

Strategies that Promote Inclusive Environments in Higher Education

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PROGRAM DIRECTOR

28 OCTOBER 2024



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Preparing a diverse STEM workforce and a
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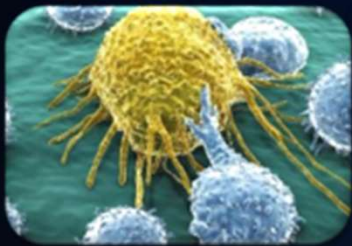
NSF's Mission



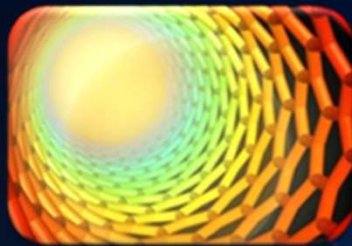
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NSF Funds Research and Education Across All Fields of Science and Engineering



Biological Sciences



Engineering



Mathematical and
Physical Sciences



Computer &
Information Science &
Engineering



Geosciences & Polar
Programs



STEM Education



Social, Behavioral,
and Economic
Sciences



Technology,
Innovation and
Partnerships



Office of International
Science and
Engineering



Office of Integrative
Activities



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NSF By The Numbers

The U.S. National Science Foundation (NSF) is an \$9.06 billion independent federal agency created by Congress in 1950 to promote the progress of science; to advance the national health, prosperity, and welfare; to secure the national defense. NSF's vital role is to support basic research and researchers who create knowledge that transforms the future.

**DID YOU
KNOW?**

NSF has funded the work of **261** Nobel Prize winners over 75 years.



\$9.06B
FY 2024
Total Enacted

93%
Funds research,
education and
related activities



11K
Awards



1.9K
Institutions



353K
People



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NSF-Powered Innovations



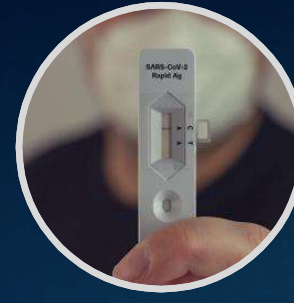
**FOUNDATION FOR
THE INTERNET**



**3-D PRINTING
BREAKTHROUGH**



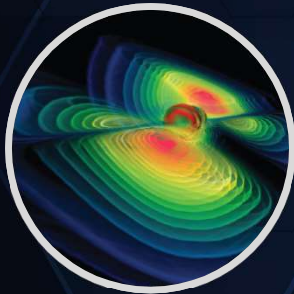
**FIRST IMAGE OF
A BLACK HOLE**



**RAPID COVID-19
TESTING**



**CLIMATE
FORECASTING**



**LIGO
GRAVITATIONAL
WAVES**



**COMPUTER CHIP
FABRICATION**



**ARTIFICIAL
INTELLIGENCE**



**EARLY WEB
SEARCH**



**MAGIC
SCHOOL BUS**



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Investment to Impact: Artificial Intelligence (AI)

1970s:
MACHINE
LEARNING



1970s:
NATURAL LANGUAGE
PROCESSING



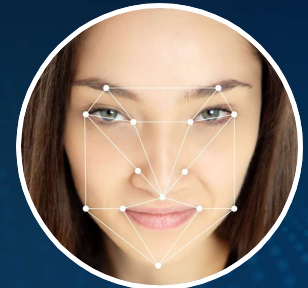
1980s:
BAYESIAN
NETWORKS



1980s:
INTELLIGENT TUTORING
SYSTEMS



1990s:
MEASURING FACIAL
EXPRESSIONS IN SBE



NSF
INVESTMENTS

CURRENT
IMPACTS



DEEPSCALE: VISION SYSTEMS
FOR SELF-DRIVING CARS



SPEECH RECOGNITION
SOFTWARE



TRAFFIC PREDICTION AND
ROUTING



AI INSTITUTE FOR
STUDENT-AI TEAMING



EMOTIENT STARTUP



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Addressing Two Urgent Challenges to Our Nation

1. Lack of opportunity for every talent that is present in our nation
(all ethnicities and geographic areas)
2. Stimulate science & engineering jobs and innovation in this country

