

FDP Pipelines Working Group

Discussion and working meeting on Demonstration Project for
Work-Life Balance

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Pipeline Group

□ Who We are:

The pipeline group of FDP is concerned with broadening participation in STEM fields by addressing issues that impact individuals in the student-to-professional pipeline. We will study and report on current practices, and implement demonstrations to identify best practices and facilitate their broader use.

Overview of Demonstration on Work-Life Balance

- ❑ Overview of process
- ❑ Activities undertaken for Work-Life Balance Demonstration include:
 - ❑ initial conference call to gather the group;
 - ❑ identification of foci for demonstration at last FDP meeting,
 - ❑ Monthly conference call with NSF, NIH reps to outline parameters of demonstration
- ❑ Identification of study and demonstration components
- ❑ Schedule of next steps

Demonstration criteria

- ❑ Work-life Balance focus
- ❑ Alignment with NSF policies within the foundation
- ❑ Suggested role for FDP is to aggregate, curate, and evaluate the use of a library of best practices
- ❑ Use resources as a mechanism for institutions to prepare proposals that show how they are adhering to these goals

Demonstration activities proposed

- ❑ Identifying best practices for work life balance initiatives at universities
- ❑ Assess how universities can connect with the inter-agency harmonization that is already happening with the use of pathways approaches for supporting balance in areas like dependent care and dual career hiring
- ❑ Assessing with the FDP institutions (beginning with pipeline committee perspectives) how pathways resources, like training modules, could be leveraged at home institutions to build a culture of support for the goals of the work/life balance initiatives specifically and Title IX in general
- ❑ Develop a method to gather information about what institutions are doing to reflect adoption of Title IX
- ❑ Identify uses for tool kits to support policy development within institutions, reporting rubrics for tracking and evaluating the effectiveness of the policies, to support investigators to develop training programs, improve their effectiveness, and report outcomes

Method options

- ❑ Survey
- ❑ Email request for information, open ended
- ❑ Mixed method approach, open ended questions, some specific data requests, policy share
- ❑ Other suggestions

Possible Next steps

- ❑ Request for information will be emailed to Pipelines group and any others that are identified in this meeting
- ❑ Work with FDP to create curated archive of best practices with tracking features
- ❑ Develop tool for responding to information request
- ❑ Report on process and announce availability of archive in the context of improving the ability of grantees and institutions to respond to work-life balance goals