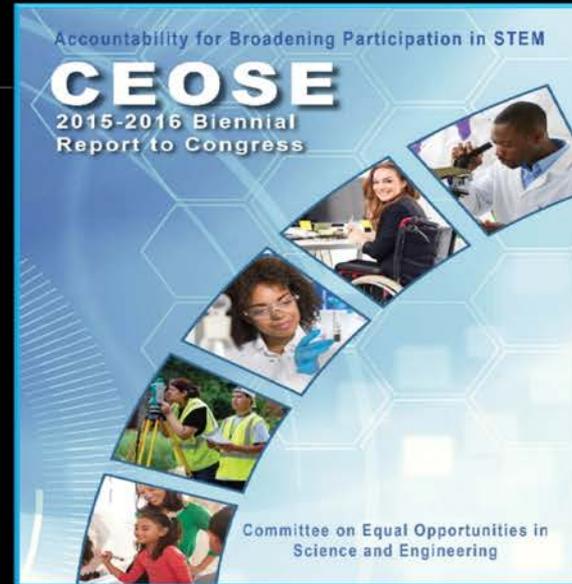
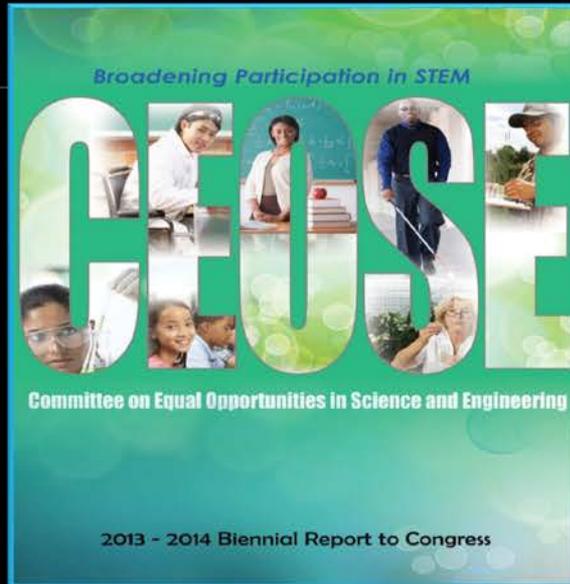
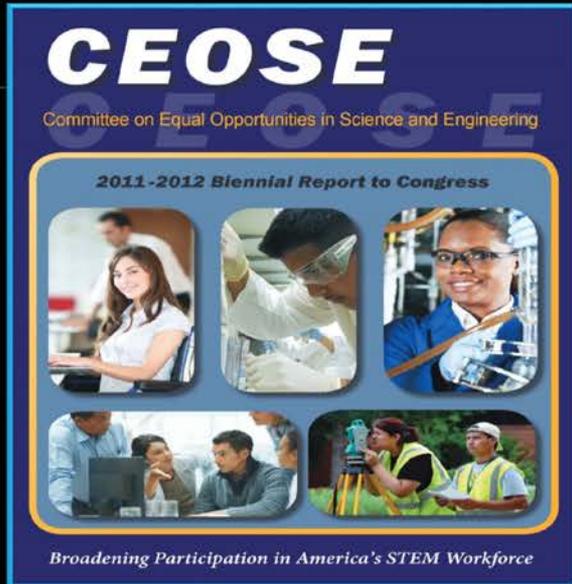