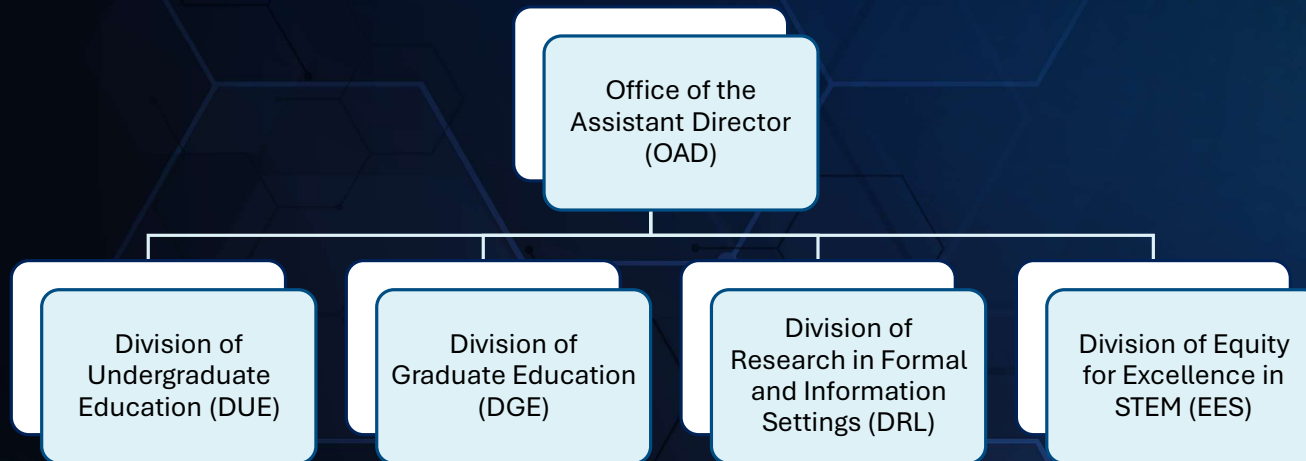


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Directorate for STEM Education (EDU)

The U.S. National Science Foundation's Directorate for STEM Education works to develop a well-informed citizenry and a diverse and capable workforce of scientists, technicians, engineers, mathematicians and educators.



*STEM Learning
and Learning
Environments*



*Broadening
Participation &
Institutional
Capacity*



*STEM
Professional
Workforce
Development*



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Division of Undergraduate Education (DUE)



STRENGTHEN STEM education at two- and four-year colleges and universities by improving curricula, instruction, laboratories, infrastructure, assessment, diversity of students and faculty, and collaborations.



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Promote Student Learning and Success



- Stimulate and support research on learning
- Develop exemplary materials and strategies for education
- Effect broad dissemination of effective pedagogy and materials
- Invest in the nation's future K-12 teacher workforce
- Foster connections between all education levels and between academia, industry and professional societies
- Encourage faculty to combine teaching and discipline-based research



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DUE Programs

- NSF Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) [NSF 24-511](#)
- Advanced Technological Education (ATE) [NSF 21-598](#)
- Improving Undergraduate STEM Education: Directorate for STEM Education (IUSE: EDU) [NSF 23-510](#)
- IUSE: Innovation in Two-Year College STEM Education (ITYC) [NSF 23-584](#)
- IUSE: Hispanic-Serving Institutions (HSI Program) [NSF 22-611](#) (*DUE/EES*)
- Robert Noyce Teacher Scholarship Program [NSF 23-586](#)



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NSF Scholarships in Science, Technology, Engineering and Mathematics (S-STEM)

Preparing Future Leaders and Movers in Engineering and Computer Science.



2023 S-STEM FLAME Cohorts

Project aims to smooth STEM students' path from 2-year to 4-year institutions



Researchers spearheading a five-year, \$3 million S-STEM project reaching students around the country at community colleges.



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Robert Noyce Teacher Scholarship Program



2022 Robert Noyce Scholars and Fellows



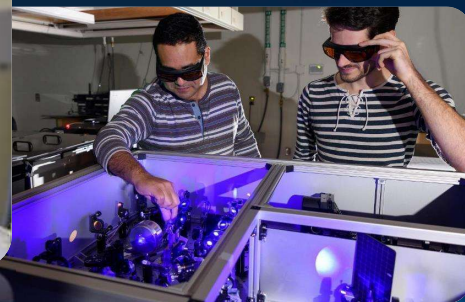
2023 Robert Noyce Scholars and Fellows



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Division of Graduate Education (DGE)



PROVIDE funding to support graduate students and the development of novel, innovative programs to prepare tomorrow's leaders in STEM fields.



