

# Memorandum

**TO:** FILE  
**FROM:** Joan Ferrini-Mundy, Assistant Director, EHR *JFM*  
**DATE:** August 2, 2013  
**SUBJECT:** Diversity and Conflicts of Interest, COV for the STEM Talent Expansion Program (STEP)

The Committee of Visitors (COV) for the STEM Talent Expansion Program (STEP) met on December 19–20, 2012, and the COV report was approved at the EHR Advisory Committee meeting on May 6, 2013, at NSF. The COV consisted of eight members selected for their expertise related to the goals of the program. They provided a balance with respect to the type of institutions supported through the program, gender, and representation from underrepresented groups.

## Summary of Diversity of COV Membership

Characteristic	No. of COV Members
Member of EHR Advisory Committee	1
Organization Type	
University	6
Four-Year College	1
Two-Year College	1
K-12 School or Local Education Agency (LEA)	0
Industry	0
Federal or State Government Agency	0
Public/Private Foundation	0
Membership Association	0
Geographic Location	
Northeast (New England, Mid-Atlantic)	2
Midwest	2
South	3
West	1
Gender	
Male	4
Female	4
Race	
White	6
Black or African American	2
Asian	0
American Indian or Alaskan Native	0
Native Hawaiian or Pacific Islander	0
Unknown	0
Ethnicity	
Hispanic or Latino	0
Not Hispanic or Latino	7
Unknown	1
Persons with Disabilities	0

The COV was briefed on Conflict-of-Interest (COI) issues, and each COV member completed a Conflicts-of-Interest and Confidentiality Statement (NSF Form 1230P). COV members who had a COI with particular proposals or awards were not allowed access to the records associated with those proposals or awards, and those members were not allowed to participate in discussions of the actions with which they had a COI.