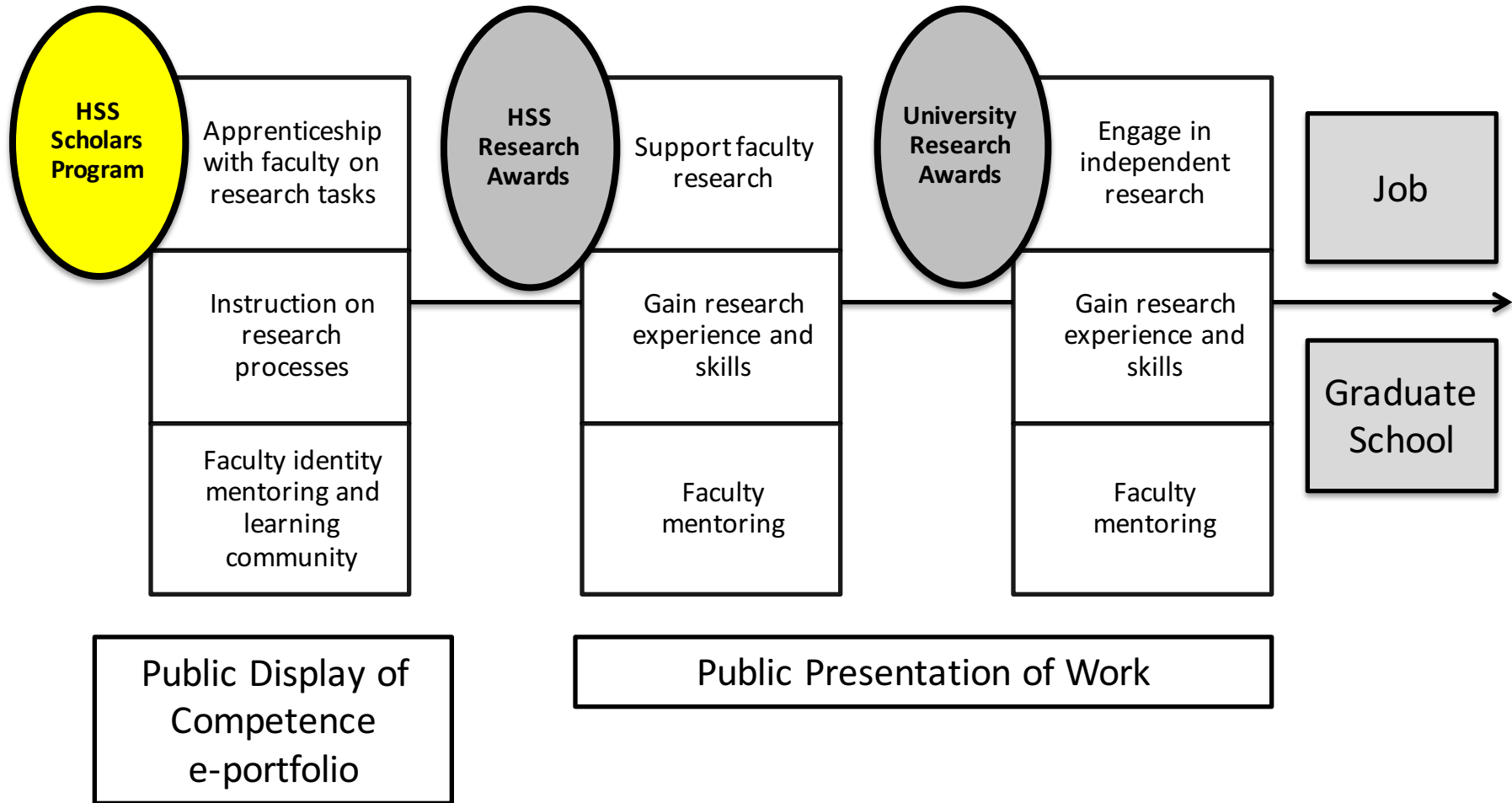# Undergraduate Research Awardees' Demographics (2013-2016)

Bottom line:

- Current NC State Humanities/Social Sciences Undergraduate Research Awards program is highly successful

- But:

  - Below college average in terms of % representation of underrepresented minorities

  - Below university average in terms of % representation of first generation students

  We wanted to do better.

