What Works: Clarity, Focus, and Teamwork

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Experience: Two HBCU-UP Broadening Participation Grants

• Broadening Participation Research: Fostering Retention in STEM Disciplines at Historically Black Colleges and Universities (HBCUs) 2012-2016

• Broadening Participation Research: Fostering Retention in STEM Disciplines at Minority Serving Institutions (MSIs) (2016-2019)
Making it Work

**VALUE**
- Know it is worthwhile
- Know it is valid and reliable

**CLARITY**
- You can’t do everything
- Clear structure

**TEAMWORK**
- Clear expectations
- Bounded freedom
- Training
- Check in
Value: Know It’s Worthwhile

- Are you just doing this for tenure or to keep your job?
- Is this something you really care about?
- Do your broader impacts reflect your vision?
- Are your broader impacts motivating?
- Who will you impact with your work?
  - Who will your results impact?
  - Whose work are you adding to?

THIS WILL CARRY YOU THROUGH THE HARD WORK!
Value: Know It’s Valid and Reliable

- By Raising the Validity and Reliability
  - You must **dig in** and make sure your are on your game
  - You have **confidence in** what you do

Make the methods clear to NSF and so
Make them clear to Yourself
Build on Established Instruments

- **Social Provisions Scale** (Cutrona & Russell, 1987)
- **Centrality of Religion Scale** (Huber & Huber, 2012)
- **Academic Self-efficacy Subscale** (Zajacova, Lynch, & Espenade, 2005)
- **Academic Locus of Control** (Trice, 1985)
Clarity: You Can’t Do Everything!

- Don’t forget your project’s focus!
- Answering one research question solidly is worthwhile!
- Delegate!
Clarity: Clear Structure

Research Question
• What do you want to know?

Hypotheses
• What is your hypothesis about it?

Instrumentation
• What data will help you?

Analysis
• How will you use that data?
Teamwork: Clear Expectations

• Provide a summary of duties for team members
  – One focused goal for the semester, month works wonders!
Teamwork: Bounded Freedom

• Let team members work within their own parameters as much as possible
• Boundaries as General as possible
  – By this time, get this large goal done!
  – Let me know what support you need.
Teamwork: Training

• They may not know everything you do

• Provide training sessions for research methods.
  – Builds collegiality
  – Raises and answers questions about the work
  – Builds confidence that allows later bounded freedom
Teamwork: Check-in

• Talk to team members weekly somehow
  – Quick email
  – Drop in
  – Phone call

• Meetings: Know your team
  – Some really work best with in person meetings
  – Can be short and productive
References