

BIDMC Office of Student Engagement and Experience (OSEE)

Baseline Goals (Year 1)- August 2024- August 2025

Goal 1: Present BIDMC as an accessible option for students interested in conducting research, and external institutions and programs interested in building pathways for students into research opportunities

Objectives:

- Develop tools and execute baseline processes to centralize information critical to student experiences at BIDMC, including Department hiring plans, research student hires, general student requests for research experiences
- Begin to streamline recruitment operations from external partner programs with focus on underrepresented populations, and academic institutions centrally through OSEE, growing partnerships and connections between partner programs and BIDMC research labs offering student positions
 - Grow recruiting partnerships with select partners and institutions already connected to BIDMC, related to strategic hiring goals at BILH
- Build structured processes to connect students within the BILH system interested in research to Departments and Research Labs with interest in hiring students, including volunteers at BIDMC and BILH Summer Youth Jobs Program

Goal 2: Develop process and reporting cadence to gather feedback and share clear picture on overall student and Department/Lab experience at BIDMC each term, including areas of strength and areas for improvement

Objectives:

- Develop and socialize baseline process to centrally gather and track feedback from all research students and Departments at BIDMC; assess process throughout year
- Utilize data to create reports on the student experience at BIDMC (Summer 2024, Fall 2024, Spring 2025); compile themes
- Analyze three reports into large scale report for review to inform goals for Summer 2025/year 2 at end of May

Goal 3: Position OSEE as an accessible, visible one stop shop for support and resources for all research students throughout their experiences at BIDMC

Objectives:

- Develop sections and resources on OSEE webpage dedicated to providing crucial information and key resources to research students (onboarding reminders, best practices for navigating BIDMC, etc.)
- Develop structured support offerings for research students
 - Fall 2024/Spring 2025- Offer advising hours, pilot 2-4 professional development sessions with Departments/Offices

- Summer 2025- Calendar of planned events including advising hours, professional development sessions (hosting external speakers/PIs, etc.), and social events
 - Oversee successful execution of curricula for structured research programs and collaborations (focus on Shapiro Scholars for SU25)
- Ensure clear visibility of Office across BIDMC- Develop and execute structured communication schedule between OSEE and students, with clear touch-points and reminders throughout experience

Goal 4: Present Office as resource for Departments/Research Labs throughout BIDMC

Objectives:

- Ensure clear visibility of Office across BIDMC- Develop and execute structured communication schedule to share updates and new processes with BIDMC Departments/Labs
- Act as consultant on research positions- available to provide insight into roles/best practices for developing roles and opportunities
- Outlined in goal 1 objectives- support recruitment and hiring through centralized initiatives managed by OSEE
- Act as thought partner and representative to external offices as needed on issues related to student programming, from planning and onboarding to the experience; available to support Departments/Labs throughout student experiences as needed
- Develop section on OSEE website dedicated to providing visibility of Departments/Labs offerings and resources to students