

Main Instructions

IRR Drafting Template

Pick one organization. Work in that tab.

IRR Purpose

The purpose of the Individual Research Report (IRR) is to explore the complexity of an issue by examining it through different perspectives and connecting it to the larger context.

This is a research report, not an argumentative essay. You can have a thesis statement, and you may include a recommendation paragraph at the end identifying what your research suggests is the best solution to your group's question.

Which organization do you plan to use for your IRR?

Put an X in one box. Then go to that option and work only there.

	Option 1: Organize by Perspective	Best if you have 2 to 3 stakeholders within your lens whose perspectives you want to compare and contrast. Sample: Worldwide Legalization of Rhino Horn Trade. The burnout paper we read in class is also Option 1.
	Option 2: Weave Perspectives Throughout	Perspectives are blended across the paper rather than sectioned off. Each body section centers a core viewpoint with multiple perspectives in conversation. Sample: How to Address the Heroin Epidemic of the United States. Scored 30 out of 30.
	Option 3: Organize Topically	Best if your sources address distinct problems or subtopics within your lens, with solutions from multiple perspectives. Sample: Deinstitutionalization: Leaving Patients Behind. Scored 30 out of 30.

All three samples, and a tab that helps you choose, are on the Hub: apseminarcohen.com/irr (Building Your IRR, Outline Options, then Student Samples).

How to use this template

- **Every row has three columns:** what the part has to do, a frame with blanks next to the sentence a 30 wrote for that part, and your draft. Fill the blanks, then rewrite the sentence so it sounds like Top Score Response, not like a form.
- **Body sections alternate:** an expert (cream rows), then the writer (green rows). The writer is you, in formal academic style: third person, no I, no you, no we. The finished report stops at 1,200 words.

Word Bank

Verbs for what an expert does	argues, asserts, claims, contends, suggests, demonstrates, explains, challenges, refutes, proposes, finds, estimates, discovered
Adding	moreover, furthermore, in addition, indeed, in fact
Contrasting	however, nevertheless, conversely, on the other hand
Comparing	likewise, similarly, along the same lines
Examples	for instance, specifically, as an illustration
Results	consequently, as a result, therefore
Conceding	admittedly, granted, to be sure

Concluding	in short, all in all, thus
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By Perspective

Option 1: Organize by Perspective

Best if you have 2 to 3 stakeholders within your lens whose perspectives you want to compare and contrast. Stakeholders rebut, complement, support, limit, or constrain one another. Put them in conversation. Sample on the Hub: Worldwide Legalization of Rhino Horn Trade. The burnout paper from class is organized this way too.

Non-negotiables for every option
The introduction needs at least 2 to 3 cited pieces of evidence. Every body paragraph needs at least 3 pieces of evidence from multiple sources. No paragraph should rest on a single source.

Team research question The question your team chose together.	
My lens (Research Lens) One of the eleven lenses. Everything in this draft is seen through it.	

I. Introduction

The model in the middle column is the introduction of the burnout paper you read in class (College Board, 30 out of 30), in order, part by part. Every context row carries a citation: you need at least 2 to 3 pieces of evidence that require citation, and the burnout introduction cites four sources in seven sentences. That is what research looks like.

What it has to do	A frame, and how top scores did it	Your draft
A. Context: the hook What statistic or fact draws the reader into your issue? Say who is talking, even here. Cite it.	Frame According to [SOURCE], [who they are], [STATISTIC or FACT], which [what it means] ([citation]). Top Score Response "According to The Guardian, a left-wing newspaper, burnout rates among doctors have skyrocketed to around 50% in the wake of the pandemic, which carries serious implications about the future of medical care (Ahillan & Ungood-Thomas)."	
A. Context: why it is important Why is this topic relevant today? Why is it important? How does it connect to the world or a larger community? Significance: why this is worthy of investigation. Evidence that requires a citation belongs here.	Frame [NAME], [credentials], estimates that [THE PROBLEM] costs [WHAT, or WHOM] ([citation]). These [losses / effects] impact [THE LARGER COMMUNITY] in the form of _____. Top Score Response "Maïke van Niekerk (2023), orthopedic surgeon and activist, estimates burnout among surgeons to cost \$4.6 billion annually... These losses impact individuals in the form of increased healthcare costs and decreased access to doctors."	
A. Context: your slice of it Reference your group's research question by defining the problem: which people, which place. Context (historical, scientific, economic, political), specific to your lens. Cite it.	Frame [YOUR PEOPLE or PLACE] in particular [why this slice stands out] ([citation]). Top Score Response "Orthopedic surgery in particular has some of the highest rates of burnout among surgeons (Chahal & Matwala, 2025)."	
A. Context: what the reader needs to know What necessary information does your audience need to know about the issue/problem? Define your key term, and cite the definition.	Frame [KEY TERM] is defined as ____ ([citation]). Top Score Response "Professional burnout is defined as fatigue, depersonalization, and decreased sense of personal accomplishment accompanied by prolonged workplace stress (Dal Corso et al., 2019)."	

