



CalPolyPomona

Academic Innovation

OFFICE OF ACADEMIC INNOVATION 2025 WINTER INSTITUTE

January 15 - 16, 2025

**Innovative Practices in Research Mentorship:
Getting the Most Out of Your Mentoring Efforts**



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KEYNOTE SPEAKERS



Dr. Jeanett Castellanos

Jeanett Castellanos, Ph.D. is the Associate Dean of Curriculum and Instruction and a Professor of Teaching at the University of California, Irvine in the School of Social Sciences. Her areas of research include racial ethnic minority retention processes, expanding pathways to graduate education, mentoring, and the role of mental health and well-being in educational settings. Dr. Castellanos has published in numerous national journals including the Journal of College Counseling, Journal of Counseling and Development, Journal of Hispanic Higher Education, and Cultural Diversity and Ethnic Minority Psychology. She also has two edited volumes addressing Latina/o student experiences in higher education. Nationally, Dr. Castellanos is the recipient of the 2020 APA Division 45 (the Psychological Study of Culture, Ethnicity, and Race) Distinguished Career Contribution to Service Award, the 2012 NLPA Star Vega Community Service Award, and 2012 AAHEE Outstanding Support of Hispanics in Higher Education, and the 2007 Division 12 (Clinical Psychology) Samuel M. Turner Mentorship Award. She has also been recognized with the Chancellor's Research Excellence Award, the Chancellor Teaching Excellence Award, and Distinguished Women of UCI Award. In 2017, she received the Distinguished Faculty Award for Mentorship, and in 2014, she received the UCI Chancellor's Living Our Values Award. Castellanos received her Bachelor of Arts in Psychology and Sociology from the University of California, Irvine, and her Master's in Education (specialization in Counseling) and Ph.D. in Higher Education from Washington State University.



Dr. Veronica Franco

Veronica Franco (she/her/ella) graduated from UC Santa Barbara with her PhD in Counseling, Clinical, and School in 2023 and was a recipient of the American Psychological Association - Minority Fellowship Program. She completed her APA-accredited internship and post-doctoral fellowship at the Counseling and Psychological Services (CAPS) at UC Los Angeles. Her clinical interests are in bilingual psychotherapy and working with underrepresented communities. Veronica is a trained qualitative and mixed methods researcher. Her research centers on gathering an in-depth understanding of the various forms in which cultural practices and values inform Latinx individual's wellbeing. Currently, Veronica is working on licensure and works as a research associate for Health & Inclusivity LLC.



Dr. Sophie Pierszalowski

Sophie Pierszalowski (she/her) serves as Director of the Office of Undergraduate Research at the University of Washington in Seattle, WA. She received her Ph.D. in Science Education from Oregon State University (OSU), where her dissertation examined potential barriers to accessing undergraduate research experiences, including systemic and structural inequities that perpetuate opportunity gaps. Before joining the UW Office of Undergraduate Research, Sophie worked at OSU, first coordinating an early-career research program for students from minoritized groups and later serving as Associate Director of OSU's Office of Undergraduate Research, Scholarship, and the Arts. Prior to pivoting to a career in student success, Sophie studied marine ecology and used molecular genetics and demographics to investigate long-standing questions regarding the ecology and population structure of humpback whales in the North Pacific. She received her M.Sc. in Wildlife Science from OSU.

PLANNING COMMITTEE



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Director, Office of
Undergraduate Research



Won Choi
Associate, Office of
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Dr. Winny Dong
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Associate Professor,
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SCHEDULE

Day One

Wednesday, January 15, 2025

8:30 AM - 4:00 PM

8:30 AM - 9:00 AM	Check-In and Continental Breakfast
9:00 AM - 9:30 AM	Ice Breaker & Raffle
9:30 AM - 11:30 AM	Keynote Address: Mentoring the Whole Student in Diverse Populations
11:30 AM - 12:30 PM	Lunch
12:30 PM - 1:30 PM	Session 1: Everything, Everywhere, All at Once: Imposter Syndrome and the Mentorship Journey
1:30 PM - 2:30 PM	Session 2: Characteristics of Excellence in Undergraduate Research Mentoring
2:30 PM - 2:45 PM	Break
2:45 PM - 3:45 PM	Session 3: Empowering Future Careers through Undergraduate Research
3:45 PM - 4:00 PM	Closing and Reflection

