

A large, white, serif capital letter 'H' is centered over a background image of a historic brick building with a central entrance and a small dome, surrounded by green trees and a lawn.

Hopkins

A large, white, serif capital letter 'O' is centered over a background image of a modern glass-walled building at night, with interior lights visible.

Office for



Undergraduate

A large, white, serif capital letter 'R' is centered over a background image of a modern glass-walled building at night, with interior lights visible.

Research

Annual Report 2023

August 2022 – July 2023

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From the Director:

Removing Barriers to Access for FLI Students to Mitigate Disparate Outcomes

Undergraduate students flock to JHU for access to world-class research opportunities.

Across the university, in all fields of study, Hopkins undergraduates actively participate in and meaningfully contribute to JHU research. Now in our 8th year, HOUR has proven that we can help undergraduates find impactful research experiences, but we are unable to assure them financial compensation for their time. This lack of compensation is the largest barrier to equitable access to crucial research opportunities for FLI and 'Pell Adjacent' students, resulting in disparate experiences and outcomes for the very groups for which we are trying to boost retention and satisfaction rates.

Most academic-year research opportunities for undergrads are entirely uncompensated.

The typical JHU undergraduate researcher devotes an average of 8 hours per week during the fall and spring semesters, and full time during summer and other breaks. While every student deserves compensation for their time, we are currently focusing on mitigating the financial barriers to participation faced by students who are identified as Pell-eligible or who receive other substantial financial aid/ scholarship support. Often these students must find an on- or off-campus job to cover tuition, living expenses, or even send money home to their families.

Lack of compensation for their time poses a huge barrier to access for FLI students.

Foregoing unpaid fall and spring research experiences in order to work a paid job holds an 'opportunity cost' that lower income students disproportionately bear. Currently, we are able to offer some funded programs (PURA, Summer PURA, BDP Summer Program, CIRCUIT) to help offset these barriers, but they serve only a tiny percentage of students researching at any given time and are just a band-aid while we look to change the culture across the university.

Removing this barrier will contribute to reducing disparities in retention and satisfaction rates.

If hourly wages were universally available for undergraduate research opportunities, lower-income students would have comparable opportunities to participate in the research experiences that are increasingly essential to attaining their post-undergraduate academic and career goals. Faculty are already aboard; our conversations with key research mentors find that most would prefer to offer hourly pay to undergraduate researchers, starting at the university minimum wage (\$15/hour) and increasing with experience and independence. However, faculty, their departments, and their divisions do not have funding in place to provide this hourly wage. Faculty with discretionary funds or identified "outreach" funding from specific grants do currently pay undergraduate researchers.

My focus this year will be to direct the attention of key faculty, staff and university leadership to this problem, and amplify voices working to achieve parity for our FLI population, in an effort to improve retention and satisfaction while reducing inequitable outcomes for these students.



Tracy Smith

Director of Undergraduate Research



HOUR's Vision:

Research has been at the heart of Johns Hopkins University since its establishment in 1876 as America's first research university. Today, over 80% of our undergraduates participate in a research experience outside of classes during their time at Hopkins.

The [HOUR \(Hopkins Office for Undergraduate Research\)](#) vision is to make equitable access to impactful co-curricular research opportunities the norm for all Hopkins undergraduates.

Who We Serve:

Undergraduate Students: HOUR's resources are available to all undergraduates in the Krieger School of Arts & Sciences, the Peabody Institute, and the Whiting School of Engineering, across all disciplines, from STEM to the Arts & Humanities.
AY23 population: 5633

Mentors: To accomplish our goals, HOUR works with any Hopkins faculty, postdocs, graduate students and key staff in any division, department or center who wish to engage JHU undergraduates in their ongoing research efforts.