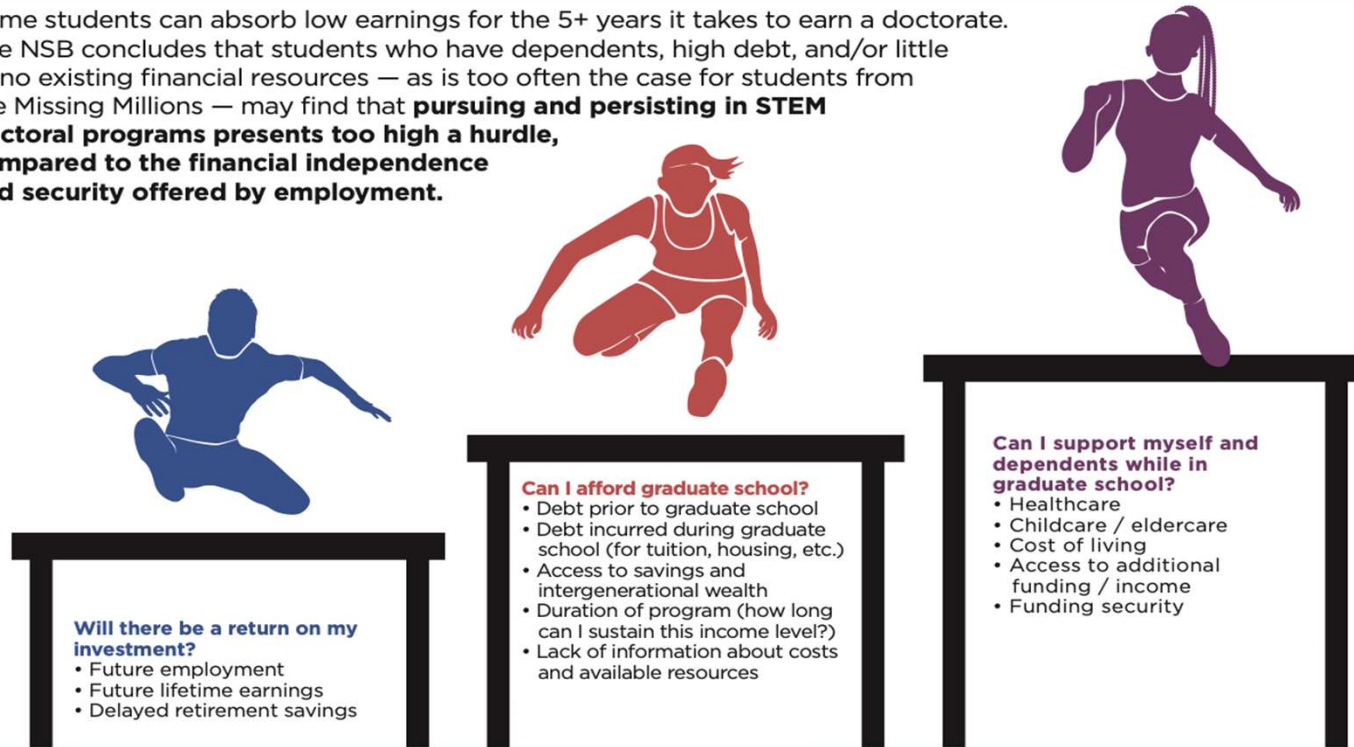
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Remove Student Barriers to Graduate Education

Financial Hurdles Can Discourage Entry into STEM Doctoral Programs for the Missing Millions

Some students can absorb low earnings for the 5+ years it takes to earn a doctorate. The NSB concludes that students who have dependents, high debt, and/or little to no existing financial resources — as is too often the case for students from the Missing Millions — may find that **pursuing and persisting in STEM doctoral programs presents too high a hurdle, compared to the financial independence and security offered by employment.**



DGE Programs

- National Science Foundation Research Traineeship (NRT) Program [NSF 24-597](#)
- Innovations in Graduate Education (IGE) [NSF 24-529](#)
- Graduate Research Fellowship Program (GRFP) [NSF 23-605](#)
- CyberCorps® Scholarship for Service (SFS) [NSF 23-574](#)
- Secure and Trustworthy Cyberspace (SaTC) [NSF 24-504](#)
- EPSCoR Graduate Fellowship Program (EGFP) [NSF 24-588](#)



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Graduate Research Fellowship Program (GRFP)

ABOUT NSF GRFP



U.S. National Science Foundation

SINCE 1952



40+ FELLOWS
HAVE GONE ON TO
BECOME NOBEL
LAUREATES

FELLOWS FROM/IN EVERY STATE

450+ FELLOWS
HAVE BECOME MEMBERS
OF THE NATIONAL
ACADEMY OF SCIENCES



5-YEAR
FELLOWSHIP
PERIOD

3 YEARS

FINANCIAL SUPPORT

NO POST-
GRADUATE STUDY
SERVICE
REQUIREMENT

~ Per Competition

12,000+ APPLICANTS
2,000+ OFFERS

ACADEMIC INSTITUTIONS
REPRESENTED

500+

~ Per Competition

Submit Early

OPEN TO:
Individuals
Pursuing
RESEARCH-BASED
MASTER'S &
DOCTORAL
DEGREES In Eligible
Fields of Study

nsfgrfp.org

**DECISION
TREE**

**FORMAT
COMPLIANCE
CHECK**

ELIGIBLE MAJOR FIELDS OF STUDY

- Chemistry
- Computer and Information Sciences
- Engineering
- Geosciences
- Life Sciences
- Materials Research
- Mathematical Sciences
- Physics and Astronomy
- Psychology
- Social Sciences
- STEM Education and Learning Research



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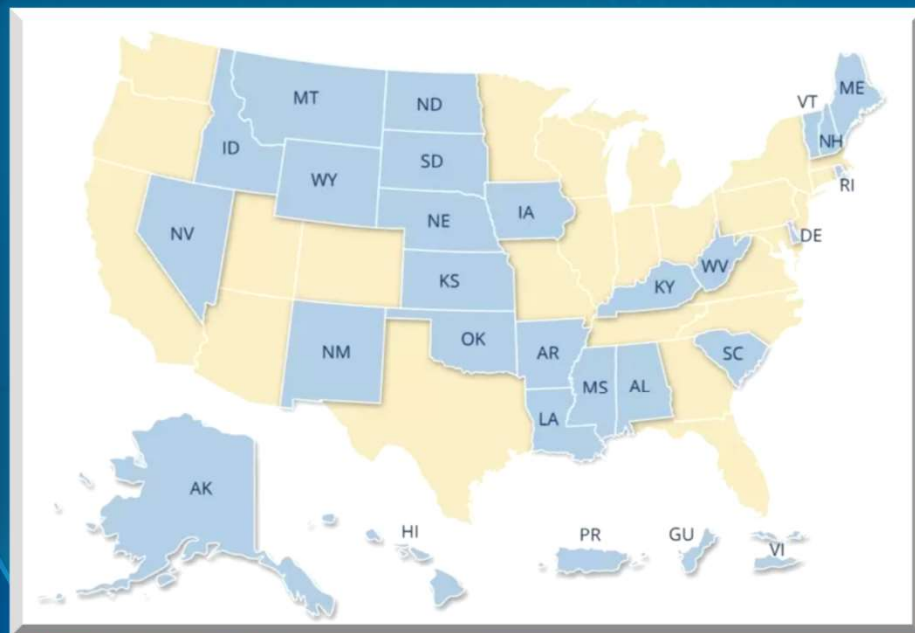
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NSF EPSCoR Graduate Fellowship Program (EGFP)