Facilitating Access and Equity

Goal: To create the **Humanities and Social Sciences Scholars Program**; a 2-year undergraduate research program focused on professional development and mentoring of underserved populations with regard to research.
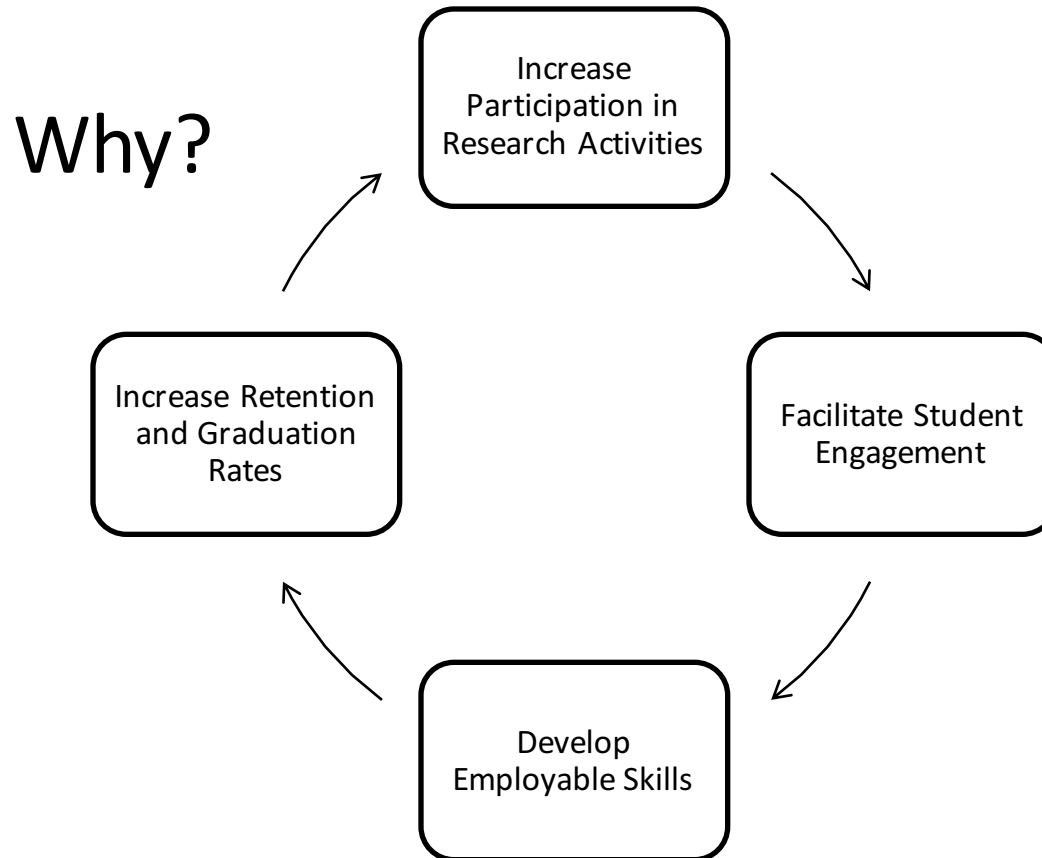
HSS Scholars Program
- Apprenticeship with faculty on research tasks
- Instruction on research processes
- Faculty identity mentoring and learning community

HSS Research Awards
- Support faculty research
- Gain research experience and skills
- Faculty mentoring

University Research Awards
- Engage in independent research
- Gain research experience and skills
- Faculty mentoring

Job

Graduate School

Public Display of Competence e-portfolio

Public Presentation of Work

Facilitating Access and Equity:
Humanities and Social Sciences Scholars Program
Goal: Implementation 2018

- 2-year scholars program

- Learning community model

- Summer Institute/Monthly Mentoring Roundtables

- Faculty/peer mentoring

- Conference attendance/experience

- Pilot with 10 scholars

- Rising sophomores from underserved populations (underrepresented minorities, first generation college students, veterans, students with disabilities)

Facilitating Access and Equity

Why?