What We Provide:

HOUR offers a wide range of resources to students and research mentors across a range of platforms and styles and in multiple modalities. Resources and services include:

- Tips and training on finding and presenting research (workshops, recordings, web and print)
- Databases and search tools for finding opportunities and funding
- Award programs (funding and mentoring)
- Presentation events and platforms
- Consultation with staff via email, virtual meetings or in person

HOUR's AY23 Funding

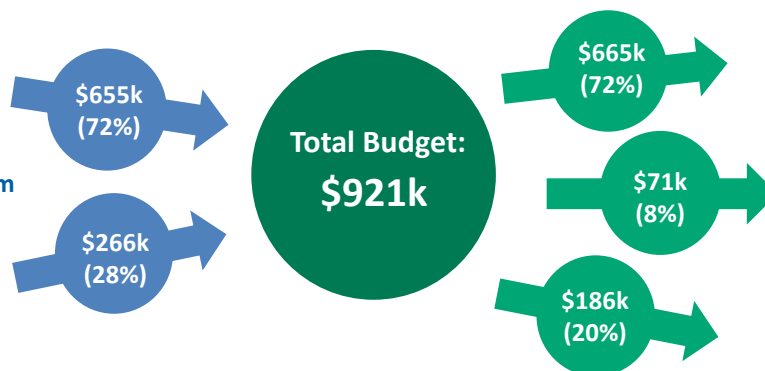
Funding Sources:

Sponsor/Directed

- Hodson Trust
- DAR Fund
- Bloomberg Philanthropies
- CIRCUIT@APL Program

JHU Administration

- Scrape
- Seller
- Provost Discretionary



Distribution:

Directly to Students

- Research salaries
- Program Fellowships

Student Support

- Transportation
- Events
- Engagement Platforms

HOUR Administration

- Staff salaries
- Office, Other

Contact

Imagine Center, 113 W. University Pkwy, Baltimore MD 21210



Staff

Tracy Smith, Director of Undergraduate Research
Deborah Buffalin, Research Program Manager

AY23 Engagement Snapshot

In AY23, nearly 70% of KSAS and WSE undergraduate students engaged with HOUR in some way, whether seeking advice via email, meeting with staff, attending a workshop, presenting at an event, using our online collaboration tools, or seeking funding or competitive positions.

The snapshot on the following pages shows overall usage data, plus the percentage representation by target groups (FLI; URM) at HOUR events and resources, compared with their proportion of the entire undergraduate population.

These data points indicate which resources and modes of engagement are preferred or underutilized by target groups, allowing us to more effectively target our messaging and resources. While HOUR in aggregate now engages with all target groups at or above rates in the overall undergraduate population, 1st Gen students continue to be the least represented across engagement modalities, as well as in applying to and being awarded funding.

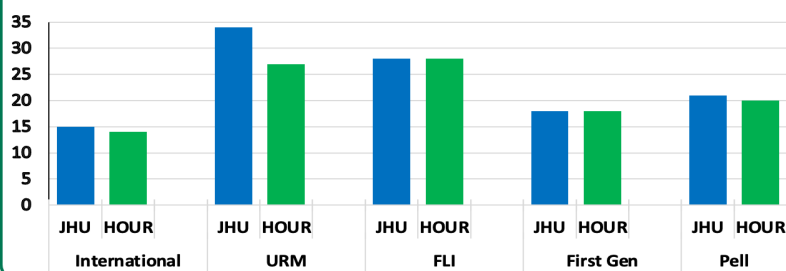


3222

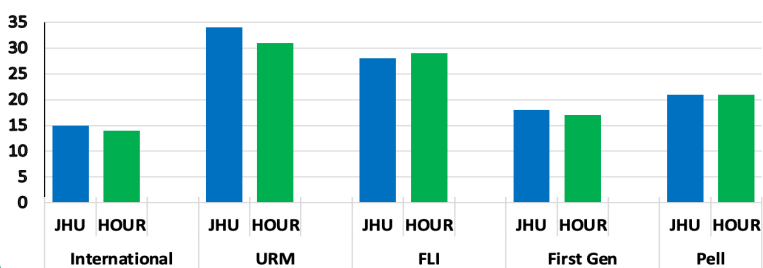
3222 registered undergrad users on ForagerOne engagement platform:

1091 engaged faculty
520 actively recruiting
1228 messages sent

Representation of Selected Characteristics Among Students Using ForagerOne (% of Cohort)