[View guidelines](#)

[NSF 24-588](#)



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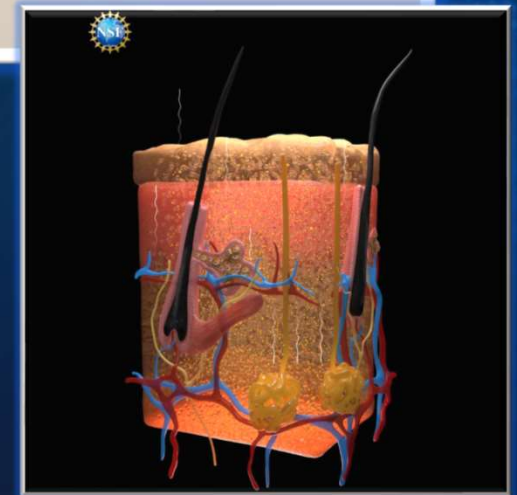
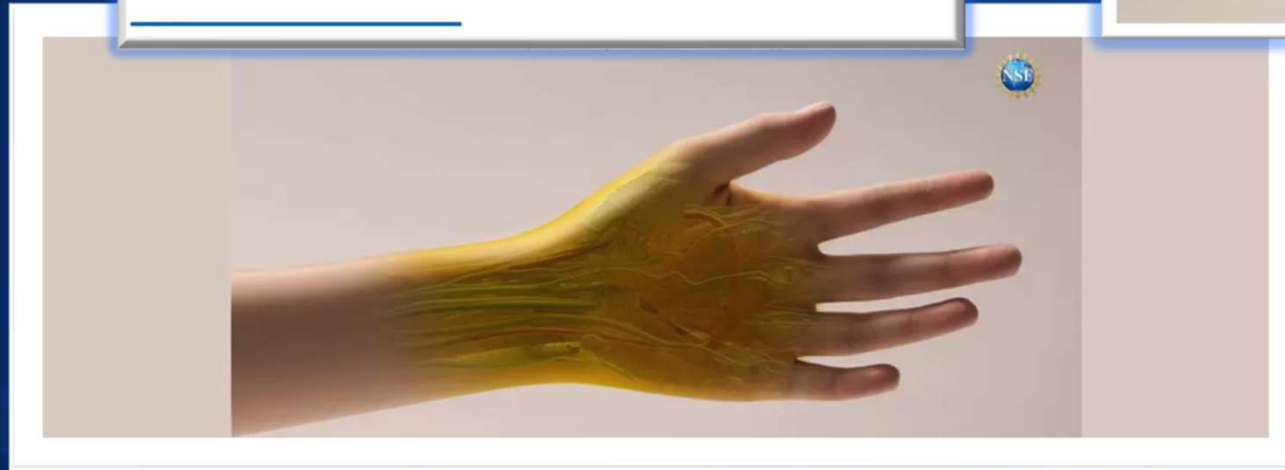
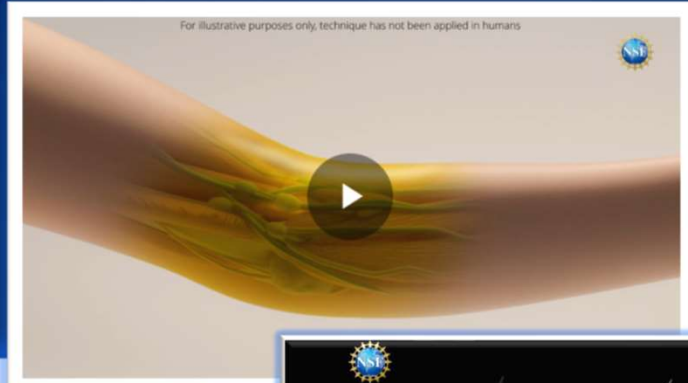
GRFP Fellow Helps Develop Method for Transparent Skin

NSF News

A window into the body: Groundbreaking technique makes skin transparent

Using common food dye, researchers make skin, muscle safely and reversibly transparent

