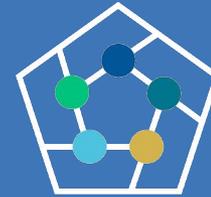




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ADVANCING GEOGRAPHIC DIVERSITY IN STEM

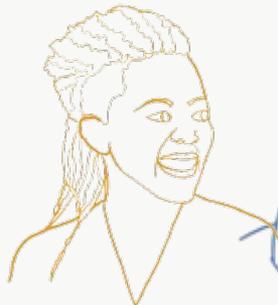
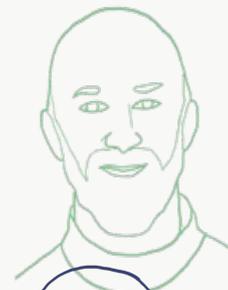


Welcome!



KNOWINNOVATION





Overall Project

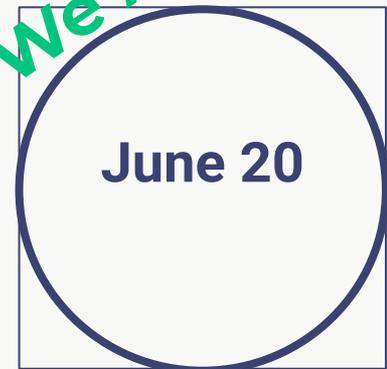
Done!



Done!



We Are Here!



Virtual Microlab Series

Gain broad understanding of the opportunities and challenges that ECORE-RII and ERISE-RII generate for EPSCoR Jurisdictions. This is an opportunity to meet with stakeholders across all EPSCoR Jurisdictions to co-develop ideas to move forward within each individual jurisdiction.

In-Person Workshop

Further develop the opportunities and challenges with a focussed effort to generate best practices and tools to be shared across all of EPSCoR. This workshop is a unique opportunity to deep dive into the opportunities and challenges with support and input from all jurisdictions.

EPSCoR Live!

We are taking over EPSCoR Live! for one day! The outputs of the in-person workshop will be presented by the workshop participants. They will also be available publicly for all EPSCoR jurisdictions to access as reference materials and best practices as developed by the EPSCoR Community.

Phase 1 Details



Virtual Microlab Series

Gain broad understanding of the opportunities and challenges that ECORE-RII and ERISE-RII generate for EPSCoR Jurisdictions. This is an opportunity to meet with stakeholders across all EPSCoR Jurisdictions to co-develop ideas to move forward within each individual jurisdiction.

- **2 part Microlab series**
 - **Day 1: Overview and Building the Committee of the Future**
 - **Day 2: Mapping the Research Ecosystem and Crossing Boundaries**
- **300 People with representation from every EPSCoR Jurisdiction**
- **Developed 159 WIBGI's related to jurisdictional committees**
- **Identified 90 components of a research ecosystem and strategies for bridging the boundaries**

Phase 2 Details

Done!

May 22-23

In-Person Workshop

Further develop the opportunities and challenges with a focussed effort to generate best practices and tools to be shared across all of EPSCoR. This workshop is a unique opportunity to deep dive into the opportunities and challenges with support and input from all jurisdictions.

- **2 day In-Person Workshop**
 - **Day 1: Building the Committee of the Future - Best Practices and Considerations**
 - **Day 2: Mapping the Research Ecosystem and Crossing Boundaries**
- **118 attendees representing all jurisdictions**
- **12 Jurisdiction Committee guidance documents**
- **16 Bridging the Ecosystem guidance doc**
- **Bonus: Evaluation Best Practices, EPSCoR Workshop Grants**

We fixed it!



WiFi

COFFEE

Phase 2 Details

Done!

May 22-23

In-Person Workshop

Further develop the opportunities and challenges with a focussed effort to generate best practices and tools to be shared across all of EPSCoR. This workshop is a unique opportunity to deep dive into the opportunities and challenges with support and input from all jurisdictions.

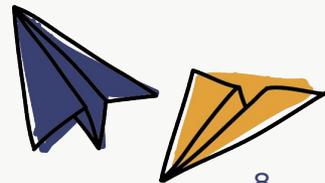
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In-Person Expense Reimbursements AMA Consulting

- **Main POC**
 - **Bev King:** bking@ama-consult.com
- **Escalation**
 - **Maria Asuelimen:** masuelimen@ama-consult.com

Email from GUSTO regarding your Direct Deposit Information should be in your inbox before EOB today.



