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Supporting information for article:

Training undergraduate research assistants with an outcome-oriented and skill-based mentoring strategy

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S1. Interview Protocol

S1.1. Generic Questions:

- 1) How did you decide to get involved in research?
 - a) What motivated that decision for you?

- 2) In the beginning, what did you hope to gain, or what outcomes did you expect, from joining a research group and working in that space?

- 3) What are some of the skills you've developed since starting to do research?

- 4) Aside from the skills that you feel like you gained, what are some of the other outcomes you've seen you because you've participated in research?

- 5) Tell me how confident you feel doing scientific research or your ability to contribute to the scientific community?

- 6) When doing research, do you feel like a scientist?
 - a) Tell me more about that. For you, what does it mean to be a scientist?

S1.2. Project Specific:

- 1) How did involvement in the CASP challenge influence your research experience?
 - a) What about community projects like that make them a good backdrop to do research?

- 2) In what ways has involvement in this research group changed your expectations for your career and life after completing your degree? If at all?