What it has to do	A frame, and how top scores did it	Your draft
B. Introduce the Range of Perspectives, and D. Thesis Statement Address multiple perspectives or stakeholders for each lens. Ensure that each stakeholder conveys a point of view through a specific argument. Present the complexity of the problem or issue. Explain the significance of the issue in a larger context. Preview the patterns you found in your research, which will become the body paragraphs. It can state a purpose, ask a question, or report a finding. It does not argue for a solution. Your lens goes in this sentence or in your title.	Frame This paper analyzes [YOUR SLICE] through the [LENS] lens to identify [SECTION 1], [SECTION 2], and [SECTION 3] perspectives on [THE ISSUE]. Only after ____ can ____. Top Score Response, organized by perspective <i>"This paper analyzes the state of burnout among orthopedic surgeons in the US through the systematic lens to identify organizational, social, and individual perspectives to reducing institutional burnout. Only after identifying causes to burnout can we mitigate its costly effects."</i> A purpose statement. It names the lens and the three sections, in the order the paper covers them.	
C. Acknowledge the Limitations Recognize any limits or gaps in the research.	Frame Research on [TOPIC] has been limited by ____. A better study of ____ is admittedly needed, but ____. Another 30 <i>The burnout paper does not do this in its introduction. The heroin paper does it in the body: "a better study on heroin use in France that is subject to less limitations is admittedly needed, but it does appear that heroin use in the country is on the rise."</i>	

Perspective A: [Stakeholder Group 1]

Evidence: Support the paragraph with at least 3 pieces of evidence from various sources that strengthen their position. The pattern: an expert, then the writer, then an expert, then the writer. Cream rows are an expert talking. Green rows are the writer: you, in formal academic style. No I, no you, no we. Expert, expert, expert, then one sentence from the writer is a book report. The model is the work hours paragraph from the burnout 30, in order. It cites six sources.		
What it has to do	A frame, and how a 30 did it	Your draft
Name this stakeholder group Who are they?		
1. Topic Sentence (writer) Describe the group, their vested interest, and relevance to the issue. Then: Discuss their point of view and the rationale behind it. No source yet.	Frame [GROUP, VIEWPOINT, or PROBLEM] + VERB + [its part in the issue]. Top Score Response <i>"Hospitals and surgical institutions are at the frontlines of surgeon lives when it comes to burnout."</i>	
2. Expert 1 and Credentials Say who is talking: name, credentials, verb, what they argue. Perspective: What is this expert's argument? Evidence: Use specific evidence to support their argument.	Frame [NAME], [CREDENTIALS], [VERB] that [WHAT THEY FOUND] ([citation]). In a study by [ORGANIZATION], [FINDING] ([citation]). Top Score Response <i>"In a study by the American College of Surgeons, 40% of surgeons surveyed attributed their burnout to work demands, reduced autonomy, and bureaucratic pressures..."</i>	
3. Commentary on Expert 1 (writer) Explain how this evidence supports the expert's point of view, and what it means for your question.	Frame This demonstrates that ____. These [THE FINDING, IN TWO WORDS] + VERB + [what it means for the issue]. Top Score Response <i>"These organizational burdens prolong surgeon work hours..."</i>	

4. Expert 2 and Credentials, connected Your first words tell the reader how Expert 2 relates to Expert 1: builds on it, or pushes back. Then who is talking, their perspective, the evidence.	Frame [Additionally, / In fact, / Building on this idea,] [NAME], [CREDENTIALS], [VERB] that ____ ([citation]). Top Score Response "Travis (2020), orthopedic surgeon and researcher, finds that 40% of surgeons working more than 80 hours a week are burned out,"	
5. Commentary on Experts 1 and 2 (writer) What do these two show together that neither shows alone?	Frame ..., suggesting that ____. Taken together, these sources suggest ____. Top Score Response ...suggesting that an organizational directed approach related to work hours is needed to reduce burnout."	
6. Expert 3 and Credentials: the turn Discuss limitations or counter arguments related to this perspective. Analyze how this stakeholder's perspective supports, rebuts, or limits other perspectives. Use additional pieces of evidence to highlight these constraints.	Frame However, [NAME], [CREDENTIALS], [VERB] that ____ ([citation]). However, an alternate perspective suggests ____. Top Score Response "However, Dr. Shanafelt, a researcher on professional wellbeing, discovered that duty hour restrictions exacerbated burnout symptoms..."	
7. Synthesis (writer) Show your understanding of the different perspectives. Where do the perspectives differ? What are the key points of contention? Make connections between the various stakeholders and explain why they have differing points of view.	Frame This may be because ____. These perspectives agree that ____ but split over ____, because ____. Top Score Response "This may be because surgeons with high workload will often dedicate time at home to complete their administrative tasks..."	
8. Closing / Transition (writer) Summarize how the sources work together to support your topic sentence and thesis. Transition smoothly from this issue to the next in your next paragraph.	Frame Therefore, [WHAT THE SOURCES ADD UP TO], but [THE LIMIT]. Considering this limitation, ____. Top Score Response "Therefore, a restriction in working hours may address some challenges that lead surgeons to burnout but not others."	