Phase 3 Details

We Are Here!

June 20

EPSCoR Live!

We are taking over EPSCoR Live! for one day! The outputs of the in-person workshop will be presented by the workshop participants. They will also be available publicly for all EPSCoR jurisdictions to access as reference materials and best practices as developed by the EPSCoR Community.

- 2 hour EPSCoR Live
- Share phase 2 output documents
- Participant lightning talks
- Leading Change presentation

AGENDA (all times: EDT)

- | | |
|------------------|--|
| 3:00-3:15 | Intro, KI and Dr. Sandra Richardson |
| 3:15-4:30 | Lighting Talks with Moderated Q&A |
| 4:30-4:45 | Leading Change - John Riordan |
| 4:45-4:55 | Dr Sandra Richardson's Comments |
| 4:55-5:00 | Ben McCall Wrap Up |

Presentation Topics

Scotty Strachan: Technology sharing and coordination between institutions in a jurisdiction: Policy, practice, motivation, budget, perceived mission, reliability

Tara Borland: Improving and diversifying representation on the jurisdictional steering committee AND Education and workforce development (K-Career)

Bill Ebener: JSC Onboarding, Development, and Support: A PUI Perspective

Marta Collier-Youngblood: The importance of faculty-staff development in jurisdictional leadership transition

Tim Dawsey: Actively engaging community colleges, PUIs, TCUs, MSIs, etc. within your jurisdiction (Mission and Strengths Based Engagement)

Lightning Talks



Photo by [Micah Tindell](#) on [Unsplash](#)



Scotty Strachan

Inclusive and Equitable JSC Governance with Sustainable Outcomes

Group contributors:

Michelle Terwilliger - University of Montana

Ming Yang - Clemson University

Tammy Henderson - Meharry Medical College

Scotty Strachan - Nevada System of Higher Education

Hanna L Ford - University of Arkansas, Fayetteville

Juliana Serafin - WV Higher Education Policy Commission

Marta Collier-Youngblood - Youngblood & Associates, LLC

Aaron Weiskittel - University of Maine



Scotty Strachan

Inclusive and Equitable JSC Governance and Sustainable Outcomes

Guidelines

- Have well-defined governance with aligned goals and objectives for building intra- and inter-jurisdictional research ecosystems;
- Develop specific, measurable, achievable, relevant and time-bound (SMART) objectives that help to focus research ecosystem priorities and resources;
- Support recruiting and maintaining a broad membership that represents the full spectrum of stakeholders in the jurisdiction;
- Operate with transparency and use intentional communication that fosters trust among partners.



Scotty Strachan

Inclusive and Equitable JSC Governance with Sustainable Outcomes

Motivation

- Jurisdiction planning structure is ad-hoc & personality dependent;
- JSC planning is generally not building “beyond EPSCoR”;
- JSC decision-making is typically not “data-driven” or evaluated for long-term impact;
- S&T planning often leaves out key stakeholders external to local academia.



Scotty Strachan

Inclusive and Equitable JSC Governance with Sustainable Outcomes

What's it gonna take?

- State/jurisdiction-level charge & resources;
- Intentional mitigation for geographical distances;
- Processes & objectives that are “beyond EPSCoR”;
- Intentional focus on the inclusive geography - that is, processes, people, & science off-campus;
- Effective measurement & monitoring of key impact & efficiency metrics;
- Pathways for the JSC to discover impediments to research & education “on the ground”;
- Direction from NSF & the public sector research community on best practices for objectives, success measures, & basic implementation.



Scotty Strachan

Technology sharing & coordination between institutions in a jurisdiction: Policy, practice, motivation, budget, perceived mission, reliability

(or, putting the “T” back in “S&T Plan”)

Group contributors:

Scotty Strachan - Nevada System of Higher Education

Fred Harris, Jr. - University of Nevada, Reno, Assoc Dean, College of Engineering

[with significant channeling of the new EPSCoR Cyberinfrastructure Council, the [CaRCC EPSCoR CI interest group](#), and the [2023 EPSCoR Community Workshop CI Report](#)]



Scotty Strachan

Technology sharing and coordination between institutions in a jurisdiction

What's happening now?