Representation of Selected Characteristics Among Students at HOUR's Presentations (% of Cohort)



1000 +



Over 1,000 JHU undergrads attended events hosted or staffed by HOUR:

- Orientation and 'getting started' sessions
- JUMP/Hop-in events; LDL Workshops
- Student Involvement and other campus fairs
- Award Info Sessions; Success Coach panels

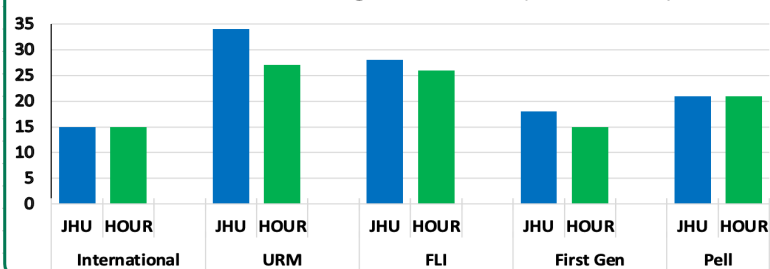
DREAMS Fall 2022 and Spring 2023:

292 JHU undergraduate student presenters
884 visitors (non-presenters) made 5,562 visits
1.8 hours engaged visitor time on average at each presentation wall



292

Representation of Selected Characteristics Among Students Presenting at DREAMS (% of Cohort)



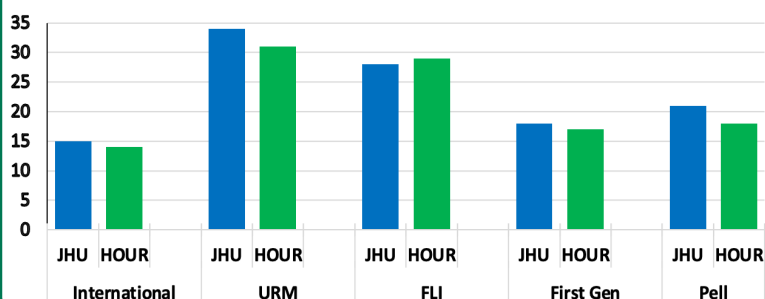
AY23 Engagement Snapshot, cont.

204



204 unique students dropped into office hours for specific assistance or general information (many several times, and several many times).

Representation of Selected Characteristics Among Students Attending Office Hours (% of Cohort)



I just wanted to say thank you to you and the HOUR staff for providing me with such great opportunities the past couple of years with HOUR resources, DREAMS, 2021-2022 PURA, and the 2022 Summer BDP program! It has really allowed me to branch out and really enhance my academic and research journey at Hopkins!

-SM, Public Health Studies '24

Thank you so much for your support! I really appreciate your help through this process, and I'm so sorry for any inconvenience caused by the last-minute request ... Thank you for all that you do for undergraduate research.

-LC, Biophysics '24

The very first professor whom I emailed returned a positive response, and I will be learning/working under his supervision for the foreseeable future. Thank you again for your help!

-HI, Electrical Engineering '24

I appreciate your help- it felt amazing to receive that much support!

-SS, Physics '23

Thank you so much, I appreciate the encouragement! Putting together all my research was such a valuable learning experience and I am so glad I got to take part.

-SK, Behavioral Biology '23

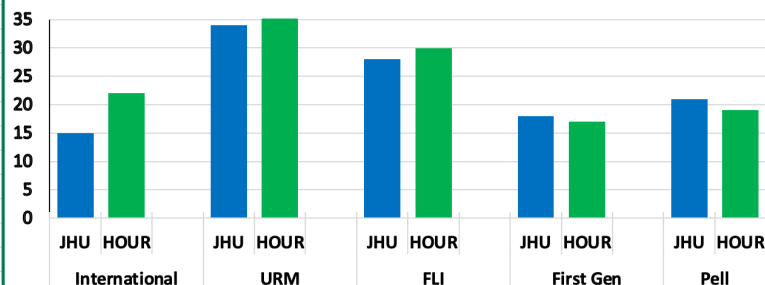


217

217 One-to-One meetings with students

- Available virtually or in-person
- Meet with Tracy or Deborah
- Scheduled at student's convenience

Representation of Selected Characteristics Among Students Scheduling 1:1 Meetings (% of Cohort)



AY23 Engagement Snapshot, cont.