One developed paragraph, the way Top Score Responses do it, or two shorter paragraphs split at the turn (row 6).
More than three experts? Add a row after 5 and keep the pattern: an expert, then the writer.

Perspective B: [Stakeholder Group 2]

Evidence: Provide at least 3 pieces of evidence that bolster this perspective. Same pattern, same frames as your first section: an expert, then the writer, then an expert, then the writer.	
Name this stakeholder group Who are they?	
1. Topic Sentence (writer) Describe this group, their perspective, and relevance to the issue. Then: Explore their rationale and point of view.	
2. Expert 1 and Credentials Who is talking, their perspective, the evidence.	

3. Commentary on Expert 1 (writer) How the evidence supports their view, and what it means for your question.	
4. Expert 2 and Credentials, connected Connecting word first. Then who is talking, their perspective, the evidence.	
5. Commentary on Experts 1 and 2 (writer) What the two show together.	
6. Expert 3 and Credentials: the turn Explain limitations or challenges within this perspective. Compare this stakeholder's views with those of other groups. Support this analysis with multiple sources.	
7. Synthesis (writer) Where the perspectives differ, and why.	
8. Closing / Transition (writer) What the sources add up to, and the bridge to the next section.	

Perspective C: [Stakeholder Group 3] (if applicable)

Evidence: Include at least 3 pieces of evidence from diverse sources. Same pattern, same frames as your first section: an expert, then the writer, then an expert, then the writer.	
Name this stakeholder group Who are they?	
1. Topic Sentence (writer) Define this group and their investment in the issue. Then: Present their point of view and supporting arguments.	
2. Expert 1 and Credentials Who is talking, their perspective, the evidence.	
3. Commentary on Expert 1 (writer) How the evidence supports their view, and what it means for your question.	
4. Expert 2 and Credentials, connected Connecting word first. Then who is talking, their perspective, the evidence.	
5. Commentary on Experts 1 and 2 (writer) What the two show together.	

6. Expert 3 and Credentials: the turn Discuss limitations, counterarguments, or solutions this group proposes. Draw on evidence that supports or challenges their solutions.	
7. Synthesis (writer) Where the perspectives differ, and why.	
8. Closing / Transition (writer) What the sources add up to, and the bridge to the next section.	

Conclusion

The model is the conclusion of the burnout 30, in order. Notice what it does not do: it adds no new sources, and each section’s sentence connects to the one before it.

What it has to do	A frame, and how a 30 did it	Your draft
A. Restate Thesis Restate your thesis without repeating it word-for-word.	Frame This paper identifies [WHAT YOUR RESEARCH SHOWED] in [YOUR SLICE], which [WHY IT MATTERS]. Top Score Response <i>“This paper identifies systematic factors contributing to burnout in orthopedic surgeons in the US, which result in significant losses in productivity and quality of care throughout the country.”</i>	
Synthesis: summarize the main points Summarize the main points of your report. Compare the outcomes of each perspective and what each stakeholder’s position implies for the broader issue. If A gets their way, this will happen. If B gets their way, this will happen.	Frame [SECTION 1, in one sentence]. [SECTION 2] is affected by [SECTION 1]. [SECTION 3] may ____ those ____. Top Score Response <i>“Time spent by surgeons on work related tasks... is dictated by their organization apportioned workload. How a physician’s time at work is spent is affected by workplace social relations among medical staff... Individual surgeons may play an active role in improving those relationships and personal health habits...”</i>	
B. Discuss Implications, Solutions, or Consequences Address the larger implications of your findings. Offer possible solutions or discuss the consequences of the issue. Where do we go from here? What happens if we act, react, or do nothing?	Frame As [THE TREND] increases, [WHAT MATTERS] becomes ____ to protect ____. Top Score Response <i>“As burnout rates increase alongside medical costs, improving surgeon wellbeing becomes an ever greater priority to protect the health and safety of patients and surgeons alike.”</i>	
Recommendation (optional) Optionally suggest next steps or potential outcomes if each perspective were followed.	Frame Given the [LENS] factors involved, it is recommended that ____. Rhino Horn Trade <i>“Although it is necessary that the economic, environmental, and social-cultural perspectives are considered as well, given the political factors involved, it is recommended that CITES be amended...”</i>	
C. Connect to the Overall Team Question How does the information presented in your IRR help address the overall team question?	Frame For the team’s question of ____, the [LENS] lens shows ____.	