- **Team Science** requires collaborative technology (data, compute, web services, communication, documentation).
- IT capability **gaps are widening** in EPSCoR institutions post-COVID.
- Technology friction is **driving good faculty away** from EPSCoR jurisdictions.
- JSC's are often oblivious to technology, **no regional planning** or coordination.
- National CI **ecosystem practices** are improving.



Scotty Strachan

Technology sharing and coordination between institutions in a jurisdiction

Desired outcomes?

think about how to put these in your S&T Plan!

- Reframe the “Research Ecosystem” with a solid foundation of technology services & platforms.
- **Novel technical/policy solutions** to problems in multi-organization IT for research & education.
- **Time-saving workflows for Team Science** project mgt, admin, research computing, & secure data sharing.
- Develop a **regional community of practice** in research/education IT support.
- **Frameworks for measuring** user experiences, time saved, ROI, & transformative impacts.



Scotty Strachan

Technology sharing and coordination between institutions in a jurisdiction

- Why, again?**
- Modern technology is designed to scale, with cost savings.
 - Too many EPSCoR institutions are “one lottery ticket” away from IT service failures.
 - IT is becoming more expensive, but institutional budgets aren’t adjusting.
 - Research support requires specific expertise not found in most of business IT.
 - NSF infrastructure funding is increasingly regional/team-based.
 - The Research Ecosystem doesn’t recognize the campus border.

Questions?



Tara Borland



Improving and diversifying representation on the jurisdictional steering committee

Team:

Raghu Srinivasan - Alaska Anchorage

Brian Hall - Champlain College VT

Cate Webb - KY JSC

Jim Doolittle - ND EPSCoR

Adam Smith - U of Mississippi

Jim Newcomb - New England College

Emad Badradeen - U of Ark Pine Bluff

Shawna McBride - Wyoming



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ADVANCING GEOGRAPHIC DIVERSITY IN STEM



Tara Borland



Improving and diversifying representation on the jurisdictional steering committee

WHY?

- Access full intellectual power of the jurisdiction
- Makes the jurisdiction more competitive
- Greater buy-in of the S&T plan
- Improves economic development in the jurisdiction



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ADVANCING GEOGRAPHIC DIVERSITY IN STEM



Tara Borland



Improving and diversifying representation on the jurisdictional steering committee

HOW?

- Bylaws periodically updated
- Complete transparency on membership decisions
- More JSC visibility
- External evaluation



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Tara Borland



Improving and diversifying representation on the jurisdictional steering committee

DRAW BACK?

- Could lead to very large JSC's
- Difficult to bring a large team together

SOLUTION?

- Sub-committees
- Chairs from sub-committees serve on JSC and report out



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ADVANCING GEOGRAPHIC DIVERSITY IN STEM



Tara Borland



Education and Workforce Development (K-Career)

Team:

Sadie Reed Stimmell, Community College System of NH

Carolyn Dadabay, The College of Idaho

Sherry Marshall, Science Museum Oklahoma

Rick Schumaker, Idaho EPSCoR, University of Idaho

Shawna McBride, University of Wyoming



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Tara Borland



Education and Workforce Development (K-Career)

GOALS

- Fully engage and broaden participation in K-12 outreach activities
- Develop the overall pathways through K-12 to higher education to industry



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ADVANCING GEOGRAPHIC DIVERSITY IN STEM



Tara Borland



Education and Workforce Development (K-Career)

WHY?

- Increased accessibility to K-12 outreach activities
- Availability and accessibility of resources throughout the jurisdiction
- More connections with industry



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ADVANCING GEOGRAPHIC DIVERSITY IN STEM



Tara Borland



Education and Workforce Development (K-Career)

HOW?

- Formalized mapping system to facilitate connections throughout the pathway of K-12 to Higher Education to Industry
- Virtual Office Space
- Jurisdiction Steering Committee members and their networks can help broaden engagement of industry participation and support
- Funding opportunities for K-12 STEM activities without a required research piece (supplemental)



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Questions?



