

**Table S2.** Job experiences for impact group. The volunteer faculty/student hosts acted as both employers and informal mentors. In some cases, multiple students worked in one job at a time. The daily schedule for job experiences varied but generally followed an approximate 9 AM to 5 PM schedule. Field-oriented jobs tended to involve longer days.

Job	Faculty or student host	Location
Microbial biology: testing for the presence of polycyclic aromatic hydrocarbon degrading bacteria in soil pits	A. Anderson	lab
Stream biogeochemistry: measuring decomposition rates above and below alpine lakes	M. Baker and W. Wurtsbaugh	field
Population ecology: testing the effects of sagebrush habitat manipulations on mammal and bird populations	T. Edwards	field
Agronomy: estimating pasture mass	T. Griggs	field
Bees biology	T. Griswold	field
Herbivore ecology: assessing kangaroo rat seed preferences	S. Ostoja	field
Literature search: assessing the effects of publication delay on citation rates	W. Poppendorf	library
Plant ecology: measuring effects of UV radiation, carbon fluxes, and forest overstory-understory interactions	R. Ryel and H. van Miegroet	field
Stream ecology: measuring effects of stream restoration on fish and fish habitat	G. Thiede	field
Aquatic ecology: identifying aquatic insects with microscopes	M. Vinson	lab
Systems administration	J. Weeks	lab