Weave Perspectives

Option 2: Weave Perspectives Throughout

Best if your sources keep arguing over the same 2 to 3 questions, with several stakeholders weighing in on each. Perspectives are woven throughout the paper and not sectioned off by topic or by individual stakeholder. Each body section centers one core viewpoint and puts multiple perspectives in conversation about it, so the paper reads as one cohesive narrative. Bring every section back to your question. Sample on the Hub: *How to Address the Heroin Epidemic of the United States* (30 out of 30).

Non-negotiables for every option

The introduction needs at least 2 to 3 cited pieces of evidence. Every body paragraph needs at least 3 pieces of evidence from multiple sources. No paragraph should rest on a single source.

Team research question The question your team chose together.	
My lens (Research Lens) One of the eleven lenses. Everything in this draft is seen through it.	

I. Introduction

The model in the middle column is the introduction of the burnout paper you read in class (College Board, 30 out of 30), in order, part by part. The thesis row shows how Top Score Response organized your way ended its introduction. Every context row carries a citation: you need at least 2 to 3 pieces of evidence that require citation, and the burnout introduction cites four sources in seven sentences. That is what research looks like.

What it has to do	A frame, and how a 30 did it	Your draft
A. Context: the hook What statistic or fact draws the reader into your issue? Say who is talking, even here. Cite it.	Frame According to [SOURCE], [who they are], [STATISTIC or FACT], which [what it means] ([citation]). Top Score Response “According to <i>The Guardian</i> , a left-wing newspaper, burnout rates among doctors have skyrocketed to around 50% in the wake of the pandemic, which carries serious implications about the future of medical care (Ahillan & Ungood-Thomas).”	
A. Context: why it is important Why is this topic relevant today? Why is it important? How does it connect to the world or a larger community? Significance: why this is worthy of investigation. Evidence that requires a citation belongs here.	Frame [NAME], [credentials], estimates that [THE PROBLEM] costs [WHAT, or WHOM] ([citation]). These [losses / effects] impact [THE LARGER COMMUNITY] in the form of ____. Top Score Response “Maïke van Niekerk (2023), orthopedic surgeon and activist, estimates burnout among surgeons to cost \$4.6 billion annually... These losses impact individuals in the form of increased healthcare costs and decreased access to doctors.”	

What it has to do	A frame, and how a 30 did it	Your draft
A. Context: your slice of it Reference your group’s research question by defining the problem: which people, which place. Context (historical, scientific, economic, political), specific to your lens. Cite it.	Frame [YOUR PEOPLE or PLACE] in particular [why this slice stands out] ([citation]). Top Score Response <i>“Orthopedic surgery in particular has some of the highest rates of burnout among surgeons (Chahal & Matwala, 2025).”</i>	
A. Context: what the reader needs to know What necessary information does your audience need to know about the issue/problem? Define your key term, and cite the definition.	Frame [KEY TERM] is defined as ____ ([citation]). Top Score Response <i>“Professional burnout is defined as fatigue, depersonalization, and decreased sense of personal accomplishment accompanied by prolonged workplace stress (Dal Corso et al., 2019).”</i>	
B. Introduce the Range of Perspectives, and D. Thesis Statement Address multiple perspectives or stakeholders for each lens. Ensure that each stakeholder conveys a point of view through a specific argument. Present the complexity of the problem or issue. Explain the significance of the issue in a larger context. Preview the patterns you found in your research, which will become the body paragraphs. It can state a purpose, ask a question, or report a finding. It does not argue for a solution. Your lens goes in this sentence or in your title.	Frame What can [WHO] learn from [THE SUCCESSES AND FAILURES OF ____] in addressing [THE PROBLEM], and apply to ____? Or a purpose statement: This paper analyzes [YOUR SLICE] through the [LENS] lens to examine [VIEWPOINT 1], [VIEWPOINT 2], and [VIEWPOINT 3]. The weaving 30: Heroin Epidemic <i>“What can the United States learn from the successes and failures of other countries in addressing their heroin epidemics and apply to its own heroin epidemic?”</i> A question. Every section that follows answers it. The lens is in the title: Foreign Considerations.	
C. Acknowledge the Limitations Recognize any limits or gaps in the research.	Frame Research on [TOPIC] has been limited by ____. A better study of ____ is admittedly needed, but ____. Another 30 <i>The burnout paper does not do this in its introduction. The heroin paper does it in the body: “a better study on heroin use in France that is subject to less limitations is admittedly needed, but it does appear that heroin use in the country is on the rise.”</i>	

Body Section 1: Background and Overview of Issue

Foundational aspects Introduce the issue’s foundational aspects (historical, economic, scientific).	
Initial perspectives Weave in initial perspectives to set the stage, using evidence to contextualize various stakeholder interests.	

Sources for this section At least 3 pieces of evidence from multiple sources. Say who is talking for each one.	
Closing / Transition (writer) Summarize how the sources work together, then transition to your first viewpoint.	

