



Council on Undergraduate Research

Defining Diversity and Inclusion: Models that Augment Undergraduate Research across all Spectrums

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About CUR

The mission of the Council on Undergraduate Research is to support and promote high-quality undergraduate student-faculty collaborative research and scholarship.

- **A national organization** of individuals (>13,000) representing all disciplines and over 900 institutions of all types.
- <http://www.cur.org>



Introductions



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Agenda

Dr. Hema Mason

- Diversity and Inclusion: From the Perspective of Fields of Study
- The Driving Forces Behind Diversity and Inclusion from These Perspectives

Dr. Susan Safford

- Deemphasize GPA
- Approach Individual Students
- Student-Controlled Research

Dr. Graeme Harper

- The BASICS
- Addressing the Paradox of Excellence
- Three Pronged Approach





Diversity and Inclusion: From the Perspective of Fields of Study

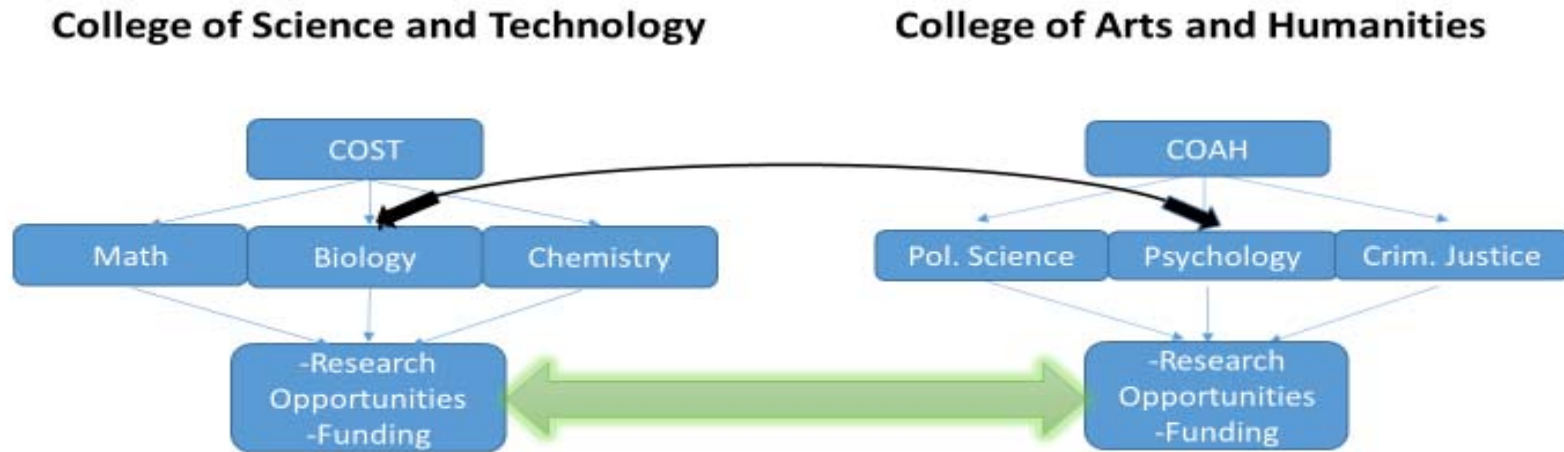
First Begins with Dispelling the Myths Regarding Research

- Research Reserved for the “Hard” Sciences
- Reserved for Seniors
- A Graduate School Activity





Diversity and Inclusion: From the Perspective of Fields of Study





The Driving Forces Behind Diversity and Inclusion from These Perspectives

- Calls for Interdisciplinary and cross-disciplinary research.
- Calls for more students to be involved in research.
- A need for training and SMEs; those with expertise in conducting research.
- A lack of funding dollars in one field or fields where comparatively fewer research studies are taking place.



Deemphasize GPA

- Research requires different skills than succeeding at traditional academics
- Many good researchers are not necessarily that top A students in a class
- Solid C+ to B students can have excellent research questions and do outstanding research
- Doing research assists students in improving critical reading and engaging analytical skills, often helping them perform better in the classroom



Approach Individual Students

- Students who lack self-confidence may not apply to a generic announcement, even one given in a classroom
- We have a large population of first generation students. Many of them don't know what an internship is or the value of performing research
- Talking to students one-on-one engages a different population than students who readily apply for each opportunity



Student-Controlled Research

- When possible, ask students what topics interest them
- Provide them with a framework of what research approaches are possible in our institution
- Encourage them to do library searches to define the parameters and design an experiment that engages them



The Basics

- An institution is an organism - in order to understand it has to learn.
- Seeding possibility increases probability
- Ubuntu (oo-boon-too) – “I am, because of you”





Addressing the Paradox of Excellence

Equity: "something that is fair and just"
"freedom from bias or favoritism"

National Collegiate Honors Council: "the honors community is composed of carefully selected teachers and students who form a cross- or multi-disciplinary cohort. . ."





Three Pronged Approach

Firstly, the organism:

- Structure - Function - System

Secondly, seeding possibility:

- Surface Learning to Deep Learning





Three Pronged Approach, cont'd

Thirdly, Ubuntu:

1. Complementarity
2. Interdependence
3. Relationships





Questions





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