

BIDMC Office of Student Engagement and Experience (OSEE) Buckets

Bucket 1: Centralized oversight of BIDMC Student Research Operations and Strategy

- Oversee research student positions and operations across BIDMC by fostering purposeful collaborations with Research Departments and Labs; oversee systems to review, track, and analyze research student experiences throughout the medical center
- Lead, support, and advocate for operational upgrades to systems and processes related to research student administrative functions, collaborating with proper BIDMC teams and stakeholders to increase efficiency of processes and allocate resources effectively
- Centralize administrative operations involving research student programs and experiences as appropriate to ensure consistent and streamlined execution and oversight
- Document and improve access to operations involving research student administrative processes
- Collaborate with proper BIDMC teams and stakeholders to ensure that research student positions and programs across the medical center are compliant with legal, regulatory, and safety requirements
- Identify, collect, and utilize relevant data including research student hiring trends, and student experiences (before, during, and after), to inform best practices and guide program development and direction

Bucket 2: Partnerships and Recruiting Programs

- Develop, oversee, and executes scalable research student recruiting programs and structures designed to meet BIDMC strategic recruitment goals, enhancing BIDMC's research efforts through streamlined hiring and onboarding strategies for research departments/labs across BIDMC.
- Develop, cultivate, and oversee partnerships with high schools, institutions of higher education, URiM pathways programs, and other community partners to align resources and initiatives that support the growth and sustainability of partnerships and research programs

Bucket 3: Student Support

- Provide centralized guidance to students throughout their research experiences as a resource help navigate students through any challenges that arise, and offer structured advising services with focus on generalized support, conflict management, and career advising and guidance
- Develop infrastructure to eliminate barriers to navigating BIDMC for both current and prospective research students, including development of professional and social events designed to create connections across the medical center, and establishing pathways and structures to connect students interested in research opportunities at BIDMC with potential opportunities
- Oversee and upgrade Research Student Orientation as needed to ensure orientation content and materials are easy to navigate, with emphasis on training requirements; provide up to date activities and materials, designed to help students feel informed and confident as they begin their research roles
- Develop and update centralized assets and resources as necessary to support the learning needs of research students informed via student feedback

Bucket 4: Research Department and Lab Support

- Offer consultatory services to research stakeholders, connecting professionals that specialize in education, experiential program development, and student support to provide guidance and

support to research labs/departments that are trying to hire students, build or improve programs, and/or seek general guidance supporting students

- Develop and oversee infrastructure designed to foster connections among research professionals across BIDMC (and the BILH system) to share best practices, and provide feedback and insight into OSEE functionality and plans on an ongoing basis
- Support centralized resource allocation to aid in development and improvements to new and current research student programs across the medical center