Body Section 2: Viewpoint 1

Evidence: Use at least 3 pieces of evidence from multiple sources, comparing and contrasting how each perspective contributes. The pattern: an expert, then the writer, then an expert, then the writer. Cream rows are an expert talking. Green rows are the writer: you, in formal academic style. No I, no you, no we. Expert, expert, expert, then one sentence from the writer is a book report. The model is the work hours paragraph from the burnout 30, in order. It cites six sources.		
What it has to do	A frame, and how a 30 did it	Your draft
Name this viewpoint One phrase: the argument this section is about.		
1. Topic Sentence (writer) Define the first core argument or viewpoint. Then: Integrate multiple perspectives on this argument, highlighting how they support or conflict with each other. No source yet.	Frame [GROUP, VIEWPOINT, or PROBLEM] + VERB + [its part in the issue]. Top Score Response <i>"Hospitals and surgical institutions are at the frontlines of surgeon lives when it comes to burnout."</i>	
2. Expert 1 and Credentials Say who is talking: name, credentials, verb, what they argue. Perspective: What is this expert's argument? Evidence: Use specific evidence to support their argument.	Frame [NAME], [CREDENTIALS], [VERB] that [WHAT THEY FOUND] ([citation]). In a study by [ORGANIZATION], [FINDING] ([citation]). Top Score Response <i>"In a study by the American College of Surgeons, 40% of surgeons surveyed attributed their burnout to work demands, reduced autonomy, and bureaucratic pressures..."</i>	
3. Commentary on Expert 1 (writer) Explain how this evidence supports the expert's point of view, and what it means for your question.	Frame This demonstrates that ____. These [THE FINDING, IN TWO WORDS] + VERB + [what it means for the issue]. Top Score Response <i>"These organizational burdens prolong surgeon work hours..."</i>	
4. Expert 2 and Credentials, connected Your first words tell the reader how Expert 2 relates to Expert 1: builds on it, or pushes back. Then who is talking, their perspective, the evidence.	Frame [Additionally, / In fact, / Building on this idea,] [NAME], [CREDENTIALS], [VERB] that ____ ([citation]). Top Score Response <i>"Travis (2020), orthopedic surgeon and researcher, finds that 40% of surgeons working more than 80 hours a week are burned out,</i>	
5. Commentary on Experts 1 and 2 (writer) What do these two show together that neither shows alone?	Frame ..., suggesting that ____. Taken together, these sources suggest ____. Top Score Response <i>...suggesting that an organizational directed approach related to work hours is needed to reduce burnout."</i>	

6. Expert 3 and Credentials: the turn Bring in the perspective that conflicts with the others, or limits them. Highlight how the perspectives support or conflict with each other.	Frame However, [NAME], [CREDENTIALS], [VERB] that ____ (citation)). However, an alternate perspective suggests ____. Top Score Response “However, Dr. Shanafelt, a researcher on professional wellbeing, discovered that duty hour restrictions exacerbated burnout symptoms...”	
7. Synthesis (writer) Show your understanding of the different perspectives. Where do the perspectives differ? What are the key points of contention? Make connections between the various stakeholders and explain why they have differing points of view.	Frame This may be because ____. These perspectives agree that ____ but split over ____, because ____. Top Score Response “This may be because surgeons with high workload will often dedicate time at home to complete their administrative tasks...”	
8. Closing / Transition (writer) Summarize how the sources work together to support your topic sentence and thesis. Transition smoothly from this issue to the next in your next paragraph.	Frame Therefore, [WHAT THE SOURCES ADD UP TO], but [THE LIMIT]. Considering this limitation, ____. Top Score Response “Therefore, a restriction in working hours may address some challenges that lead surgeons to burnout but not others.”	

One developed paragraph, the way Top Score Responses do it, or two shorter paragraphs split at the turn (row 6).
More than three experts? Add a row after 5 and keep the pattern: an expert, then the writer.

Body Section 3: Viewpoint 2

Evidence: Include 3+ pieces of evidence from varied sources to illustrate these viewpoints. Same pattern, same frames as your first section: an expert, then the writer, then an expert, then the writer.	
Name this viewpoint One phrase: the argument this section is about.	
1. Topic Sentence (writer) Introduce the second core argument or perspective. Then: Blend additional perspectives, examining their relevance to the second argument.	
2. Expert 1 and Credentials Who is talking, their perspective, the evidence.	
3. Commentary on Expert 1 (writer) How the evidence supports their view, and what it means for your question.	
4. Expert 2 and Credentials, connected Connecting word first. Then who is talking, their perspective, the evidence.	
5. Commentary on Experts 1 and 2 (writer) What the two show together.	

