

## **Organizational Studies Honors Research Expectations and Faculty Mentor Responsibilities**

Thank you for taking the time to speak with a prospective Organizational Studies (OS) honors student. As you may not be familiar with our program's requirements for honors theses and our expectations of faculty advisors, I would like to share that information with you before you decide to take on this role.

Students who decide to pursue honors are expected to spend their senior years collecting data and writing theoretically driven, empirically supported theses that contribute to our understanding of organizations, broadly speaking. As this project is a substitute for taking a formal research methods course, honors theses require data analysis, not simply a review of existing literature.

Generally speaking, an honors advisor is expected to walk the student through the process of conducting independent research. This includes working with the student during the winter term of their junior year to develop a viable research question and providing feedback on their research proposals.

During the student's senior year, the advisor provides the training the student needs to collect and analyze their data, although most students seek help at CSCAR to run statistical analyses. The majority of students start to write their theses in the winter term, at which point they solicit feedback on their writing/analyses. This means that the student will need to meet with you on a regular basis throughout the year, at least every other week.

As Director of the OS Honors Program, I meet with honors students as a group every two weeks to help trouble-shoot problems and provide a forum for students to share their experiences with others. While I help where I can, the expectation is that students' faculty advisors will provide the substantive training and guidance needed to shepherd students through the research and writing process.

I realize that this requires a substantial commitment of time and effort, and I want to thank you personally for considering mentoring an OS major. I find that it is extremely rewarding to work with such driven and hardworking students, and I am certain that you will as well.

Best,

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