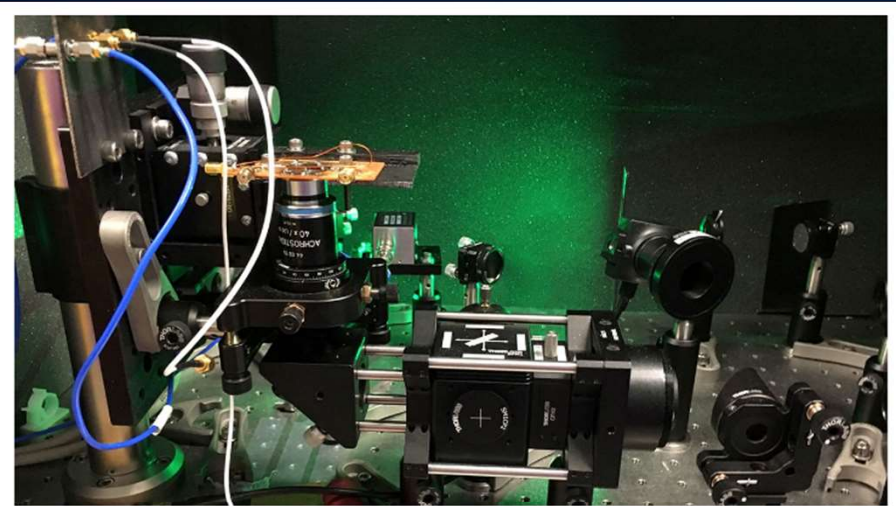
September 5, 2024



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NSF Research Traineeship (NRT) Program



UNM launches innovative quantum photonics graduate program with \$3 million NSF grant

UNM launches innovative quantum photonics graduate program with \$3 million NSF grant



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Division of Research on Learning in Formal and Informal Settings (DRL)

INVEST in the improvement of STEM learning for people of all ages by promoting innovative research, development, and evaluation of learning and teaching across all STEM disciplines in formal and informal learning settings.



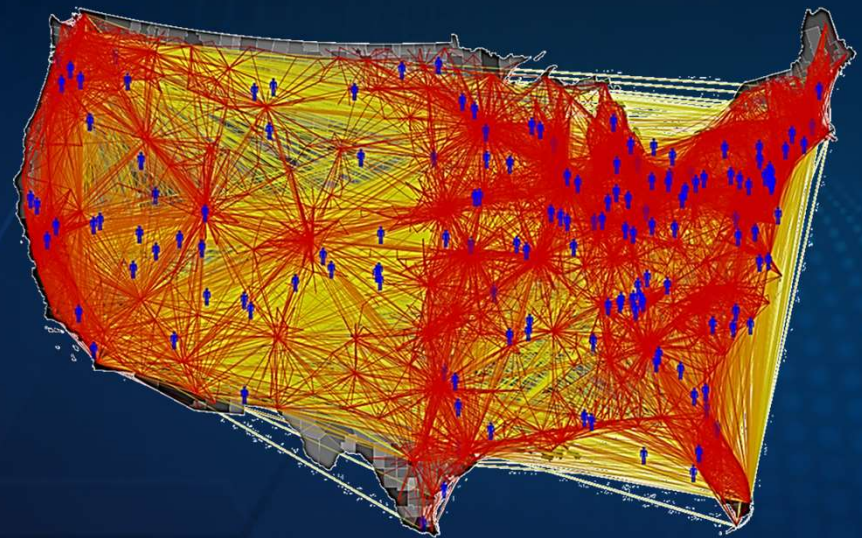
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Improve the Effectiveness of STEM Learning for People of All Ages

Catalyst for Change – advancing theory, method, measurement, development and application in STEM education

- Innovative research, development, and assessment/evaluation of learning and teaching in both formal and informal learning settings
- Broadening and deepening of capacity and impact in the educational sciences



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DRL Programs

- Advancing Informal STEM Learning (AISL) [NSF 22-626](#)
- Computer Science for All (CSforAll) [NSF 24-555](#)
- Innovative Technology Experiences for Students and Teachers (ITEST) [NSF 22-585](#)
- Discovery Research PreK-12 (DRK-12) [NSF 23-596](#)



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EDU Core Research (ECR) Program



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Racial Equity in STEM Education Program

- Examines racial inequities in STEM to develop effective research-based practices, policies, and outcomes
- All proposals must **address just two goals:**
 - Systemic barriers to opportunities
 - How these barriers impact access, retention, and success



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Division of Equity for Excellence in STEM (EES)



SUPPORT and **PROMOTE** activities that seek to strengthen STEM education for underserved communities, broaden their participation in the workforce, and add to our knowledge base about programs of inclusion.



