

**Membership Balance Plan**  
**Committee on Equal Opportunities in Science and Engineering**

**1. Name**

Committee on Equal Opportunities in Science and Engineering (CEOSE) § 1885c.

**2. Authority**

The committee was established by the United States Congress through the Science and Engineering Equal Opportunities Act in 1980 to address the problems of growth and diversity in America's STEM workforce. The legislation states the following:

"There is established within the National Science Foundation a Committee on Equal Opportunities in Science and Engineering (hereinafter referred to as the Committee). The Committee shall provide advice to the Foundation concerning (1) the implementation of the provisions of sections 1885 and 1885d of this title and (2) other policies and activities of the Foundation to encourage full participation of women, minorities, and persons with disabilities in scientific, engineering, and professional fields [42 U.S.C. §1885(c)]."

**3. Mission/Function**

The Committee on Equal Opportunities in Science and Engineering (CEOSE) advises the U.S. National Science Foundation (NSF) on policies, programs, practices, and activities to encourage full participation of women, underrepresented racial/ethnic populations and persons with disabilities within all levels of the nation's STEM enterprise.

Legislation states "Every two years, the Committee shall prepare and transmit to the Director (of the Foundation) a report on its activities during the previous two years and proposed activities for the next two years. The Director shall transmit to Congress the report, unaltered, together with such comments as the Director deems appropriate [42U.S.C. §1885(e)]."

**4. Points of View**

A full committee meeting is held three times a year (usually winter, spring, and fall) to review and evaluate policies and program opportunities focused on the state of participation and advancement of women, underrepresented racial and ethnic groups, and persons with disabilities in education, training and science and engineering research. Based on the findings, the committee makes recommendations to the Foundation for improving the levels of participation of underrepresented groups in STEM professions.

The committee members also interact with other federal agencies, such as the U.S. Department of Agriculture, National Institutes of Health, the Smithsonian Institution, and the White House Initiative on Historically Black Colleges and Universities in forging ongoing collaborative insights about efforts to broaden participation by underrepresented groups in the nation's STEM workforce.

The Committee consists of members who are appointed by the NSF Director. CEOSE is comprised of approximately 16 individuals from diverse STEM disciplines, drawn from diverse institutions in higher education, industry, government, and nonprofit sectors. Members of the committee typically serve a three-year term, and they may be renewed for second term of up to three years.

The primary consideration for membership is having a committee that reflects the racial, ethnic and gender diversity of the nation's citizenry and includes persons with disabilities.

**5. Other Balance Factors**

To the extent practicable, other factors considered are:

- Individuals reflecting small, medium, and large organizations, as well as public and private organizations.
- Individuals reflecting underrepresented groups from community colleges and minority-serving institutions.
- Individuals reflecting a range of ages and various levels for the STEM career pathways.
- Individuals reflecting different geographical areas

**6. Candidate Identification Process**

On behalf of the NSF Director, Office of Integrative Activities (OIA) staff will solicit nominations for potential members from a wide range of sources, including but not limited to: senior NSF management, knowledgeable NSF program staff, and recommendations from the public. These suggestions for CEOSE membership will be reviewed, taking into consideration professional and personal qualifications, broadening participation/diversity/equity/inclusion experiences, STEM fields of expertise, and the other balance factors noted above. A short list of the nominees will be developed, and the top nominees will be contacted for interest and availability. When a new member is need and/or a vacancy occurs and it is determined that a replacement is necessary, a nomination package is prepared for the NSF Director to make the final recommendation decisions about the highly recommended nominees, using a nomination profile form highlighting the nominee's demographic characteristics as well as type of institutional affiliation and location type. The Director will indicate on the nomination profile form the approval of the nominee as a new member of CEOSE and sign the appointment letter for a three-year term on CEOSE.

**7. Subcommittee Balance**

The process used to determine advisory committee member balance for the Committee will be used for subcommittees that may be created.

**8. Other**

There are currently no other known factors affecting the balance of the Committee.

**9. Date Reviewed**

This Membership Balance Plan reviewed on October 14, 2022.



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