



Emerging Scholars Program

KU THE UNIVERSITY OF
KANSAS



Emerging Scholars

First-year incoming freshmen or transfer undergraduate students with a Federal Work-Study award at KU are hired as research assistants.



High Impact Practices (Kuh, 2008) Shown to Increase Student Learning and Engagement

- First Year Seminars
- Common Intellectual Experiences
- Learning Communities
- Writing-intensive Courses
- Collaborative Assignments
- Undergraduate Research
- Diversity/Global Learning
- Internships
- Capstone Courses and Projects



Benefits of Undergraduate Research

- Gains in skills and knowledge
 - Research design
 - Information literacy
 - Disciplinary knowledge
- Professional development
 - Understanding of career paths
 - Presenting and publishing
 - Gaining a community of mentors
- Feelings of belonging, self-confidence, and accomplishment



Obstacles in Undergraduate Research

- A student needs to know to ask a professor to work on his or her research
 - Asking to work on an existing project is by far the most common way for students to become involved in research (Buddie and Collins, 2011)
 - First-generation students and underrepresented students are less likely to know that this is an option (Bangera and Brown, 2014)
- A student needs to have the time to commit to working on the research
 - Especially hard for student athletes, non-traditional students, and the many students who need to work jobs to afford school
- Studies have shown that the students perceived as “rising stars” are more likely to be picked to do research, which is impacted by implicit (and explicit) biases held by faculty members (Bangera and Brown, 2014)



Emerging Scholars Program Overview

- Provide low-income students an opportunity for paid research experience and support in transition to college
- For first year KU students (freshmen & transfer students), with some funding for Emerging Scholars to continue working during their second year at KU
- Students paid \$10/hr.; work 4-7 hours per week; timesheets approved through the Center for Undergraduate Research
- Utilizes the student's Federal Work-Study award. This is combined with funding through the Center (no cost to mentor) to pay 25% of wages + fringe
- Monthly scheduled group meetings (Wed or Thurs 4–5PM) and monthly individual peer mentor meetings
- Professional development opportunities