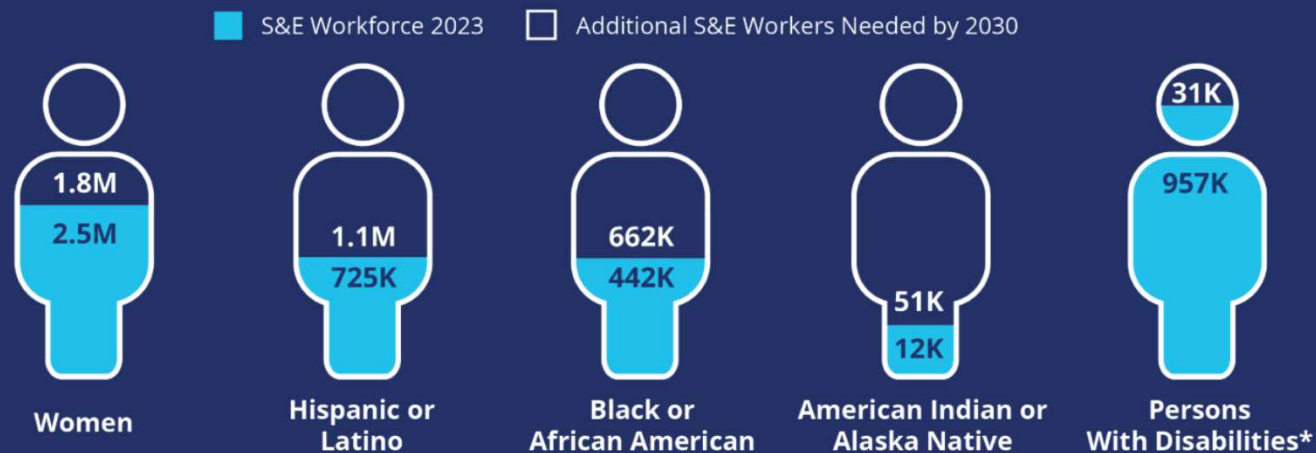
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Reaching the Missing Millions

Missing Millions: Closing the Diversity Gap in the S&E Workforce by 2030

Over the past decade, the United States has seen significant growth in underrepresented groups in the science & engineering (S&E) workforce. However, the National Science Board is urging an even swifter expansion to create a more diverse workforce that mirrors the U.S. population and meets the demands of 2030.



*Visual (30%), Cognitive (29%), Hearing (26%), Lifting (8%), and Walking (7%) disabilities

Source: Estimates are based on projections from the U.S. Census and Bureau of Labor Statistics, together with data from the National Center for Science and Engineering Statistics, and assume that participation of these groups in the S&E workforce increases at current rates.



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EES Programs

- Louis Stokes Alliances For Minority Participation (LSAMP) [NSF 24-563](#)
- Tribal Colleges and Universities Program (TCUP) [NSF 21-595](#)
- Historically Black Colleges and Universities Undergraduate Program (HBCU-UP) [NSF 23-563](#)
- Centers of Research Excellence in Science and Technology (CREST Centers) [NSF 23-595](#)
- Alliances for Graduate Education and the Professoriate (AGEP) [NSF 21-576](#)
- ADVANCE: Organizational Change for Gender Equity in STEM Academic Professions (ADVANCE) [NSF 20-554](#)
- NSF's Eddie Bernice Johnson Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (INCLUDES) Initiative [NSF 22-622](#)
- IUSE: Hispanic-Serving Institutions (HSI Program) [NSF 22-611](#) (*DUE/EES*)



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Tribal Colleges and Universities Program (TCUP)



Minnesota tribal colleges to boost science offerings with \$5 million in grants

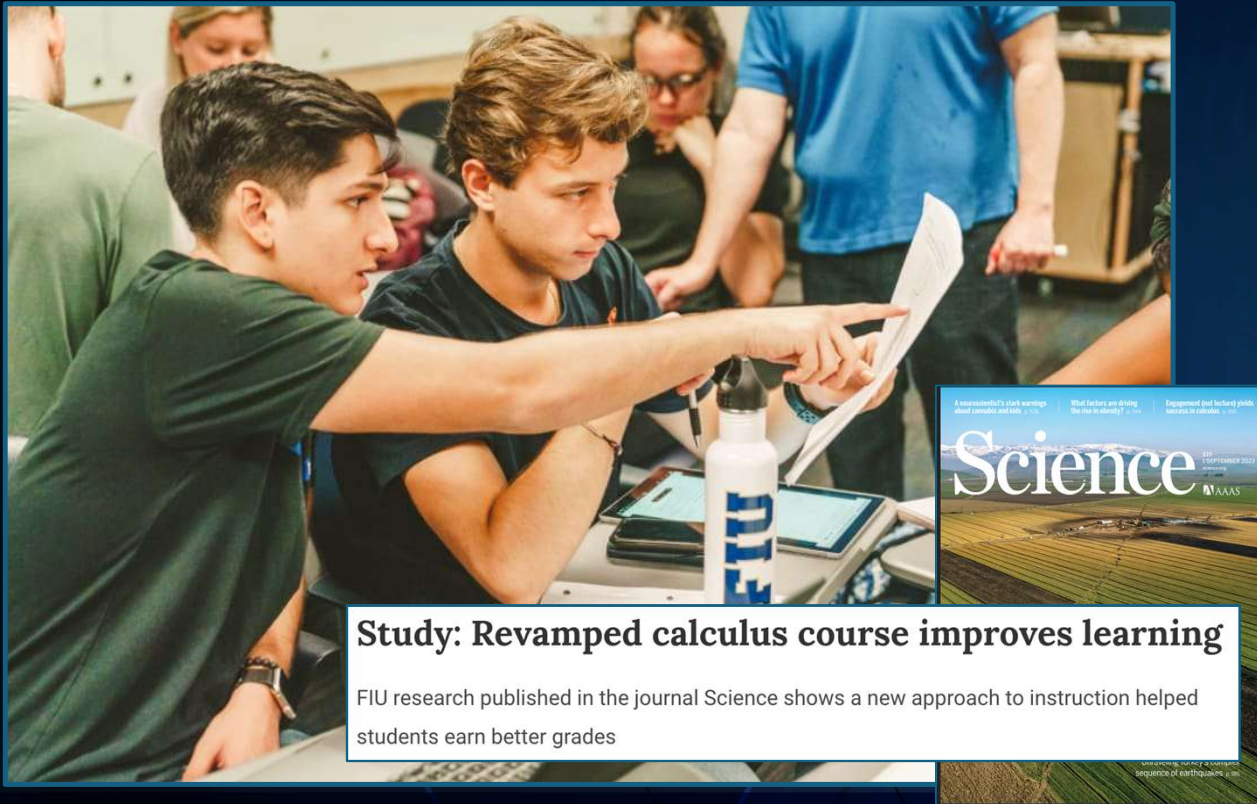
Red Lake Nation College will invest more in health and behavioral sciences, while White Earth Tribal and Community College will create a new associate degree in natural science.



