**How to prepare to be a CoB-KIBM Interviewer**

**STEP 1:** Sign up on the [Interview spreadsheet](https://docs.google.com/spreadsheets/d/1adv3ixjsWAX0ChXsGtE7I1zVIfzEY9JSGVc_rv5gGr8/edit?usp=sharing) to indicate the candidates you can interview.

**STEP 2:** Review the [Applicant information](https://docs.google.com/spreadsheets/d/1sqb5qkgsx7UfR011Xwjan_D_0VwTTO-yn-sYV7SMJdM/edit?usp=sharing) and [written statements](https://drive.google.com/drive/folders/15xaAyMZBrdX7x9AXecuMA5_C3txaB_HN?usp=sharing) in advance of the interview so you can orient yourself to them and can position questions that can further clarify what may be missing or partially explained in their applications. For more notes on preparing questions see below.

**STEP 3:** At the interview, please check to make sure it's being recorded. You can type your individual interview notes on the [Interview spreadsheet](https://docs.google.com/spreadsheets/d/1adv3ixjsWAX0ChXsGtE7I1zVIfzEY9JSGVc_rv5gGr8/edit?usp=sharing) in a cell in the row against the candidate’s name.

**STEP 4:** We will convene after all the interviews are completed to vote on the top candidates who will be selected as our fresh cohort of scholars. Look out for a Slack message to find a time for us to meetup for it.

**Preparing Questions**

A great starting point for interviewers is to remember the rubric we followed for scoring our candidates to assess the candidate. You can base your evaluation on these three non-exhaustive categories.

**Need for Support:** Evaluation criterion for a candidate's ongoing sources of financial and professional support for a career in research. Also evaluates a candidate’s clarity of vision for how the program can specifically help them achieve their short- and long-term career goals.

**Initiative and Motivation for Research:** Evaluation criterion for a candidate’s creativity and initiative to pursue a career in research. Also evaluates a candidate’s clarity of vision for their research interest and how their past experiences influenced their motivation for a career in research.

**Commitment and Distance Traveled to Accomplish Career Goals:** Evaluation criterion for a candidate's promise of continued significant contributions to research. Also evaluates a candidate’s demonstrated capacity for career accomplishment based on sustained drive and efforts to overcome significant obstacles on their educational path.

**Suggested Questions by Category:**

*Questions about the applicant’s* ***professional******career*** *and* ***mentorship******goals***

1. As a program, we will be dedicated to helping you accomplish your career goals. What are your current career goals? How do these fit into your long-term career goals after graduation?
2. We offer the opportunity to be matched with at least three graduate mentors who will help you find a faculty mentor and be available for questions through the 10-week period and beyond. What are you looking for in a mentorship?

*Questions about the applicant’s specific* ***research*** *and* ***mentorship******interests***

1. Neuroscience/CogSci/Psych is interdisciplinary in that research questions can be approached through multiple levels of study (e.g. molecular, systems, behavior). What type of neuroscience-related research questions or approaches are you interested in learning? What are your motivations behind this interest?
2. Given the wide variety of faculty mentors offered through the program, we want this experience to also be an opportunity to try something outside of students’ comfort zones. What are some other research areas in neuroscience/cogsci/psych you would be willing to explore?
3. Hopefully you’ve had an opportunity to go over the faculty list on our website, do you have a faculty mentor that you would like to work with? Why?
   1. In case they were not prepared to answer this question:
      1. We highly recommend you take a look, because if you are selected as a scholar you will need to be prepared to discuss some of your top choices so that they can facilitate your placement in one of those labs.

*Questions about the applicant’s* ***preparations*** *and* ***skills***

1. While we do not require research experience, we are interested in learning if there is anything that may have prepared you to do research in the lab setting. Do you have any prior research experience or have taken a course that covered learning research techniques? If so, please describe that experience.
2. Research is a team effort where everyone can contribute to science in their own unique way. What qualities or skills do you have that would be valuable in a research team setting?
3. Are there any courses that you have taken that motivated your research interests or prepared you for being involved in research?

*Questions about the applicant’s* ***self******productivity*** *and* ***program expectations***

1. What types of environments do you work well in/ not work well in?
2. Our expectation is that you are conducting research full-time during the 10-week period of the program. Are there any other commitments, such as classes or other forms of employment, that you think could interfere with your participation in this program? If so, how can we help you work through them?
3. Our program was designed to support students from historically excluded backgrounds in neuroscience. We understand that the path into research for such students can be difficult due to institutional and financial barriers outside of their control. What do you expect to gain from this program and how do you think we can best support your success in research?
4. Do you have any questions for us regarding program expectations or logistics?