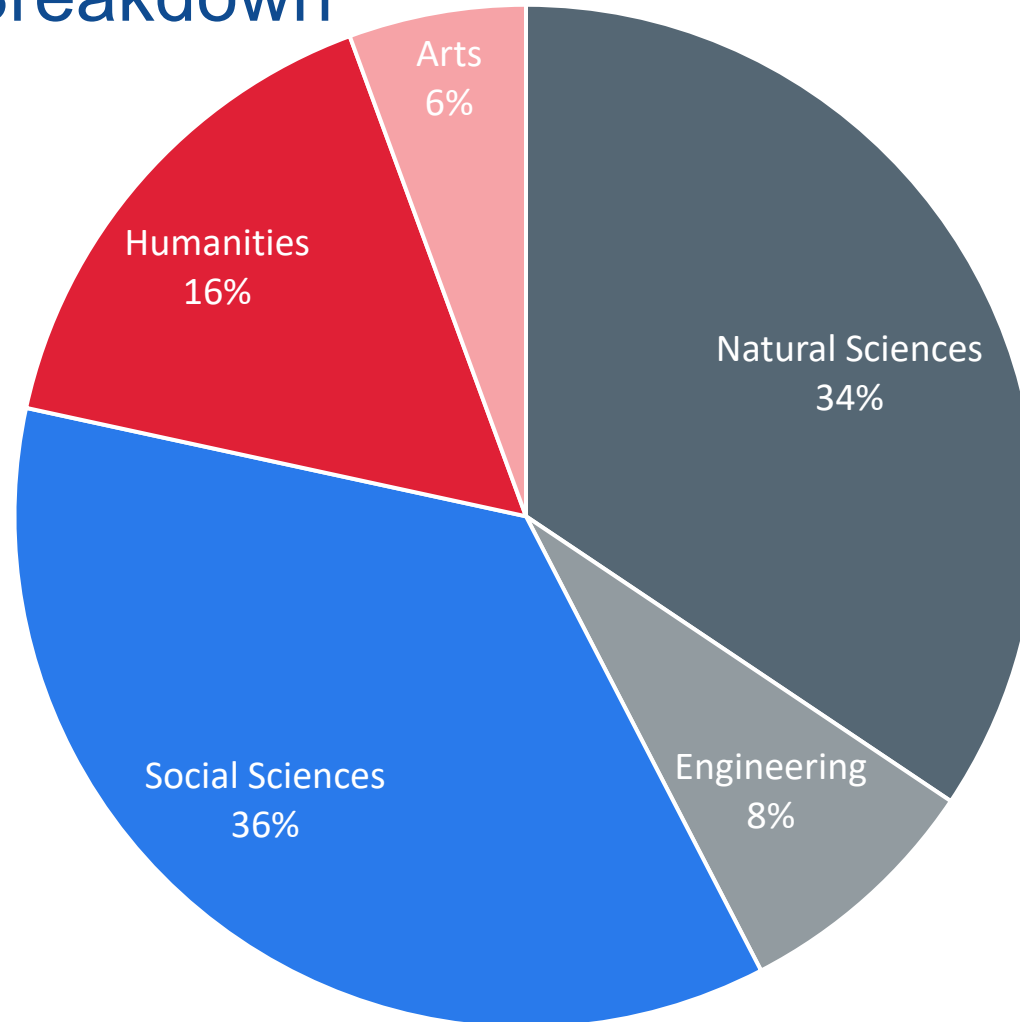
Participation

- Affected by Covid-19 but recovering

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1st-Year Emerging Scholars	48	52	43	55	30	48	40
2nd-Year Emerging Scholars	N/A	24	20	22	24	8	18

Reflects number of participants at beginning of year.

Mentor Discipline Breakdown





Logistics

- The job description form will open by April 3 and are due by April 30, 2023
- Two student application deadlines (June 1 and July 1)
- Students placed in positions over summer by July 31st
 - Unanticipated changes in FWS award amount could impact their program participation
 - Unexpected student schedule changes could impact their work schedule availability
- Mentor orientation at beginning of August
- Student/mentor Meet & Greet in August – individual meeting to be arranged by student and mentor.



How it might differ from other mentoring

- Not a “sink or swim” approach
- First-year KU (freshmen or transfer) students
- Low-income (& many first gen) students
- Students also experienced at least two years of Covid guidelines



Tips for making it a good mentoring experience

- Adjust to student
- Pre-planning
- Be explicit and transparent about expectations
- Give job structure/scaffold learning
- Good communication with Center/utilizing other support networks for students



Tips for writing job descriptions

- Keep the language simple & accessible; think TED talk
- Get feedback from other undergraduate students
- Let the students know what they're getting into
- Describe daily tasks
- State deal-breakers



Student Job Tasks

- Reading secondary sources
 - Starting and maintaining a Zotero/Endnote Library for the project or faculty member
 - Reading notes
 - Have them use Google Scholar to build on the literature you've already gathered for a project
 - Have student explore an area of research new to you
- Digitize sources
 - Have students scan documents, images, etc.
 - Give directions on how to save, name, annotate, and/or organize images
- Archival work
- Indexing for a book
- Writing to ask for permission to reproduce images, etc.



Student Job Tasks

- Transcribe interviews, focus groups, etc.
 - Human subjects training
 - Transcription
 - Discussion with faculty member about the elements of a good interview/focus groups
 - Practice their own interview or focus group with graduate students or advanced undergraduates
- Code data
- Shadow, then assist graduate students with projects
- Begin with basic lab work, move to more involved work as student gains background knowledge



Student Job Tasks

- Public engagement
 - Have students explore social media for how this type of research is presented publicly
 - Gather relevant articles/blogs/tweets/etc.
 - Develop a memo on public scholarship and engagement that is discipline specific
- Blogging for public engagement
 - Give student one of your recent papers and have them develop a blog post about how it moves practice or the discipline forward.
- Consider including remote work options in the job description



Questions?

- Email cur@ku.edu with questions
- A call for job descriptions will be announced no later than April 3rd.