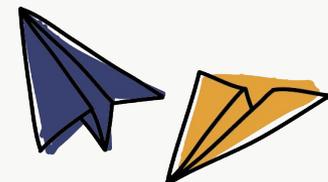
Bill Ebener



● JSC Onboarding, Development, and Support

Highlights - Group 5 JSC Guidance Document
Leadership: Sheridan McNeil, Nathan Meier

- Desired Outcome
- Impact & Beyond
- Strategy
- Special Considerations
- Challenges
- Risks
- PPCO



Bill Ebener



- JSC Onboarding, Development, and Support
 - **Desired Outcome:** An accessible, inclusive, and transparent framework to support the orientation, training, and ongoing work of JSC members.
 - **Impacts & Beyond:**
 - JSCs that are more diverse in their composition and more broadly aware of the diversity of their jurisdictional ecosystems
 - More consistent, efficient, and strategic work by JSC members
 - Increased and pro-active engagement by JSC members
 - More effective structures for JSCs to operate within and across jurisdictions
 - Opportunities to explore new connections and forge new, creative collaborations



Bill Ebener



● JSC Onboarding, Development, and Support

○ **Strategy:**

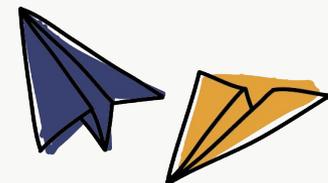
- Curate a collection of JSC position descriptions (will vary by jurisdictions)
- Provide examples of documents outlining guiding principles and roles and responsibility descriptions for JSC members
- Offer ways to connect JSC members across jurisdictions (e.g., online forum, leadership institute)
- Establish and communicate a calendar of major and recurring JSCs activities
- Consider new methods to align jurisdictional priorities (S&T plans), JSC activities, and resource allocation
- Share recommended practices and strategies for JSC continuity so there is institutional memory to control for JSC turnover (e.g., create a committee handbook similar to a “board book” for new orienting non-profit board members)



Bill Ebener



- JSC Onboarding, Development, and Support
 - **Special Considerations:**
 - Each JSC needs to be mindful of the diverse populations and institutions it serves (there is no one-size fits all. Diversity in cultures, race, socioeconomic status, geography, etc.)
 - JSC composition may need to be purposeful rather than representative given the number of institutions/shareholders in some jurisdictions
 - The number of institutions within a jurisdiction who are truly competing with one another varies widely.



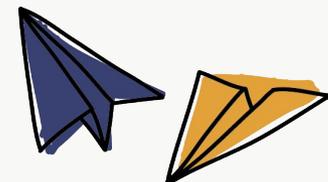
Bill Ebener



● JSC Onboarding, Development, and Support

○ Challenges:

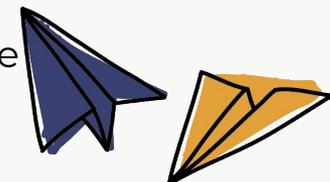
- This work is nuanced by PESTLE-G factors at micro- and macro-levels.
- E-CORE and E-RISE create a heightened level of competition within jurisdictions.
- The new mechanisms require a new and more intentional type of collaboration across organizations and sectors than was previously necessary.
- New PAPPG requirement for documentation of Tribal nation approval for collaboration.
- E-CORE and E-RISE eliminate direct administrative support for the JSC, which leaves the community wondering who will organize and coordinate the JSC.



Bill Ebener



- JSC Onboarding, Development, and Support
 - **Risks:** Jurisdictions without high functioning JSCs and corresponding administrative backbone support will be less competitive for federal funding and have their advocacy and inclusivity activities diminished.
 - **PPCO:** Plus thoughts
 - Cross jurisdictional sharing/collaborations
 - Institutional memory
 - Defining structure
 - Better understanding of committee
 - New member orientation
 - Leadership institute
 - Systemic organization of JSC which are now valuable
 - Proactive



Bill Ebener



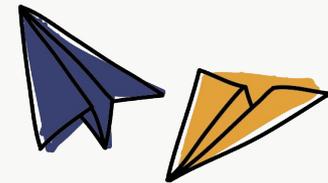
● JSC Onboarding, Development, and Support

○ **PPCO:** Potential

- Shared “handbook”, resources for composition of operations for JSC
- Manual of operations
- Position/role descriptions
- Common resource/repository
- Sharing resources (no need to reinvent the wheel)

○ **PPCO:** Concerns

- ECORE/ERISE isn't clear of who is responsible for members of the steering committee
- Who is in the JSC



Questions?