SCHEDULE

Day Two

Thursday, January 16, 2025

8:30 AM - 4:30 PM

8:30 AM - 9:00 AM	Welcome and Continental Breakfast
9:00 AM - 10:00 AM	Keynote Address: Equitable Mentorship Across the Research Arc
10:00 AM - 10:45 AM	Session 4: CIMER Workshop on Mentor and Mentee Agreements
10:45 AM - 11:00 AM	Break
11:00 AM - 12:00 PM	Session 5: Panel on Faculty and Staff Integrating Mentoring in Practice
12:00 PM - 1:00 PM	Lunch
1:00 PM - 2:00 PM	Session 6: Promoting Research as a Career- Readiness Tool & Connecting Undergraduates with Paid Opportunities
2:00 PM - 3:00 PM	Session 7: Safe Spaces and Psychological Safety for Students and Belonging
3:00 PM - 3:15 PM	Break
3:15 PM - 4:00 PM	Roundtable Discussion: Big Burning Questions
4:00 PM - 4:30 PM	Closing and Survey

SESSIONS

Day One



Keynote: Equitable Mentorship Across the Research Arc: From Recruitment Practices to Promoting Independence through Advocacy and Empowerment

Speaker: Dr. Sophie Pierszalowski

Participating in undergraduate research equips college students with essential skills and competencies that are pivotal for their future careers. This presentation will delve into the multifaceted benefits that undergraduate research provides, emphasizing critical thinking, problem-solving, and effective communication. Through hands-on research experiences, students gain a deeper understanding of their field, fostering intellectual curiosity and innovation. Additionally, they develop technical skills and proficiency in research methodologies, preparing them for the complexities of the professional world. The collaborative nature of research enhances teamwork and leadership capabilities, while the necessity to present findings refines public speaking and writing skills. By bridging the gap between academic learning and practical application, undergraduate research not only enriches students' educational journeys but also significantly boosts their employability and readiness to tackle real-world challenges. Join us to explore how these research experiences are shaping tomorrow's leaders.



Session 1: Everything, Everywhere, All at Once: Imposter Syndrome and the Mentorship Journey

Speaker: Dr. Shayda Kafai

Facilitator: Jennette Ramirez

Multiple and intersecting systems of oppression are enacted within academia; this is something we often speak about. What is less discussed, however, are the tangible and material impacts of these systems on students who are beginning their journeys as researcher-scholars. This presentation focuses on the impact of these structures, their creation of "imposter syndrome," and offers strategies and modalities of support that mentors can provide their mentees who are overwhelmed with self-doubt, fears of inadequacy, and the lingering shame of imposterness.



Session 2: Characteristics of Excellence in Undergraduate Research Mentoring

Speakers: Dr. Sophie Pierszalowski, Dr. Winny Dong

Last year, the Council on Undergraduate Research published an updated document outlining Characteristics of Excellence in Undergraduate Research. This document serves as a roadmap for best practices and resources needed to support and sustain undergraduate research excellence. In this session, we will facilitate a discussion around characteristics most relevant to faculty mentors. Participants will critically assess CPP's areas of success and opportunity related to undergraduate research and will provide feedback for how CPP's infrastructure for undergraduate research can be strengthened. We will leave this session with a list of focus areas for campus leadership to address in order to elevate the infrastructure for undergraduate research CPP.

SESSIONS

Day One



Session 3: Empowering Future Careers through Undergraduate Research

Time: 2:45 PM - 3:45 PM

Facilitator: Dr. Olukemi Sawyerr

Participating in undergraduate research equips college students with essential skills and competencies that are pivotal for their future

careers. This presentation will delve into the multifaceted benefits that undergraduate research provides, emphasizing critical thinking, problem-solving, and effective communication. Through hands-on research experiences, students gain a deeper understanding of their field, fostering intellectual curiosity and innovation. Additionally, they develop technical skills and proficiency in research methodologies, preparing them for the complexities of the professional world. The collaborative nature of research enhances teamwork and leadership capabilities, while the necessity to present findings refines public speaking and writing skills. By bridging the gap between academic learning and practical application, undergraduate research not only enriches students' educational journeys but also significantly boosts their employability and readiness to tackle real-world challenges. Join us to explore how these research experiences are shaping tomorrow's leaders.