6. Expert 3 and Credentials: the turn Bring in the perspective that conflicts with the others, or limits them. Highlight how the perspectives support or conflict with each other.	
7. Synthesis (writer) Where the perspectives differ, and why.	
8. Closing / Transition (writer) What the sources add up to, and the bridge to the next section.	

Body Section 4: Viewpoint 3 (if applicable)

Evidence: Provide at least 3 supporting pieces of evidence from multiple sources. Same pattern, same frames as your first section: an expert, then the writer, then an expert, then the writer.	
Name this viewpoint One phrase: the argument this section is about.	
1. Topic Sentence (writer) Present a third argument or perspective, as relevant to the issue. Then: Compare the viewpoints of different stakeholders, weaving their ideas together.	
2. Expert 1 and Credentials Who is talking, their perspective, the evidence.	
3. Commentary on Expert 1 (writer) How the evidence supports their view, and what it means for your question.	
4. Expert 2 and Credentials, connected Connecting word first. Then who is talking, their perspective, the evidence.	
5. Commentary on Experts 1 and 2 (writer) What the two show together.	
6. Expert 3 and Credentials: the turn Bring in the perspective that conflicts with the others, or limits them. Highlight how the perspectives support or conflict with each other.	
7. Synthesis (writer) Where the perspectives differ, and why.	

8. Closing / Transition (writer) What the sources add up to, and the bridge to the next section.	
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Conclusion

The model is the conclusion of the burnout 30, in order. Notice what it does not do: it adds no new sources, and each section's sentence connects to the one before it.

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Synthesis: summarize the main points Summarize the main points of your report. Reflect on the overall insights gained from combining perspectives. If A gets their way, this will happen. If B gets their way, this will happen.	Frame [SECTION 1, in one sentence]. [SECTION 2] is affected by [SECTION 1]. [SECTION 3] may ____ those ____. Top Score Response <i>"Time spent by surgeons on work related tasks... is dictated by their organization apportioned workload. How a physician's time at work is spent is affected by workplace social relations among medical staff... Individual surgeons may play an active role in improving those relationships and personal health habits..."</i>	
B. Discuss Implications, Solutions, or Consequences Address the larger implications of your findings. Offer possible solutions or discuss the consequences of the issue. Where do we go from here? What happens if we act, react, or do nothing?	Frame As [THE TREND] increases, [WHAT MATTERS] becomes ____ to protect ____. Top Score Response <i>"As burnout rates increase alongside medical costs, improving surgeon wellbeing becomes an ever greater priority to protect the health and safety of patients and surgeons alike."</i>	
Outcome Discuss the implications of following each viewpoint and the possible directions moving forward.	Frame Given the [LENS] factors involved, it is recommended that ____. Rhino Horn Trade <i>"Although it is necessary that the economic, environmental, and social-cultural perspectives are considered as well, given the political factors involved, it is recommended that CITES be amended..."</i>	
C. Connect to the Overall Team Question How does the information presented in your IRR help address the overall team question?	Frame For the team's question of ____, the [LENS] lens shows ____.	

Organize Topically

Option 3: Organize Topically

Objective: Best if your sources address 2 to 3 distinct problems or subtopics within your lens. Each problem gets its own section, analyzed in depth with multiple perspectives and evidence, including the solutions different stakeholders propose. Show how one problem leads to the next. Sample on the Hub: Deinstitutionalization: Leaving Patients Behind (30 out of 30), which takes homelessness, crime and prison overflow, and isolation in turn.

Non-negotiables for every option
The introduction needs at least 2 to 3 cited pieces of evidence. Every body paragraph needs at least 3 pieces of evidence from multiple sources. No paragraph should rest on a single source.

Team research question The question your team chose together.	
My lens (Research Lens) One of the eleven lenses. Everything in this draft is seen through it.	

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A. Context: why it is important Why is this topic relevant today? Why is it important? How does it connect to the world or a larger community? Significance: why this is worthy of investigation. Evidence that requires a citation belongs here.	Frame [NAME], [credentials], estimates that [THE PROBLEM] costs [WHAT, or WHOM] ([citation]). These [losses / effects] impact [THE LARGER COMMUNITY] in the form of ____. Top Score Response "Maïke van Niekirk (2023), orthopedic surgeon and activist, estimates burnout among surgeons to cost \$4.6 billion annually... These losses impact individuals in the form of increased healthcare costs and decreased access to doctors."	
A. Context: your slice of it Reference your group's research question by defining the problem: which people, which place. Context (historical, scientific, economic, political), specific to your lens. Cite it.	Frame [YOUR PEOPLE or PLACE] in particular [why this slice stands out] ([citation]). Top Score Response "Orthopedic surgery in particular has some of the highest rates of burnout among surgeons (Chahal & Matwala, 2025)."	
A. Context: what the reader needs to know What necessary information does your audience need to know about the issue/problem? Define your key term, and cite the definition.	Frame [KEY TERM] is defined as ____ ([citation]). Top Score Response "Professional burnout is defined as fatigue, depersonalization, and decreased sense of personal accomplishment accompanied by prolonged workplace stress (Dal Corso et al., 2019)."	