Marta Collier-Youngblood

The Importance of Faculty-Staff Development in Jurisdictional Leadership Transition

The Challenge: To assess the state of faculty-staff development for those who lead (or aspire to lead) the research development enterprise (RDE) at Emerging Research Institutions.

The Why: Transition of leadership is highly disruptive to RDE efforts both for jurisdictional and cross-jurisdictional research efforts.



Marta Collier-Youngblood

The Importance of Faculty-Staff Development in Jurisdictional Leadership Transition

Faculty-Staff Development: activities and programs designed to assist faculty-staff members in developing skills related to the 3 domains or pillars of academic performance in support of scholarly activity. These domains include skills related to the roles of teacher & educator, researcher & scholar, and administrator & leader.

Marta Collier-Youngblood



The Importance of Faculty-Staff Development in Jurisdictional Leadership Transition

Value Proposition: Standardized training for faculty-staff who lead RDE efforts will increase the efficacy of RDE leaders and provide effective tools for the onboarding and transition of RDE jurisdictional leaders. These efforts could also potentially lead to an increase of cross-jurisdictional collaboration.



Questions?





Engaging Diverse Institutions in the EPSCoR Ecosystem

Group Members: **Mark Milutinovich** (U. of New Hampshire), **Tim Dawsey** (Pittsburg State, Kansas), **Donald Adjeroh** (West Virginia U), **Doug Byers** (Kansas NSF EPSCoR), **Michelle Gregoire** (U of New Hampshire), **Jeremy Guinn** (United Tribes Technical College, North Dakota) and **Sadie Reed Stimmell** (Community College System of New Hampshire)

The Challenge: Actively engaging institutions whose core mission doesn't always align with research and development. This includes community colleges, primarily undergraduate institutions (PUIs), historically black colleges and universities (HBCUs), tribal colleges and universities (TCUs), Minority Serving Institutions (MSIs), and other similar institutions.

- CC awareness of EPSCoR and vice versa
- Declining enrollment in STEM disciplines at CCs
- Expectation of CC administration to see a steady revenue stream from federal grants to cover administration expenses
- Current grant funding isn't enough to sustain administration expenses
- Mission of the college is teaching, not research
- Geographic distance to universities, labs, and interaction with faculty
- Meeting the needs of individual CC students, including non-traditional students
- Understand that success is incremental - move the needle - don't expect big impact in the short term
- Real, or perceived, burden to CC faculty to be involved in research
- How to include private institutions that have a completely different mission



Keeping in mind:

- Smaller institutions are nimble and able to pivot with industry needs
- Simple dilution of available funds, will likely not provide desired results
- Engagements should be mission and strength based partnerships between EPSCoR jurisdictions, research-intensive institutions, and diverse institutions

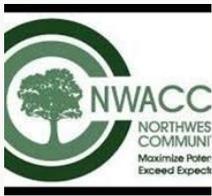


Developing Strategies for Fostering Engagement with Diverse Institutions



Potential components of a strategy:

- Invest in outreach to students and families at the MS and HS level to improve STEM enrollment at the CCs
- Procure federal funding to build centralized research administration support for the CC system and have it become self-sustaining through future grants
- Build research experiences into STEM curricula at the CCs
- Prepare CC students to mentor incoming students, become ambassadors to HS
- S&T plan addresses the needs and contributions of the CCs



Partnerships and Collaboration:

- Incentivize the formation of partnerships between EPSCoR jurisdictions, research-intensive institutions, and diverse institutions to leverage complementary strengths and resources.
- Develop mentorship programs and collaborative research projects that provide students from diverse institutions with opportunities to gain research experience and contribute to the national research enterprise.