EPSCOR PI/PD

Expanding Networked
Communities to Advance
Research Competitiveness

2018 Annual May Meeting

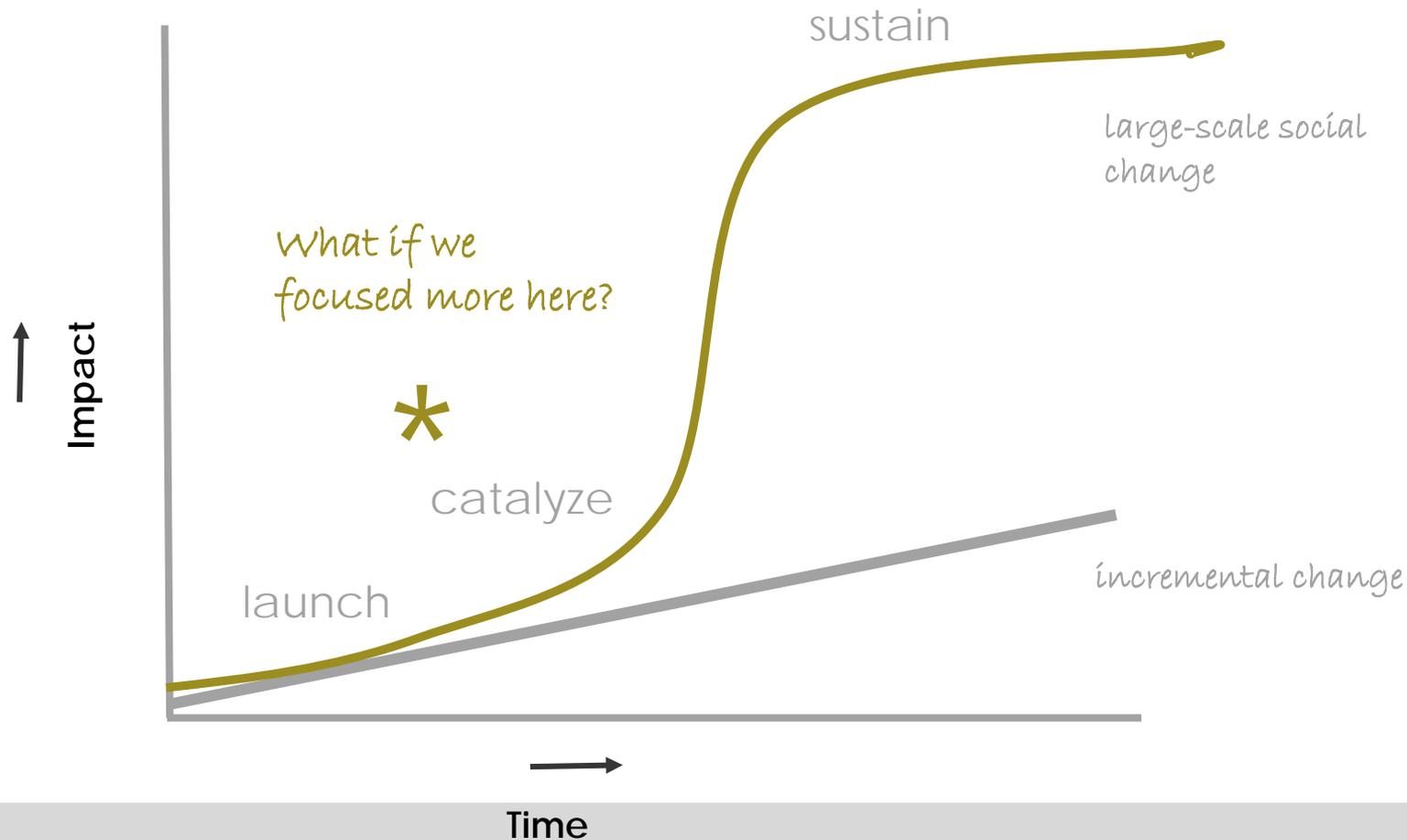
Committee on Equal Opportunities in Science and Engineering (CEOSE) Impact

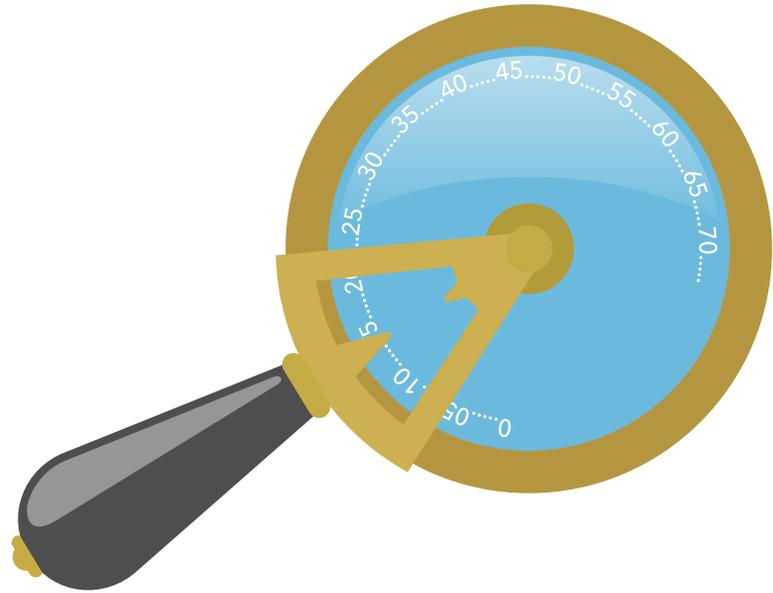


The CEOSE committee has been working on a multi-year initiative that advises NSF on broadening participation programs to increase diversity and inclusion in America's STEM workforce.

Url: www.nsf.gov/od/oia/activities/ceose

Why Accountability? Using Measurement Differently





Accelerating Accountability for Broadening Participation in STEM

do the right things and do them right

CEOSE ACCOUNTABILITY RECOMMENDATION

NSF should adopt a **framework** based on the **information and principles** in this report that ensures **true shared accountability** for PIs, for institutions, and for NSF itself in promoting participation and excellence in science and engineering by deliberately and **fully utilizing all the talent and potential the Nation has to offer.**

ACCOUNTABILITY

is the glue that ties

COMMITMENT

to **RESULTS**

FIVE PRINCIPLES

For Accountability



LOCAL CONDITIONS MATTER

Socio-cultural and historical factors should be considered when developing metrics