Increase Participation in Research Activities

Facilitate Student Engagement

Develop Employable Skills

Increase Retention and Graduation Rates

Overview of Student Activities
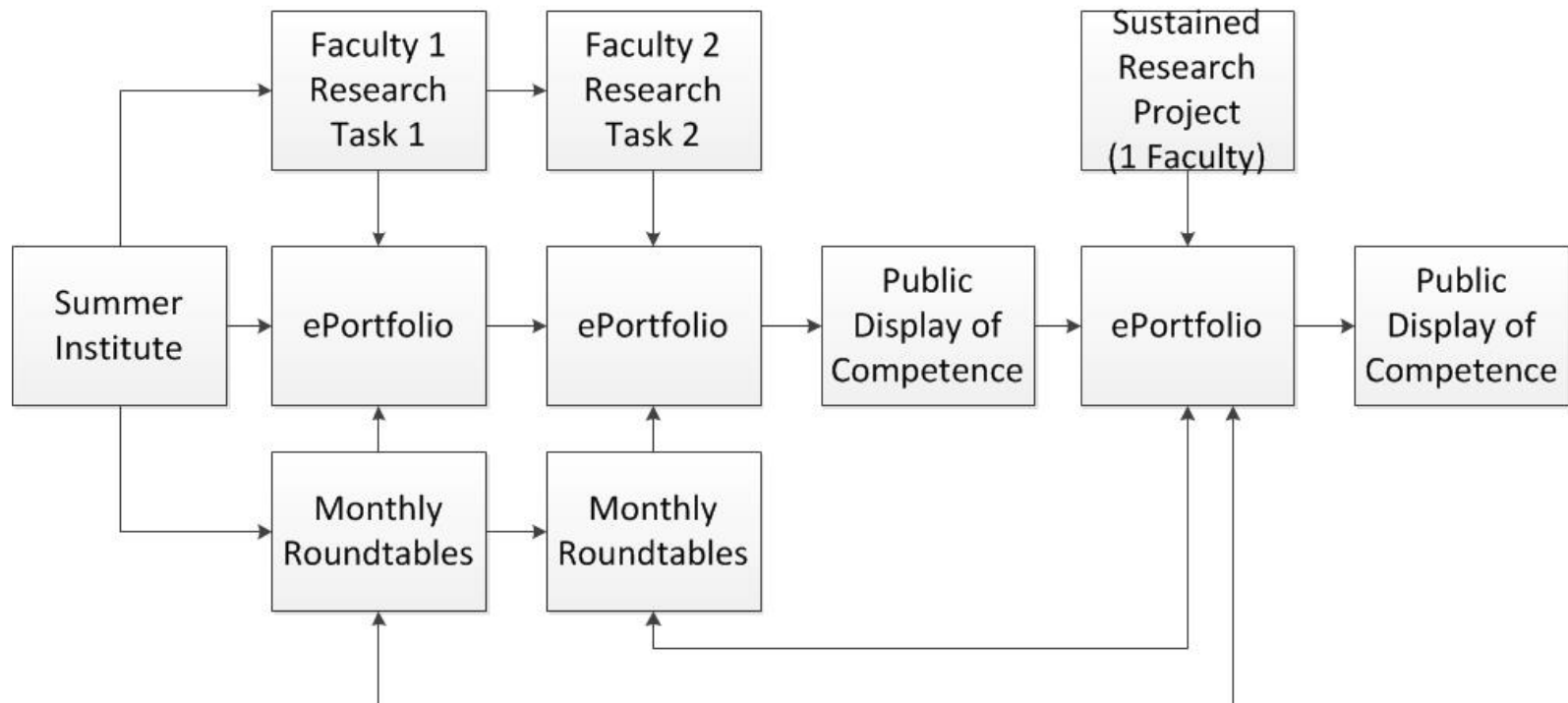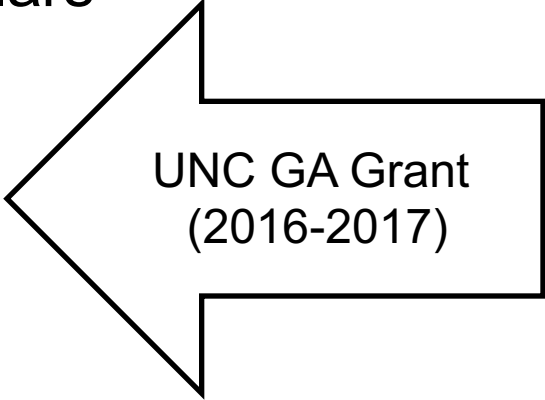
Where to start?