Leading Change



Leading Change

1. Have a Change Leadership Strategy

Option A: *Wander through and hope for the best!*



Option B: *Have an intentional strategy: Identify key partners, develop a shared path forward, take action, learn and get better.*



Leading Change:

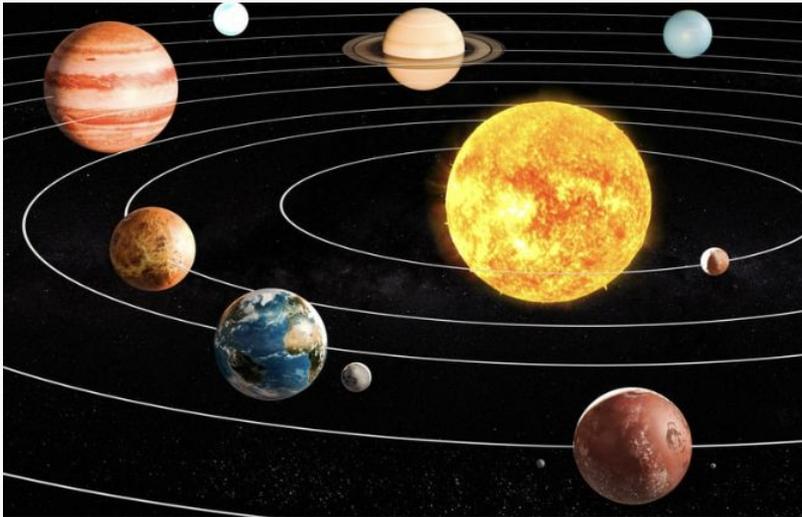
2. Understand the New Program



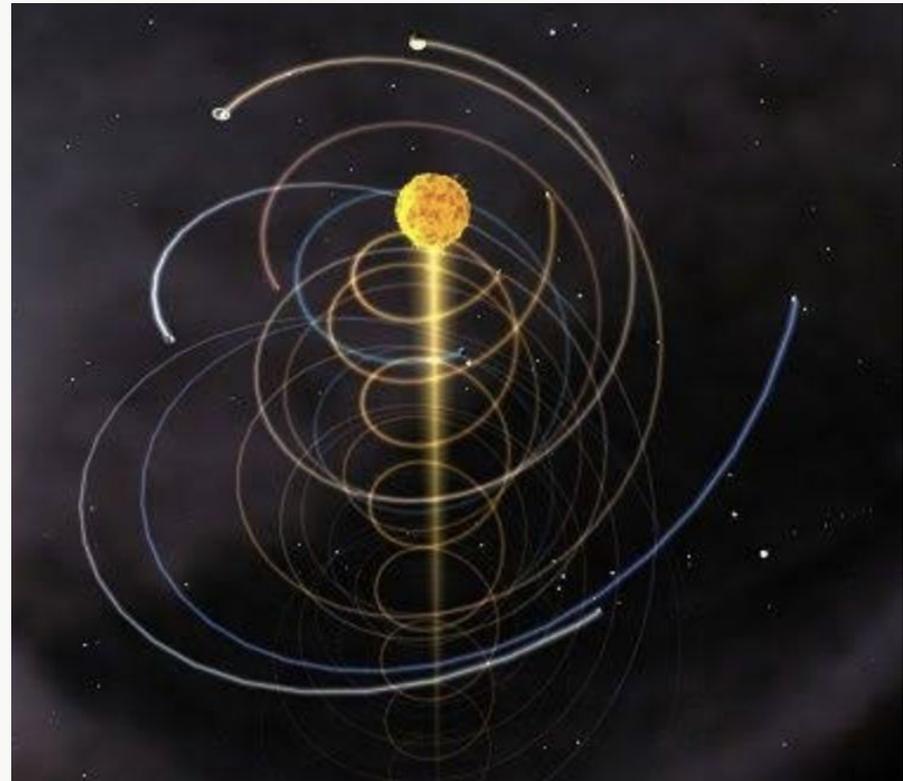
- ***What's changed?***
- ***What's the same?***
- ***How does this change how we need to organize ourselves and work together?***

Leading Change

3. Understand the Big Picture



- ***How does NSF work?***
- ***How does EPSCoR work?***
- ***How does our Jurisdiction work?***



Closing Remarks



Dr. Sandra Richardson

NSF

**Research Capacity and Competitiveness:
Section Head**

