NSF EPSCOR Tri-State Diversity Leadership

A COLLABORATION OF IDAHO, NEVADA AND NEW MEXICO

FOR THE RECRUITMENT AND RETENTION OF UNDERREPRESENTED MINORITIES AND WOMEN IN STEM

Innovations Working Group

- NSF EPSCoR funding to develop a comprehensive strategic action plan to increase participation and support of URM and women in EPSCoR scientific research, more broadly, in STEM.
- September 2010 – Valles Caldera, Jemez Springs, NM
- 12 participants representative of ID, NV, NM and 2 external experts (faculty, dept. chairs, former Dean of Science, EPSCoR EOD, Assc. VP, Educational Outreach specialists)
- Professionally facilitated

IWG Meeting Objectives

Develop a tri-state strategic plan, taking into consideration these meeting objectives:

1. Increase efforts to ***recruit*** URM students & women
2. Develop strategies to effectively ***retain*** URM students & women
3. Provide ***tools*** needed by faculty to develop effective mentoring skills & foster a campus climate for positive impact of success of URM & women
4. Promote institutional commitments & ***develop infrastructure*** to enhance recruitment, retention and advancement of URM & women in STEM

Strategy 1: Engage Early Interest

Engage the interest of URM students and women in scientific research and, more broadly, in STEM disciplines early in educational experiences by providing information that allows them to explore and prepare for a career in the field

- Conduct tri-state STEM program inventory
- Create STEM pipeline website in each state
- Seek partnerships & create marketing plans to target URM & women
- Build funding to future EPSCoR and other grants to support future EOD activities

Strategy 2: Early Research Experiences

Enhance the retention & advancement of URM and women in scientific research, more broadly STEM, by ensuring early research experiences , with a focus on URM and/or under-prepared students, utilizing a reward system for both students/faculty based on analysis of needs. Some activities are:

- Assess institutional support for UG research integration
- Assess faculty needs to enable support of UG research
- Create recommendations for institutional support of UG researcher integration

Strategy 3: Social Networking

Facilitate the recruitment, retention & advancement of URM & women in scientific research, broadly STEM disciplines, by designing, developing and maintaining a social networking system that provides academic & social support for these students.

- Identify key structures/components of social networking systems (FaceBook, Twitter, YouTube)
- States link social network STEM pipeline sites
- Utilize network system for information sharing, communication, relationship building

Strategy 4: Mentoring

Develop the capacity of faculty members to be successful mentors for URM & women interested in scientific research, broadly STEM, by supporting professional development activities and by sponsoring appropriate rewards to recognize faculty contribution.

- ID and recruit faculty who already achieve as URM student mentor
- Define mentoring success by collecting baseline data on best practices
- Develop culturally-relevant mentoring support structure
- Reward mentors for success in URM mentoring

Strategy 5: Best Practice Research

Systematically research the effectiveness of approaches, best practices & interventions for under-prepared STEM-interested students , using data-driven analysis to better understand potential barriers for STEM-interested students.

- Post papers for what has been done for this STEM-wide problem & conduct institutional and technical research/analysis on literature
- Identify funding sources

Strategy 6: Statewide Resource Center

Facilitate coordinated action in the recruitment, retention and advancement of URM and women in scientific research, broadly STEM, in higher education through a state (then regional) STEM resource center. (LONG TERM GOAL)

- Nevada STEM Resource Center (PILOT)

Importance of Diversity Plan

- Provides a format for each state to work independently and collaboratively in efforts of recruitment and retention into STEM
- Ensures that state EPSCoR projects are meeting federal funding requests for specific activity addressing education, outreach and diversity
- Provides a foundation of established activity to be leveraged in existing and future funding opportunities put forth to funding agencies.
- Further fosters and facilitates opportunities for sustainability and partnership within funded projects.

Next Steps

- Host periodic meetings for strategy updates
- Revisit plan strategies and activities for process/output evaluation based on milestones
- Work closely with NSF EPSCoR Projects to educate and strategize ways of plan incorporation into existing project activity
- Implement the strategic plan at a statewide level, approaching leadership in government, education and community to achieve support and “buy-in”
- Seek funding opportunities to support EOD efforts

Education, outreach and diversity are CRITICAL to project sustainability and provides opportunity for leveraging.

Recommendations Diversity Leadership

- Utilize the strategic plan to guide each state's diversity efforts and increase researchers' engagement.
- Incorporate EOD-related topics more frequently into EPSCoR conferences and workshops.
- Provide EOD talks as a keynote or general session talk.
- Consider EOD while writing grant applications. Involve EPSCOR EOD leadership in grant application process.

State EOD Contact Information

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