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IUSE: Hispanic-Serving Institutions (HSI) Program



- Researchers found that active learning leads to better grades and understanding of calculus compared to lecture-based classes
- Improved teaching methods help graduate more STEM professionals



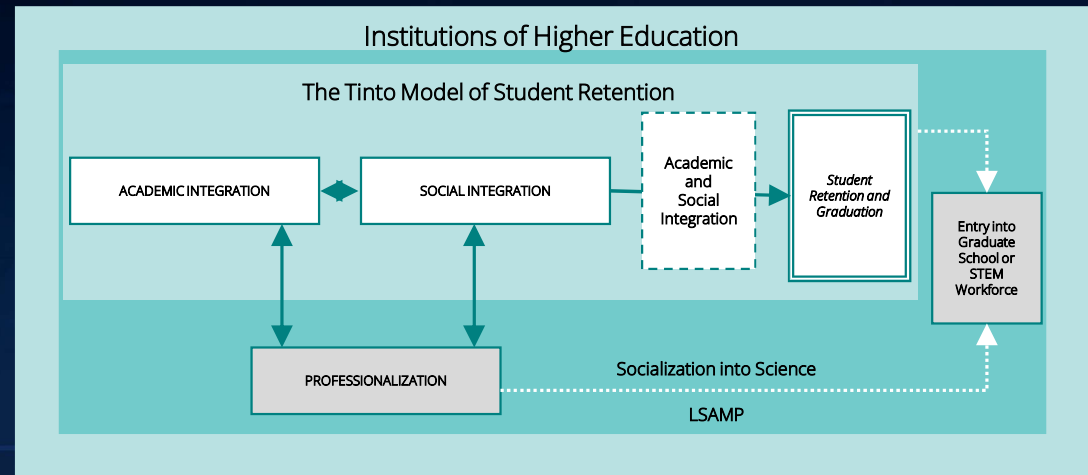
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Louis Stokes Alliances for Minority Participation (LSAMP)

- Authorized by Congress in 1991
- Significantly increase the quality and quantity of underserved students successfully completing STEM BS degree programs to diversify workforce
- Implement strategies that focus on critical transition points
- Alliances are composed of universities and colleges, government labs, industry and not for profit partners

LSAMP Model and Elements



Activity	Academic Integration	Social Integration	Professionalization
Summer Bridge	✓	✓	
Peer Study Group	✓	✓	
Learning Centers	✓	✓	
Academic Advising	✓		
Summer Academic Enrichment	✓		
Tutoring	✓		
Research Experience	✓	✓	✓
Mentorships	✓	✓	✓
Conferences	✓		✓
Internships	✓	✓	✓
Career Awareness			✓
GRE Test Preparation	✓		✓
Graduate School Admissions Support			✓



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Workplace Equity for Persons with Disabilities in STEM and STEM Education



- Study barriers and solutions to diversity, equity, inclusion, and accessibility in STEM and STEM education workplaces and training settings
- Apply intersectional social identity perspectives to investigate characteristics and conditions of STEM and STEM education workplaces and training environments that limit and/or improve diversity, equity, inclusion, and accessibility
- Conduct use-inspired and solution-oriented translational research about diverse, equitable, inclusive, and accessible STEM and STEM education workplaces and training settings



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A photograph of President Joe Biden signing a document at a desk outdoors. He is wearing a blue suit and sunglasses. Several people are standing around him, clapping. The desk has the Seal of the President of the United States on it. The text "CHIPS & SCIENCE ACT OF 2022" is overlaid in white capital letters.

