



# FUEL YOUR FUNDING: BOOST PROPOSAL PREPARATION

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Spring 2024



# DELANEY FOSTER

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Director, Office of Inclusive  
Excellence

Lead grant efforts on behalf of  
the Division of Access,  
Opportunity & Success



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# ANSWERING SOME QUESTIONS

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- 01 FUNDER IMPERATIVES--  
WHAT DO FUNDERS WANT
- 02 NEED AT MSU: FACULTY  
AND STUDENT DATA
- 03 FACULTY PERSPECTIVES
- 04 MISSION AND RESOURCES



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# VIBES

LEARN  
TOGETHER

BE  
STRATEGIC

MAKE  
PLANS



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# UPCOMING

MARCH 4

Toolkits for Inclusion,  
Broader Impacts,  
and Outreach

APRIL 1

Authentic & Meaningful  
Participant Engagement

FOCUS  
WORKSHOPS



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# STUDENT EXPERIENCE EXPO

Wednesday, February 28  
10:30 a.m. – 2 p.m. (*come-and-go*)  
Bost Conference Center  
190 Bost Drive



MISSISSIPPI STATE  
UNIVERSITY.

ACADEMIC AFFAIRS

DIVISION OF ACCESS, OPPORTUNITY  
AND SUCCESS

DIVISION OF STUDENT AFFAIRS



REFRESHMENTS AND A VOUCHER FOR USE AT ANY OF OUR MSU DINING VENUES PROVIDED



WHAT DO  
FUNDERS WANT?

# COMMON DIVERSITY ELEMENTS

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INCLUSIVE  
RECRUITING  
PLAN

INSTITUTIONAL  
PLAN OR  
STATEMENT

BROADER  
IMPACTS  
WRITING

PI DIVERSITY  
STATEMENT

WORKSHOPS,  
TRAININGS,  
CUSTOM PLANS

INCLUSIVE  
ENVIRONMENTS  
PLAN





# NSF: BROADENING PARTICIPATION

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INCREASE  
WORKFORCE  
DIVERSITY

CREATE  
INCLUSIVE  
WORKFORCES

DEVELOP  
LEADERS OF  
THE FUTURE

RECRUIT  
UNDERREPRESENTED  
STUDENTS

WORKSHOPS,  
TRAININGS,  
CUSTOM PLANS

TRAININGS,  
MENTORING



# BROADER IMPACTS: POTENTIAL TO BENEFIT SOCIETY AND CONTRIBUTE TO THE ACHIEVEMENT OF SPECIFIC, DESIRED SOCIETAL OUTCOMES

- NSF always, but increasingly other funders
  - Research itself contributes to societal problems or breakthroughs
  - Activities related to the research projects—often, training ground (e.g., for undergraduates or graduate students, early career scientists, REU, Postdoc mentoring plan)
  - Activities supported by an complementary to the project—educational workshops, teacher training, communicating science to broad audiences, etc.



# U.S. DEPARTMENT OF AGRICULTURE

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DIVERSITY IS  
EMBEDDED IN  
THE MISSION

ROBUST  
EQUITY  
ACTION PLAN

\$25 MILLION  
RIGHT NOW  
FOR  
UNDERSERVED  
GROUPS

SPECIAL CALL FOR  
RURAL LEARNERS &  
STUDIES

WORKSHOPS,  
TRAININGS,  
CUSTOM PLANS

SPECIAL CALL  
FOR LOW-  
INCOME  
LEARNERS



# U.S. DEPARTMENT OF EDUCATION

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ENSURING  
EQUAL ACCESS  
IS KEY TO THE  
MISSION

FOSTERING  
DIVERSE  
SCHOOLS  
GRANTS

TEACHER  
DIVERSITY IS IN  
TOP 3  
PRIORITIES

EQUAL ACCESS CAN  
START WITH  
TEACHER  
EDUCATION

GRANTS FOR  
PARTNERSHIPS  
WITH LOCAL  
SCHOOLS

HELP RECRUIT &  
RETAIN  
UNDERREPRESENTED  
STUDENTS



BASICALLY  
EVERYWHERE

# DISCUSS

How do these goals intersect  
with your own work?



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AN EFFECTIVE  
GRANT PROPOSAL  
SOLVES A PROBLEM  
OR ADDRESSES A  
NEED



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WHO ARE OUR  
STUDENTS?



