Identifying Best Practices for Recruiting and Retaining Diverse Faculty and Students

NSF EPSCOR January PD/PA/ EOD Meeting
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Outline

- Introduction – 5 minutes
- Including 1st Generation College Status in Our Diversity Plans – 10 minutes
- Building STEM Identity – 10 minutes
- Making Use of Our Human Resources – 10 minutes
- Small Group Discussions Round 1 – 20 minutes
- Small Group Discussions Round 2 – 20 minutes
- Small Group Discussion Round 3 (The Mix Up) – 20 minutes
- Report Out – 20 minutes
Broadening Participation

- Preparing a diverse, globally engaged science, technology, engineering, and mathematics (STEM) workforce;

- Integrating research with education, and building capacity;

- Expanding efforts to broaden participation from underrepresented groups and diverse institutions across all geographical regions in all NSF activities; and

- Improving processes to recruit and select highly qualified reviewers and panelists.
How do you measure diversity?

- **Individual Diversity**
  - Ethnicity, Race, Gender, Persons with Disabilities, 1st Generation College*

- **Institutional Diversity**
  - HBCUs, PUI, MSI, 2Yr Colleges, Research Institutions

- **Regional Diversity**
  - Are you working to touch all parts of your jurisdiction to improve statewide research infrastructure?
1st Generation College Students
Building STEM Identity
Making Use of Our Human Resources
The Office of Diversity and Inclusion (ODI), formerly the Office of Equal Opportunity Programs (OEOP), provides direct support and assistance to accomplish NSF's strategic goal of performing as a model agency that provides equal employment opportunity (EEO) to all employees and applicants in all personnel/employment programs and management practices and decisions.

Its mission is to ensure the agency is in compliance with the laws and regulations that govern Federal-sector EEO and civil rights and to foster a diverse and inclusive work environment that ensures equal opportunity through policy development, workforce analyses, outreach, and education to best serve NSF's employees and its stakeholders.
Diversity Plans

- NSF Disability Hiring Plan (2011-2016)

Strategies for Recruiting Persons with Disabilities

- **Strategy 1:** Increase agency presence at job and career fairs targeted at individuals with disabilities.
Strategies for Recruiting Persons with Disabilities

- Strategy 2: Utilize OPM Shared Register of Candidates with Disabilities, and the Workforce Recruitment Program Database (WRP) to locate potential applicants with desired skills for vacancies at the agency.
Strategy 3: Maintain and further develop partnerships with rehabilitation offices in Virginia, Maryland, and the District of Columbia.
Strategy 4: Update and distribute NSF’s Hiring Manager Toolkit and other resources to provide additional information to hiring managers about the recruiting flexibilities for individuals with disabilities.
Strategies for Retention of Persons with Disabilities

Strategy 1: Work in conjunction with the Office of Diversity and Inclusion (ODI) to create a disability working group to increase retention and address the needs of persons with disabilities within NSF.
Strategies for Retention of Persons with Disabilities

- **Strategy 2:** Foster disability awareness across NSF throughout the year.
Strategies for Retention of Persons with Disabilities

- Strategy 3: Increase awareness of and provide training opportunities for NSF employees with disabilities.
Communicate, Train and Educate

- PARTNER WITH YOUR HUMAN RESOURCE, EEOC COMPLIANCE & AFFIRMATIVE ACTION OFFICES

- Develop methods of getting regular feedback on improving your diversity plan (Promising Practices)
  - NSF IdeaShare Champaign
  - Open Feedback Sessions

Check out the NSF Annual FEORP Plan Certification for FY2012
Diversity Plan


Small Group Discussions on how to effectively recruit diverse faculty and students (what are we doing, what do we need to start doing)
Small Group Discussion Round 2 – 20 mins

- Small Group Discussions on how to effectively retain diverse faculty and students (what are we doing, what do we need to start doing)
Small Group Discussion Round 3 – 20 mins

- How can strategies for recruitment and retention of these diverse participants work together in our academic ecosystems?
Report Out – 20 mins
Thank You

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