Day Two



Session 4: Building Strong Mentor-mentee Relationships: CIMER Workshop on Mentor and Mentee Agreements

Speakers: Dr. Winny Dong, Dr. Claudia Garcia-Des Lauriers, and Dr. Ever Barraza

This interactive workshop will explore the importance of setting clear expectations in mentor-mentee relationships.

Using CIMER (Center for the Improvement of Mentored Experiences in Research) tools, we will delve into how formal agreements can guide these relationships towards mutual understanding and success. Participants will engage in crafting and analyzing mentorship compacts that foster accountability and trust. Whether you are a new or experienced mentor, this session will provide actionable insights into creating a more structured mentoring experience.



Session 5: Mentorship in Action: Panel on Faculty and Staff Integrating Mentoring into Practice

Facilitators: Dr. Michael Giang, Dr. Ever Barraza, and Dr. Amanda Riggle

This panel discussion will bring together faculty and staff members who have successfully integrated mentoring into their daily academic and research practices. They will share real-world examples of how they have supported

undergraduate researchers and students in general through hands-on mentoring approaches and strategic initiatives. Attendees will leave with new strategies to implement mentoring in their own work environments, whether through formal programs or everyday interactions with students.

SESSIONS

Day Two



Session 6: Promoting research as a career-readiness tool & connecting undergraduates with paid opportunities

Speaker: Dr. Tingting Chen **Facilitator:** Dr. Sophie Pierszalowski

In this session, we will explore the Council on Undergraduate Research's position paper on undergraduate research as a career-readiness tool. This document highlights the ways that undergraduate research opportunities map directly to the eight National Association of Colleges and Employers (NACE) career competencies and highlights the importance of helping students show employers the value and relevance of their research journeys to careers post-graduation. We will engage with this paper through small group discussions and will consider how we can better communicate career-related benefits to undergraduates as a motivator to engage in research. In the second half, we will provide an overview of existing opportunities to engage undergraduates in research at CPP, including the Federal Work Study Program, various government funded programs such as STARS, and scholarship opportunities.



Session 7: Safe Spaces and Psychological Safety for Students: Adopting the Fearless Classroom Model within Research Collaborations

Speaker: Sally Najera Romero

"A Fearless Classroom is an intentional approach that enables student academic performance, engagement in the classroom, and commitment to their education from a psychologically safe classroom community that is inclusive and equitable where there is mutual trust and respect between the instructor and the students, among the students, and where the instructor demonstrates empathy, compassion, and humility toward the students." In this interactive session, we will learn about the Fearless Classroom Model and explore what it means to adopt the five fundamental pillars into the context of a "fearless research team." We will discuss strategies to foster psychological safety, recognize and acknowledge that information seeking has not always benefited racialized and minoritized communities, and establish a sense of belonging to help students feel connected and supported, and, as a byproduct, elevate their research excellence.



Roundtable Discussion: Big Burning Questions

Facilitators: Dr. Michael Giang and Dr. Sophie Pierszalowski

In this interactive session, we invite you to share your big burning questions about undergraduate research mentorship. For example, how do I craft a short summer research experience for students or how can I help students feel more confident at professional conferences. Your questions and insights are crucial! Although completing the survey is not required, doing so can help shape the discussion and ensure we address the topics that matter most to attendees. Let's come together to share our collective knowledge and tackle these important questions.

Acknowledgements

We extend our deepest appreciation to all the attendees and speakers of the 2025 Academic Innovation Winter Institute, centered on “Innovative Practices in Research Mentorship: Getting the Most Out of Your Mentoring Efforts.” Your active participation, thoughtful insights, and presence made the event truly outstanding. The dynamic exchange of ideas, lively discussions, and networking opportunities enriched our shared understanding and fostered an atmosphere of growth and learning at Cal Poly Pomona.

A special thank you goes to the organizing committee and support staff for their dedication and hard work in making the institute a success. We are grateful for your involvement in this remarkable event and look forward to future collaborations in our continued pursuit of knowledge and innovation.



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