The HOUR community on campus groups and on social media has been incredibly helpful in informing me of research endeavours at Hopkins and the brilliant work that our researchers are doing, and I am so grateful and proud to be a part of it!

-RT, BME '25

Thanks to your help, two of my internship applications have already sent me offers! I am truly happy to get the opportunity! Your feedback, comments and 'best practices' helps a lot, and I find it truly inspiring for me to learn to be my own editor!

-YC, Molecular and Cellular Biology '25

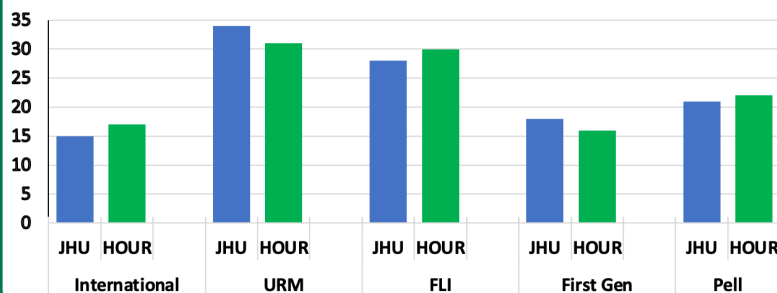


1408

1408 students joined HOUR on HopkinsGroups

- Communication portal for HOUR
- Repository for news and information
- Provides a peer-to-peer support network

Representation of Selected Characteristics Among Students Joining HOUR on HopkinsGroups (% Cohort)



Thank you again for holding BDP ... with amazing PIs and lab projects. I definitely learned a lot and hope HOUR continues supporting the research goals for all undergraduate students. We really appreciate all the connections, opportunities, resources, and financial support you gave to us all. I am very grateful to be a part of this program!

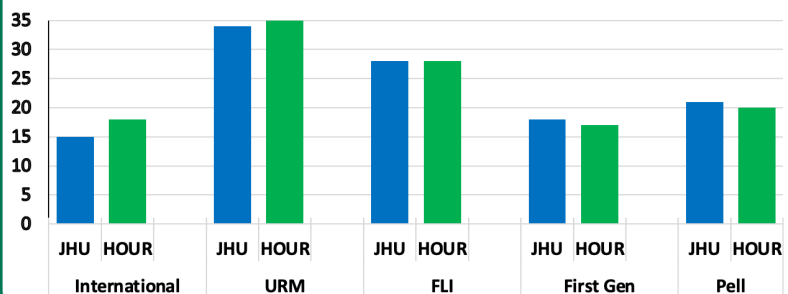
-SJ, Molecular and Cellular Biology '26



584

HOUR staff fielded 584 email exchanges, from 'getting started' to navigating difficult workplaces or personal problems affecting student well-being and requiring referrals to other campus resources.

Representation of Selected Characteristics Among Students Engaging Via Email (% of Cohort)