- Forge partnership with Winston Salem State University

- Build inter-unit planning team (academic affairs, assessment, diversity)

- Develop program infrastructure (Scholars Planning Institute)

  - Create instructional materials to support program

  - Train faculty to be mentors for underserved students

UNC GA Grant
(2016-2017)

Scholars Planning Institute
June 2017

- Create an instructional portal that facilitates students' development of a scholarly identity through learning:

  - research/inquiry skills

  - professional development skills

- Train faculty to understand issues related to mentoring our intended population

- Build a collaborative network of engaged faculty

Participants

- 10 faculty (5 from NC State, 5 from Winston Salem State)
  - Psychology
  - Social Justice
  - History
  - Public Administration
  - Philosophy
  - Criminology
  - Music
  - Sociology

Planning Institute Major Activities

- Brainstorming Session & Mapping Project Deliverables

- Student Panel: Learning from target population

- Lunch & Learns: Unconscious bias, privilege & identity, microaggressions, feedback from experts

- Working Groups

- Group Presentations & Feedback

Planning Institute Outcomes

- Teaching Modules
  - Learning objectives/outcomes
  - Content/instructional materials to meet outcomes
  - Activities to engage students and meet outcomes
  - Supporting materials
- Three groups: All focused on overall outcome of developing a scholarly identity; creating two modules each:
  - Research/Inquiry Skills (novice level)
  - Professional Engagement Skills (novice level)

Phase 2: 2017-2018 Pilot

- UNC GA Grant (2017-2018): Using E-Portfolios for Mentoring and Assessment of Underserved UndergraduateResearchers

- 5 students each institution engaged in undergraduate research; 10 faculty become "Identity Mentors"

- Students develop e-portfolios with mentors that demonstrate scholarly development

  - LinkedIn profile/bio, resume/CV, informational interview

  - Research abstract, elevator speech, poster presentation

Identity Mentors
Humanities and Social Sciences Scholars

- Two models
  - Research mentor as identity mentor
  - Research mentor separate from identity mentor
- Monthly professional development learning circles (facilitated by career services)
- Weekly meetings with identity mentors
- Peer feedback

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# Phase 3: Implementation (2018)

- Proof of concept: internal funding for first cohort (2017-2018)

- Gather data / showcase success

- Explore possibilities for external funding

- Document activities as a potential model for other units

What have we learned?

- Leverage current resources/initiatives
- Engage champions in planning
- Create phased initiative
- Pilot beta version with different models

What questions remain?

- How can we maximize inter-institutional partnership?
- How can we reach intended audience of students?
- How can we understand barriers to entry?
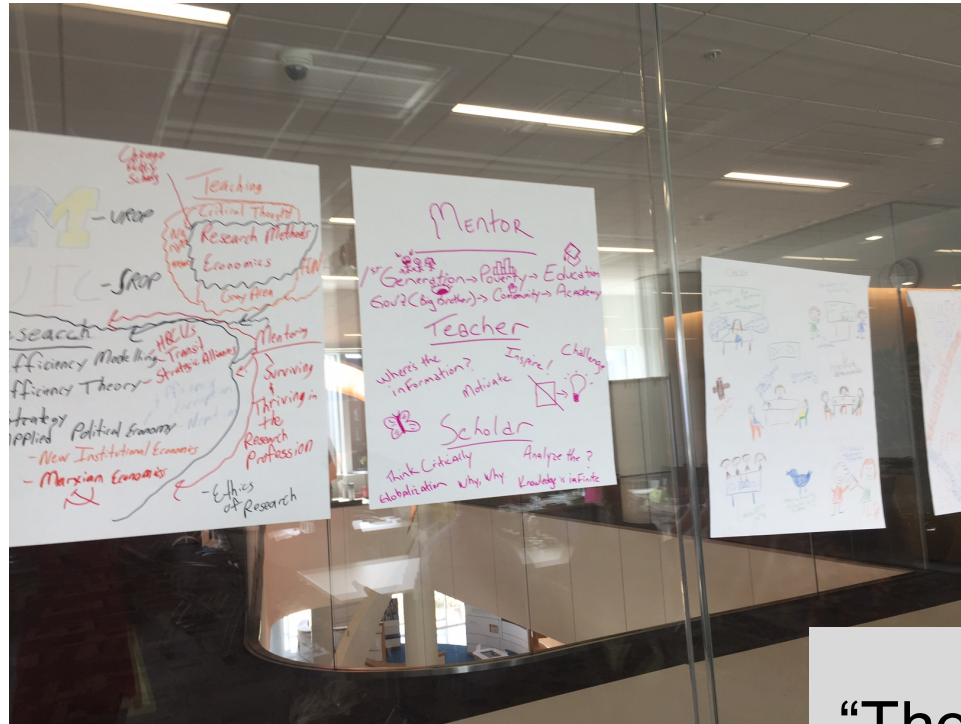
"The educator has the duty
of not being neutral"
–Paulo Freire