Mercy Mugo, Ph.D.
Quality Education for Minorities (QEM) Network
Orientation and Professional Development Workshop/Webinar for
Faculty and Staff at QEM/INCLUDES
Research Experiences for Undergraduate (REU) Sites

June 8, 2017
NSF INCLUDES

- Grounded on the Social Innovation Framework of the Collective Impact Model
What is Collective Impact?

- The commitment of a group of important actors from different sectors to a common agenda for solving a specific social problem

The Five Conditions of Collective Impact

- **Common Agenda**: All participants have a shared vision for change including a common understanding of the problem and a joint approach to solving it through agreed upon actions.

- **Shared Measurement**: Collecting data and measuring results consistently on a short list of indicators across all participants.

- **Mutually Reinforcing Activities**: Participant activities must be differentiated while still being coordinated through a mutually reinforcing plan of action.
Conditions of Collective Impact cont....

- **Continuous Communication**: Consistent and open communication is needed across the many players.

- **Backbone Organization**: A separate organization(s) with staff and a specific set of skills to serve as the backbone for the entire initiative and coordinate participating organizations and agencies.
Evaluating REU Student Learning

- Individual Development Plan (IDP)

- Baseline Survey (Beginning)
  - Student Evaluation of the Research Experience Survey (End)
  - Mentor Evaluation of Student Performance Survey (End)
Individual Development Plan (IDP)

- Useful guide in establishing learning objectives for the summer and carrying out project activities

- All interns should discuss their learning objectives with their mentors

- All interns are **required** to complete their IDPs by the 2-3 week of the REU experience

- As the internship progresses, interns may need to revise and/or make additions to their IDPs.
Elements of an Individual Development Plan

- The following should be indicated in each intern’s IDP:
  - Intern Learning Goals
  - Intern Learning Objectives
  - Intern Activities/Responsibilities
  - Skills/Resources Needed
  - Projected Work Timeline
<table>
<thead>
<tr>
<th>Goal(s)</th>
<th>Objective(s)</th>
<th>Activities</th>
<th>Skills/Resources Needed</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conduct research</td>
<td>What do I plan/need to achieve during the internship?</td>
<td>What do I need to do to realize this goal? (Must be specific/attainable/measurable)</td>
<td>What specific activities will I undertake to achieve each objective listed?</td>
<td>When will I start/complete each of the activities listed?</td>
</tr>
<tr>
<td>1. Prepare a scientific research paper</td>
<td>1. Literature review</td>
<td>Internet Access to scholarly database</td>
<td>First draft by 7/2</td>
<td></td>
</tr>
<tr>
<td>1.2. Gather &amp; analyze data</td>
<td>1.2. Gather &amp; analyze data</td>
<td>Data analysis software</td>
<td>6/29</td>
<td></td>
</tr>
<tr>
<td>2. Make 2 oral presentations</td>
<td>2.1 Prepare powerpoint presentations</td>
<td>Powerpoint</td>
<td>7/30</td>
<td></td>
</tr>
</tbody>
</table>
Student Baseline Survey

- To understand students background characteristics
  - Professional Skills and Abilities
  - Social Network Connections (LinkedIn)
  - Career Aspirations
  - Diversity Experiences
Student Evaluation of the REU Experience Survey

- To evaluate overall REU experience
- Identify areas that may need changes and improvement

Evaluation Sections:
- Evaluate Student Degree of Learning (IDP)
- Evaluate Student Performance on the REU Experience (Competencies)
- Evaluate the Organizational Environment of REU Site
- Evaluate Social Networks Progress
- Demographic Information
Mentor Evaluation of Student Performance

- Evaluate the intern’s progress in achieving the learning objectives outlined in the IDP
- Appraise the intern’s personal/professional growth and development during the summer
Using Common Assessment Tools

- All interns will receive similar assessments

- All supervisors will use similar assessment to evaluate their interns

- All assessment will be administered via Survey Monkey
Tracking Students

- Data will be collected electronically via survey monkey

- Email: main form of communication

- Telephone: if students cannot be reached via email

- LinkedIn: education & career information
Documenting REU Success and Impacts

- The identity of interns/mentors will remain anonymous and confidential in any reports produced

- Responses will be combined to create summary reports

- All reports will be shared with participating institutions and NSF
Performance Indicators

- Learning objectives met
- Quality of presentations
- New/improved professional development/personal skills
- Increased social connections (peers; field professional)
- Completed research projects/quality
- Completed REU experience (no attrition)
References


Questions?

Thank you!

Asante!