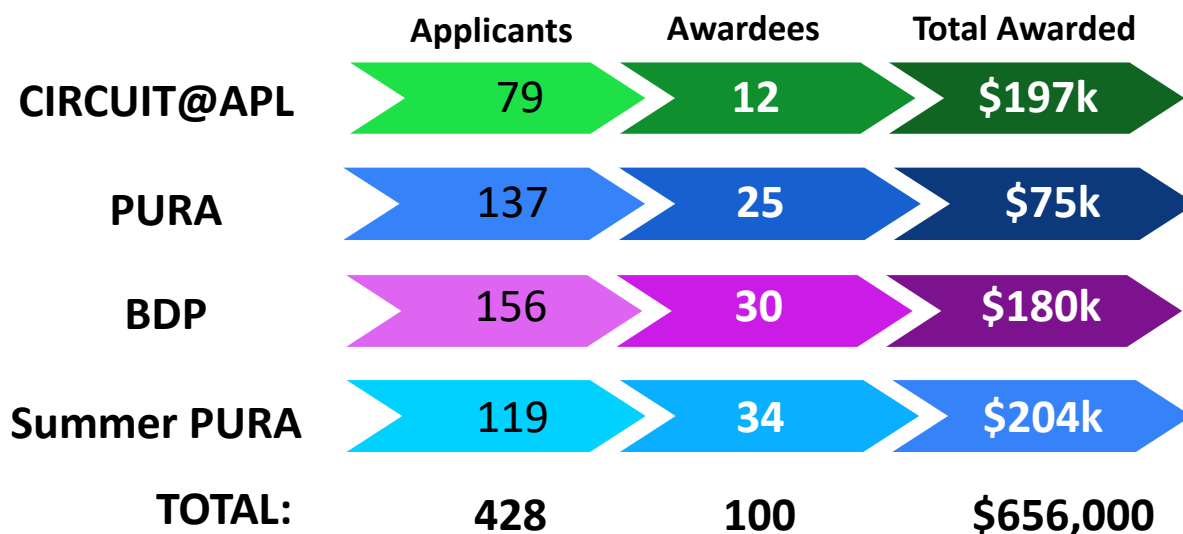
I have worked really hard on this paper over the past two years, and I could not have done it without the support of the Summer PURA the summer before last! I really appreciate all the support from the HOUR office; the research I have been able to do as an undergrad has been an integral part of my college experience, and I've mentioned SPURA in the acknowledgements of the paper.

-WR, Biology '23

Research Funding and Impacts

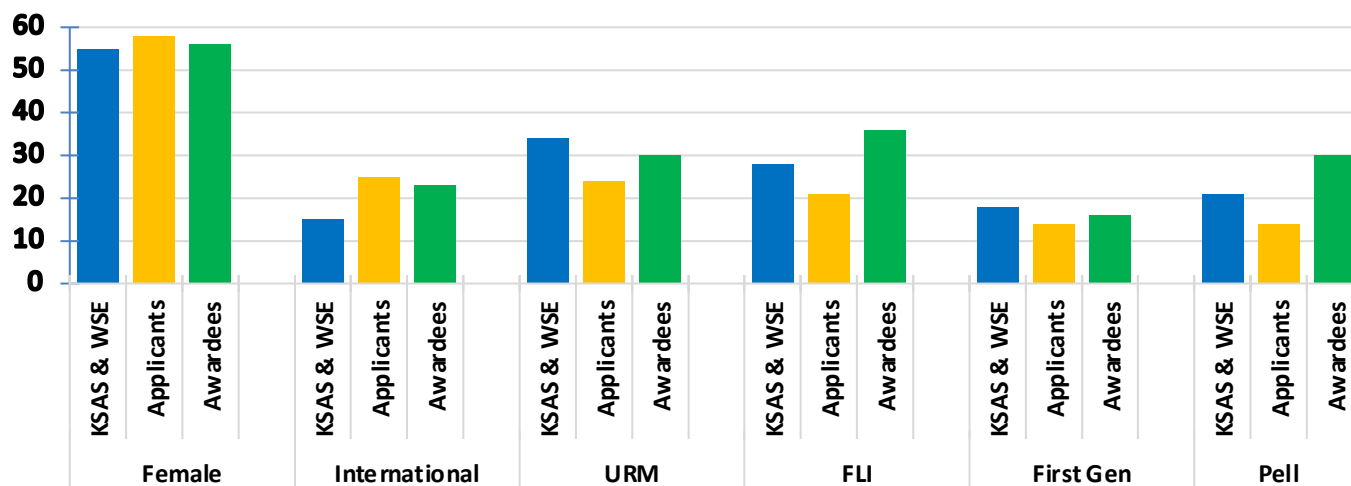
HOOR administers four annual programs that provide fellowships (PURA and Summer PURA) and paid research placements (BDP and CIRCUIT@APL). In addition to these, approximately \$10k was awarded through two smaller pilot programs (Advance and Catalyst). Funding for CIRCUIT@APL has fluctuated year-to-year based on APL's priorities and is expected to increase for AY24.