What it has to do	A frame, and how a 30 did it	Your draft
B. Introduce the Range of Perspectives, and D. Thesis Statement Address multiple perspectives or stakeholders for each lens. Ensure that each stakeholder conveys a point of view through a specific argument. Present the complexity of the problem or issue. Explain the significance of the issue in a larger context. Preview the patterns you found in your research, which will become the body paragraphs. It can state a purpose, ask a question, or report a finding. It does not argue for a solution. Your lens goes in this sentence or in your title.	Frame [WHO] experience [CONSEQUENCES] of [THE ISSUE] such as [PROBLEM 1], [PROBLEM 2], and [PROBLEM 3] due to [CAUSE]. Or a purpose statement: This paper analyzes [YOUR SLICE] through the [LENS] lens to examine [PROBLEM 1], [PROBLEM 2], and [PROBLEM 3]. The topical 30: Deinstitutionalization <i>"In actuality, a majority of the released patients experience unintentional, negative consequences of deinstitutionalization such as homelessness, incarceration, and isolation due to the absence of the promised community care."</i> A finding. Its three problems are the paper's three headings, in order.	
C. Acknowledge the Limitations Recognize any limits or gaps in the research.	Frame Research on [TOPIC] has been limited by ____. A better study of ____ is admittedly needed, but ____. Another 30 <i>The burnout paper does not do this in its introduction. The heroin paper does it in the body: "a better study on heroin use in France that is subject to less limitations is admittedly needed, but it does appear that heroin use in the country is on the rise."</i>	

Problem / Subtopic A

Evidence: Include at least 3 pieces of evidence from varied sources. The pattern: an expert, then the writer, then an expert, then the writer. Cream rows are an expert talking. Green rows are the writer: you, in formal academic style. No I, no you, no we. Expert, expert, expert, then one sentence from the writer is a book report. The model is the work hours paragraph from the burnout 30, in order. It cites six sources.		
What it has to do	A frame, and how a 30 did it	Your draft
Name this problem or subtopic One phrase. It will become a heading or a topic sentence.		
1. Topic Sentence (writer) Define the first problem/subtopic. Then: Explain the issue and factors contributing to it. No source yet.	Frame [GROUP, VIEWPOINT, or PROBLEM] + VERB + [its part in the issue]. Top Score Response <i>"Hospitals and surgical institutions are at the frontlines of surgeon lives when it comes to burnout."</i>	
2. Expert 1 and Credentials Say who is talking: name, credentials, verb, what they argue. Perspective: What is this expert's argument? Evidence: Use specific evidence to support their argument.	Frame [NAME], [CREDENTIALS], [VERB] that [WHAT THEY FOUND] ([citation]). In a study by [ORGANIZATION], [FINDING] ([citation]). Top Score Response <i>"In a study by the American College of Surgeons, 40% of surgeons surveyed attributed their burnout to work demands, reduced autonomy, and bureaucratic pressures..."</i>	
3. Commentary on Expert 1 (writer) Explain how this evidence supports the expert's point of view, and what it means for your question.	Frame This demonstrates that ____. These [THE FINDING, IN TWO WORDS] + VERB + [what it means for the issue]. Top Score Response <i>"These organizational burdens prolong surgeon work hours..."</i>	

4. Expert 2 and Credentials, connected Your first words tell the reader how Expert 2 relates to Expert 1: builds on it, or pushes back. Then who is talking, their perspective, the evidence.	Frame [Additionally, / In fact, / Building on this idea,] [NAME], [CREDENTIALS], [VERB] that ____ ([citation]). Top Score Response <i>"Travis (2020), orthopedic surgeon and researcher, finds that 40% of surgeons working more than 80 hours a week are burned out,</i>	
5. Commentary on Experts 1 and 2 (writer) What do these two show together that neither shows alone?	Frame ..., suggesting that ____. Taken together, these sources suggest ____. Top Score Response <i>...suggesting that an organizational directed approach related to work hours is needed to reduce burnout."</i>	
6. Expert 3 and Credentials: the turn Explore solutions proposed by different perspectives. Examine how various stakeholders approach this problem and assess limitations. Support with multiple sources offering differing views.	Frame However, [NAME], [CREDENTIALS], [VERB] that ____ ([citation]). However, an alternate perspective suggests ____. Top Score Response <i>"However, Dr. Shanafelt, a researcher on professional wellbeing, discovered that duty hour restrictions exacerbated burnout symptoms..."</i>	
7. Synthesis (writer) Show your understanding of the different perspectives. Where do the perspectives differ? What are the key points of contention? Make connections between the various stakeholders and explain why they have differing points of view.	Frame This may be because ____. These perspectives agree that ____ but split over ____, because ____. Top Score Response <i>"This may be because surgeons with high workload will often dedicate time at home to complete their administrative tasks..."</i>	
8. Closing / Transition (writer) Summarize how the sources work together to support your topic sentence and thesis. Transition smoothly from this issue to the next in your next paragraph.	Frame Therefore, [WHAT THE SOURCES ADD UP TO], but [THE LIMIT]. Considering this limitation, ____. Top Score Response <i>"Therefore, a restriction in working hours may address some challenges that lead surgeons to burnout but not others."</i>	

One developed paragraph, the way Top Score Responses do it, or two shorter paragraphs split at the turn (row 6).
More than three experts? Add a row after 5 and keep the pattern: an expert, then the writer.