DESIGNED IN FROM THE START

Not an
afterthought



PERIODIC FEEDBACK

A virtuous cycle
should modify
practice



LEARN BY DOING

How are we
doing? Encourage
self-study

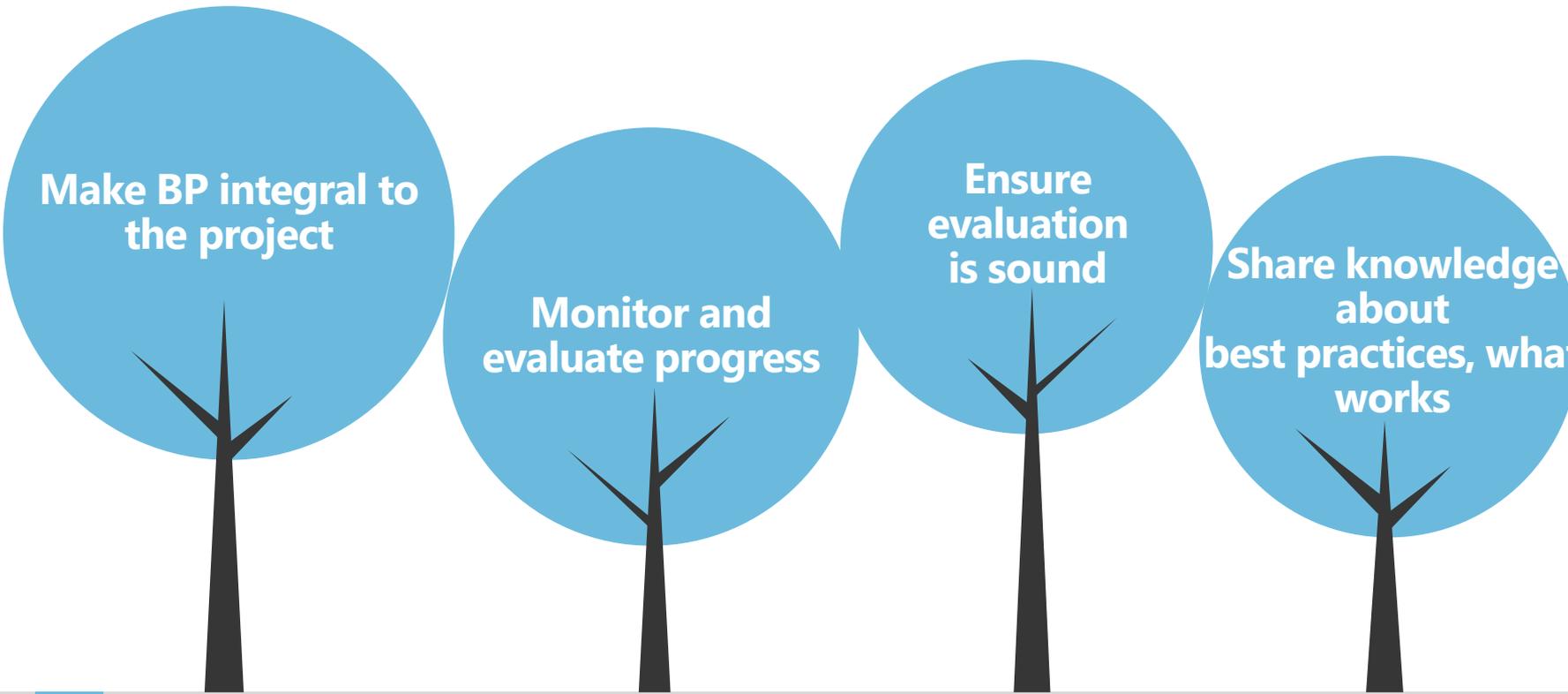


PARTNERSHIPS MATTER

Incentivize and
assess
collaborations –
government,
industry not for
profits, etc.

SUGGESTED PRACTICES

For Principle Investigators



Make BP integral to the project

Monitor and evaluate progress

Ensure evaluation is sound

Share knowledge about best practices, what works

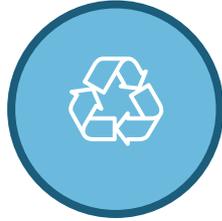
SUGGESTED PRACTICES

For Institutes of Higher Education



LEAD THE WAY

Implement and document so that others can learn



ENSURE RIGOR IN EVALUATION

Provide clarity on processes and impacts



AGGREGATE BP DATA ACROSS CAMPUS

Gain a view of BP progress at the institutional level



CHANGE BEHAVIORS

Identify problems and challenges in developing a framework for change



BECOME MODELS OF INCLUSION

Show others the way forward

SUGGESTED PRACTICES

For NSF



ACKNOWLEDGE CONTRIBUTIONS

Reward institutions that make progress



FACILITATE DIALOGUE

Use NSF's convening powers



PROVIDE LEARNING OPS

Facilitate networking and multiply impact



CONSIDER BP AT EVERY STAGE

Ensure that merit review processes are embued with BP



LONGITUDINAL DATA

Track participants' pathways into STEM



UTILIZE COVS

Evaluate BP across the agency



PROMOTE THE SCIENCE OF BP

Understand field specific issues; learn from research and implementation



QUESTIONS?

siacono@nsf.gov