HOOR-Administered Fellowships and Funding



Our retrospective data shows that key groups we are targeting (Pell-Eligible, First Generation and URM) are underrepresented among applicants to funded programs, but are consistently supported to disproportionately prevail among awardees. International students continue to be overrepresented among awardees. **This data helps us to redirect our outreach and support resources each year to improve outcomes for target groups.**

Representation of Selected Characteristics Among Applicants and Awardees of Funded Programs (% of Cohort)



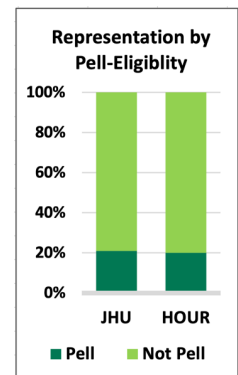
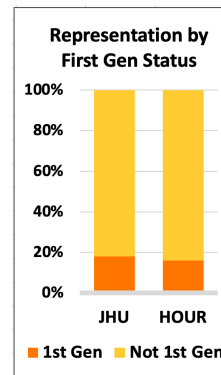
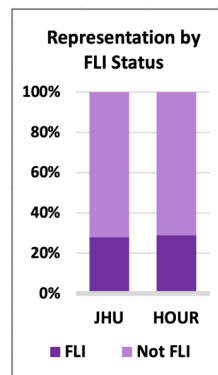
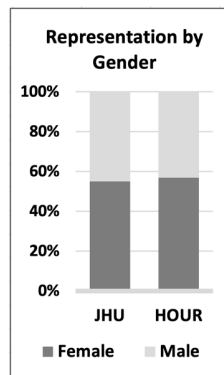
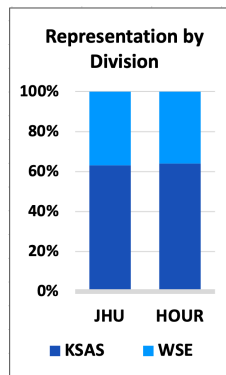
AY23 Outcomes and AY24 Goals

Major accomplishments in AY23:

1. Goal 1: Improvements to our key search platform, ForagerOne:

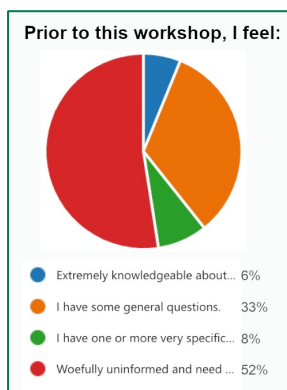
- Cleaning out obsolete faculty and student users: Complete
- Pushing for API access so the data team can pull live data for engagement analytics: Complete
- Implement SSO tied to active directory workflow to ensure accurate profile data: Ongoing

2. Goal 2: Increased engagement with target groups (URM, FLI, and Pell-eligible) while maintaining parity for divisional and gender representation among undergraduates across KSAS and WSE. For AY23, target group representation across all HOUR resources and programming increased by 4% compared to AY22.

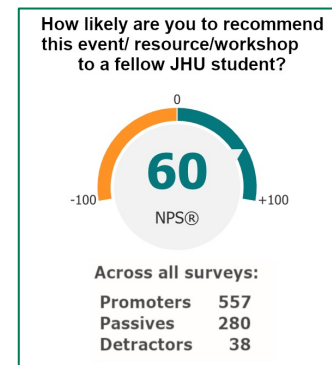


3. Students consistently report high level of benefit from and satisfaction with HOUR's resources, programming and interactions with staff.

Students self report gained knowledge and confidence after workshops:



Students report high satisfaction in aggregate:



Goals for AY24:

Based on our findings from AY23, HOUR will focus on two key areas for AY24:

1. Increase access to equitable compensation for research participation, specifically for FLI students.
2. Continue to increase FLI engagement and contribute to improved retention of these populations.