CHIPS & SCIENCE ACT OF 2022



CHIPS & SCIENCE

10 KEY TECHNOLOGY AREAS

Artificial Intelligence



Advanced Communications and Wireless Technology



High-Performance Computing



Cybersecurity



Quantum Information Science



Biotechnology



Robotics, Automation, and Advanced Manufacturing



Advanced Energy and Energy Efficiency



Resilience, Disaster Prevention, and Mitigation



Advanced Materials Science



Creating Opportunities Everywhere



- Increasing investments in STEM education research
- Disseminating evidence-based practices in STEM for underresourced schools
- Addressing preparation and access barriers to STEM courses
- Increasing investments in recruitment, preparation, and retention in STEM
- Addressing financial barriers to STEM education
- Developing new and different pathway programs in STEM
- Investing in AI and technological innovations that advance STEM teaching and learning
- Ramping up STEM broadening participation investments
- Engaging in partnerships and collaborations that advance STEM education research, teaching and learning, etc.



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NSF Partnerships

NSF announces \$10 million partnership with Intel Corporation to train and build a skilled semiconductor manufacturing workforce

NSF launches new partnership for gender equity with The Kaleta A. Doolin Foundation

The new partnership will invest in NSF programs that support activities for women in science. Read more.



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Advancing Elementary Science Education: A New Joint Investment between IES and NSF

September 25, 2024 | Blog Editor | NCER



NSF investing nearly \$8M in EducateAI awards to develop next generation of well-trained AI workforce

September 4, 2024

Gates Foundation, Schmidt Futures, Walton Family Foundation partner with NSF



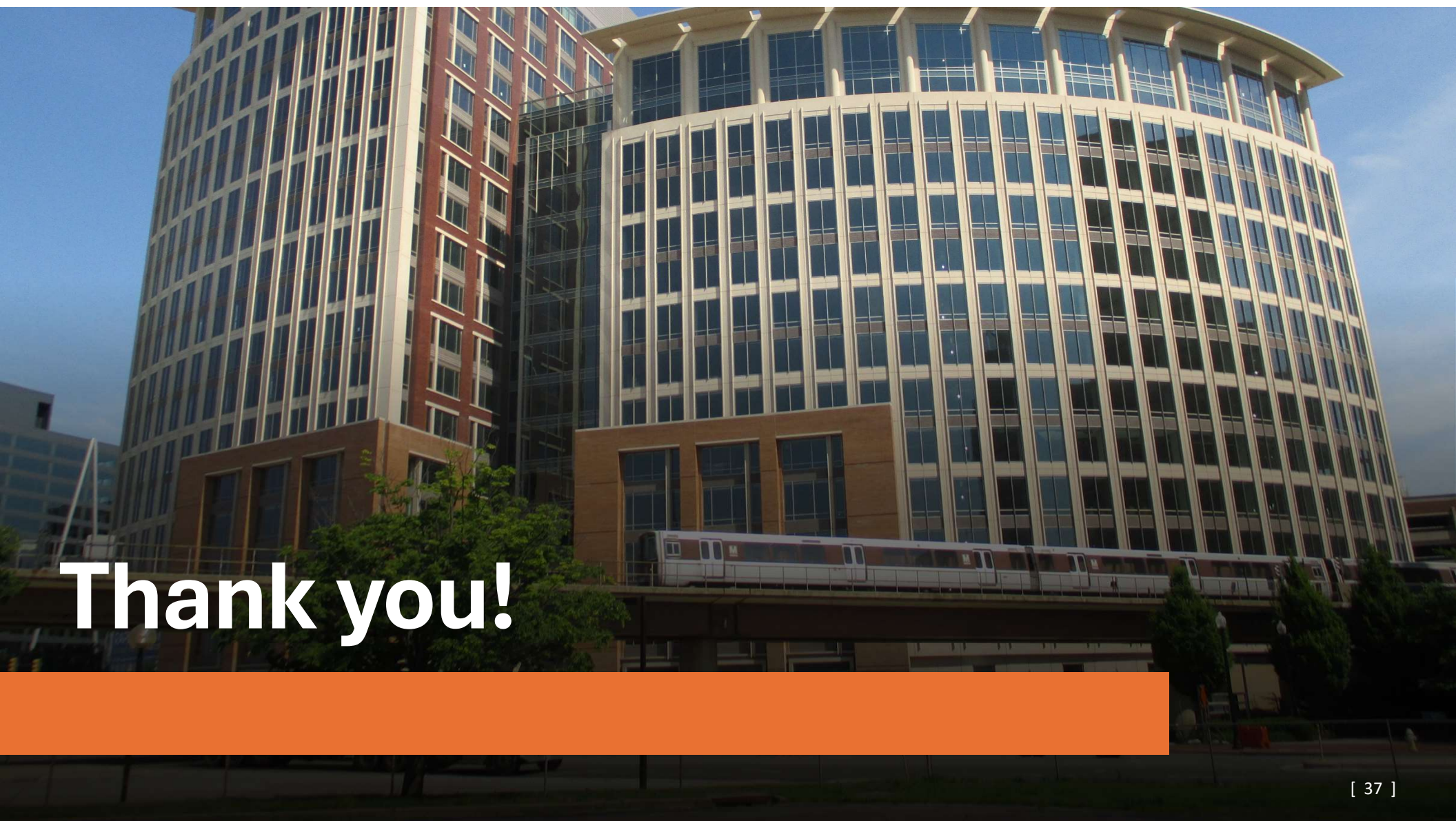
Leading foundations that will support marginalized groups. Read more.



NSF and Micron invest in STEM teacher training to support future microelectronics workforce

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Thank you!