



# Identifying Best Practices for Recruiting and Retaining Diverse Faculty and Students

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# Outline

- Introduction – 5 minutes
- Including 1<sup>st</sup> 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, 1<sup>st</sup> 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?



# 1<sup>st</sup> Generation College Students





# Building STEM Identity





# Making Use of Our Human Resources





# NSF Office of Diversity & Inclusion Statement

- 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)

<http://www.nsf.gov/od/odi/plans/NSFDisabilityHiringPlan2011thru2016.pdf>



## 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.



## Strategies for Recruiting Persons with Disabilities

- Strategy 3: Maintain and further develop partnerships with rehabilitation offices in Virginia, Maryland, and the District of Columbia.



## Strategies for Recruiting Persons with Disabilities

- 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 Campaign
  - Open Feedback Sessions

Check out the NSF Annual FEORP Plan Certification for FY2012

<http://www.nsf.gov/od/odi/plans/FEORPPlancertificationFY2012.pdf>



## Diversity Plan

- Disabled Veterans Affirmative Action Program Plan FY2012 – FY2014 (FY2013 Update)

<http://www.nsf.gov/od/odi/reports/DVAAPPlanFY12thruFY14update.pdf>



## Small Group Discussion Round 1 – 20 mins

- 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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