# UNDERGRADUATE DEMOGRAPHICS

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25.5% OF  
UNDERGRADUATES ARE  
STUDENTS OF COLOR

50.5% ARE  
WOMEN

27.8% ARE PELL-  
ELIGIBLE

35.7% ARE FIRST  
GENERATION SCHOLARS

23% OF UNDERGRADUATES  
MEET NSF DEFINITION OF  
“UNDERREPRESENTED”



# INTERSECTING IDENTITIES

22% OF STEM MAJORS  
ARE ALSO STUDENTS OF  
COLOR

8% HAVE DOCUMENTED  
& REGISTERED  
DISABILITIES

44% OF STEM  
MAJORS ARE ALSO  
WOMEN

36% OF STEM MAJORS  
ARE FIRST-GENERATION  
SCHOLARS

MANY ARE FROM RURAL  
AREAS



# OTHER GROUPS

69.4% OF SURVEY  
RESPONDENTS ARE  
CHRISTIAN

NEARLY 1 IN 6 ARE  
LGBTQIA+/QUEER  
COMMUNITY

71% OF STUDENTS FEEL  
THAT THEY HAVE  
FACULTY ROLE MODELS

85% OF STUDENTS REPORT  
BEING "VERY COMFORTABLE  
OR COMFORTABLE" WITH  
CLASSROOM CLIMATE



# ABOUT OUR FACULTY

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24% ARE PEOPLE OF  
COLOR

5.8% ARE INTERNATIONAL

50% ARE  
TENURED OR  
TENURE-TRACK

WHAT IS THE PROMOTION  
& TENURE RATE?

45% ARE WOMEN



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MS STATE OFFICE OF INSTITUTIONAL  
RESEARCH PUBLIC DATA, FALL 2022

# INTBIO

- NSF special call – integrative research AND mentorship of underrepresented students
- Needed something ambitious – call + POs made it clear this was a key component



# INTBIO

- Contacted ADI to manage BRIDGES and SREB programs – multiple levels of training pipeline
- Focus on recruitment to success evaluation



# INTBIO

- From panel summary:
- "The Broader Impacts of this proposal are very strong integrating well defined training and mentoring programs with a strong component for broadening representation. The proposal additionally supported strong connections with an existing REU program."
- ""The proposal includes components of assessment [...] and include very interesting indicators like actual recruitment of underrepresented minorities and long-term tracking of placement, in addition to surveys and interviews."



# MORE INTERESTING RESEARCH

- NSF Teacher Preparation for Rural Teacher Persistence and Retention
- Broader Impacts for CAVS DOD grant







HOW CAN WE  
MEET FUNDER  
NEED?



## UNDERGRADUATES

Recruit, retain, engage,  
employ



## INCLUSIVE ENVIRONMENTS

Prepare PIs, current team,  
future of your field

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# FUEL YOUR FUNDING

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## BROADER IMPACT PLANNING

Social change and  
improvement is a product of  
nearly any people-centered  
research



## GRADUATES

Recruit, retain, engage,  
employee, postdoc mentoring  
plans



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WHO IS ADI?

# OUR DEPARTMENTS

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HOLMES  
CULTURAL  
DIVERSITY  
CENTER

OFFICE OF  
INCLUSIVE  
EXCELLENCE

ACADEMIC  
ACCESS



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# UNDERGRADUATE ENGAGEMENT

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## BRIDGES

Undergraduate  
research

## LSMAMP

STEM research & scholar  
development

## STUDENT ORGANIZATIONS

Need student  
leaders?

## TRIO

Recruit & study  
students

## PROMISE PROGRAM

Need Mississippi  
students?

## RECRUITMENT

We can connect you  
with students



# GRADUATE ENGAGEMENT

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## SREB

Dr. Harold Grier  
Doctoral Scholars

## BRIDGES

Recruit trained students  
into your programs

## LSMAMP

Recruit equipped STEM  
students as GAs

## NCFDD

No-cost professional  
development

## WRITING CIRCLES

Increase output &  
form connections

## SOCIALS

Sense of belonging  
retains students



# INCLUSIVE ENVIRONMENTS

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## TRAINED PIS

Workshops &  
microcredentials

## SAFE ZONE

Demonstrate commitment  
to inclusion

## EVALUATION

No-PI Evaluators can  
be helpful

## CULTURAL IMMERSION

Educational & fun

## INCLUSION PLANS

Help with preparing  
& evaluating

## BROADER IMPACTS

Social impact exists in  
every proposal



# CURRENT GRANT FUNDING

- Academic : TRiO
- Holmes Cultural Diversity Center
  - Interfaith Initiatives
  - International Fiesta & Global Village
- Division Louis Stokes Alliance for Minority Participation (LSAMP)
  - IntBIO & BRIDGES
- Office of Inclusive Excellence
  - IntBIO & Dr. Harold Grier Doctoral Scholars







# PROPOSAL WRITING RESOURCES

NEW RESOURCES  
ON OUR  
WEBSITE

[OIDI.MSSTATE.EDU](http://OIDI.MSSTATE.EDU)

The Office of Inclusive Excellence is eager to collaborate with PIs across campus on research, proposal preparation, and initiative evaluation. With more funders requiring or encouraging PIs to address important topics like inclusive recruitment practices, post doctoral and graduate student mentorship plans, broader social impacts and the like, OIDI is here to help.

Some resources for PIs as they prepare proposals and research include:

- [National Science Foundation Diversity Initiatives Overview](#)
- [U.S. Department of Agriculture Equity Priorities](#)
- [National Aeronautics & Space Administration Equity Plan](#)



# WHAT WILL YOU WRITE FOR?

Turn & discuss

# QUESTIONS

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