Problem / Subtopic B

Evidence: Use at least 3 pieces of evidence to deepen understanding. Same pattern, same frames as your first section: an expert, then the writer, then an expert, then the writer.	
Name this problem or subtopic One phrase. It will become a heading or a topic sentence.	
1. Topic Sentence (writer) Define the second problem/subtopic. Then: Discuss contributing factors and specific challenges.	
2. Expert 1 and Credentials Who is talking, their perspective, the evidence.	

3. Commentary on Expert 1 (writer) How the evidence supports their view, and what it means for your question.	
4. Expert 2 and Credentials, connected Connecting word first. Then who is talking, their perspective, the evidence.	
5. Commentary on Experts 1 and 2 (writer) What the two show together.	
6. Expert 3 and Credentials: the turn Investigate solutions and their viability. Compare the proposed solutions from multiple stakeholders. Cite various sources to highlight differing ideas.	
7. Synthesis (writer) Where the perspectives differ, and why.	
8. Closing / Transition (writer) What the sources add up to, and the bridge to the next section.	

Problem / Subtopic C (if applicable)

Evidence: Support with 3+ pieces of evidence. Same pattern, same frames as your first section: an expert, then the writer, then an expert, then the writer.	
Name this problem or subtopic One phrase. It will become a heading or a topic sentence.	
1. Topic Sentence (writer) Define the third problem/subtopic. Then: Describe the core aspects and contributing factors.	
2. Expert 1 and Credentials Who is talking, their perspective, the evidence.	
3. Commentary on Expert 1 (writer) How the evidence supports their view, and what it means for your question.	
4. Expert 2 and Credentials, connected Connecting word first. Then who is talking, their perspective, the evidence.	
5. Commentary on Experts 1 and 2 (writer) What the two show together.	

6. Expert 3 and Credentials: the turn Outline solutions or ongoing debates around this issue. Contrast perspectives on solutions. Use multiple sources to highlight conflicting or complementary views.	
7. Synthesis (writer) Where the perspectives differ, and why.	
8. Closing / Transition (writer) What the sources add up to, and the bridge to the next section.	

Conclusion

The model is the conclusion of the burnout 30, in order. Notice what it does not do: it adds no new sources, and each section’s sentence connects to the one before it.

What it has to do	A frame, and how a 30 did it	Your draft
A. Restate Thesis Restate your thesis without repeating it word-for-word.	Frame This paper identifies [WHAT YOUR RESEARCH SHOWED] in [YOUR SLICE], which [WHY IT MATTERS]. Top Score Response “This paper identifies systematic factors contributing to burnout in orthopedic surgeons in the US, which result in significant losses in productivity and quality of care throughout the country.”	
Synthesis: summarize the main points Summarize the main points of your report. Summarize the key insights from each subtopic. If A gets their way, this will happen. If B gets their way, this will happen.	Frame [SECTION 1, in one sentence]. [SECTION 2] is affected by [SECTION 1]. [SECTION 3] may ____ those ____. Top Score Response “Time spent by surgeons on work related tasks... is dictated by their organization apportioned workload. How a physician’s time at work is spent is affected by workplace social relations among medical staff... Individual surgeons may play an active role in improving those relationships and personal health habits...”	
B. Discuss Implications, Solutions, or Consequences Address the larger implications of your findings. Offer possible solutions or discuss the consequences of the issue. Where do we go from here? What happens if we act, react, or do nothing?	Frame As [THE TREND] increases, [WHAT MATTERS] becomes ____ to protect ____. Top Score Response “As burnout rates increase alongside medical costs, improving surgeon wellbeing becomes an ever greater priority to protect the health and safety of patients and surgeons alike.”	
Outcome Discuss potential consequences if action is taken (or not taken) on each problem.	Frame Given the [LENS] factors involved, it is recommended that ____. Rhino Horn Trade “Although it is necessary that the economic, environmental, and social-cultural perspectives are considered as well, given the political factors involved, it is recommended that CITES be amended...”	

What it has to do	A frame, and how a 3o did it	Your draft
C. Connect to the Overall Team Question How does the information presented in your IRR help address the overall team question?	Frame For the team's question of ____, the [LENS] lens shows ____.	