Our Mission

We believe that diversifying the Science, Technology, Engineering and Mathematics (STEM) workforce is the best way to ensure our nation’s economic vitality and solve global challenges.

Our mission is to increase diversity in the STEM workforce.

We design and implement strategies to increase access to STEM education, funding, and careers, with special emphasis on reaching individuals from diverse underrepresented groups.

Our Model

Synthesize Information
We compile and translate best practices and key materials into resources accessible and useful to a broad national audience of students, faculty and administrators.

Create and Maintain Strategic Web Resources
We make information on programs, funding, best practices, and references easily available to a wide audience including students, faculty, and administrators.

Engage in Extensive Face-to-Face and Virtual Outreach
Through conference presentations, small meetings, webinars, and email, we draw constituents to the resources that support students and faculty through the entire STEM pathway, from K12 to career.

Catalyze Partnerships
We help cultivate a community of practice and a culture of diversity, in order to reduce isolation among diversity practitioners and increase information sharing.

Our Projects

Building the STEM Workforce: Pathways for Recruitment, Retention, and Career Development
Strengthens the STEM workforce in collaboration with NSF’s One-Stop Shopping Initiative (OSI) with extensive recruitment and retention efforts at institutions around the country. The project is currently in its tenth application session, which includes summer internships, undergraduate scholarships, and graduate fellowships. IBP’s involvement in student recruitment and student assistance throughout the application process has resulted in exceeding project recruitment and application targets for each application year. Part of its recruitment work, IBP attends dozens of conferences each year, collects contact and profile information for thousands of students and faculty, and personally answers thousands of email and telephone inquiries.

REU Pathways to Engineering: A Digital REU Mentoring Manual transfers and disseminates effective student support and mentoring strategies that have been identified in recent research and which may be used to successfully broaden the participation of underrepresented students in STEM. The project goals focus on networking and mentoring support for undergraduate and graduate students, PIs, faculty and administrators. To date, IBP has created a new portal on its website devoted to promoting engineering programs as well as the institutions and individuals involved in them, and we have developed and deployed an online mentoring manual that is continually improved with input from the engineering community.

Pathways to Ocean Sciences supports diversity in the National Science Foundation’s Division of Ocean Sciences (OCE) Research Experiences for Undergraduates (REU) programs. The project focuses on: 1) increasing the number of underrepresented students finding and successfully applying to OCE REUs; 2) increasing the recruitment and retention of underrepresented students in the ocean sciences by assisting PIs in strengthening their own recruitment efforts by understanding barriers to participation and applying best practices; 3) increasing retention of underrepresented students in STEM fields by assisting REU participants in bridging to graduate programs in the STEM fields. The project maintains an ocean sciences web portal highlighting opportunities for students as well as recruitment and retention strategies for faculty and staff.

Other IBP Initiatives
APEG: Pathways and Connections supports APEG alliances (National Science Foundation sponsored alliances designed to increase diversity in STEM) in institutional and faculty level networking as well as the recruitment and retention of students. The apos.org website provides a central repository for programmatic information, events, profiles, and contacts for APEG alliances across the country. Our online Mentoring Manual has made mentoring resources and information more accessible to all levels of study, and we have activities to support students transitioning into the profession.

Collaborative Research COSEE: Ocean Systems - Building Capacity Through Collaboration: IBP has joined COSEE-OS in its efforts to broaden participation in the activities of the COSEE National Network. A particular highlight of the COSS-OS and IBP collaboration is a series of webinars to support faculty in recruitment and retention efforts, and to support students in furthering their STEM careers.

Maine Physical Sciences Partnership focuses on redesigning and implementing middle school physical science curriculum. IBP has joined the partnership to assist with recruitment and mentoring of junior faculty, postdocs, grad students and undergrads.

Maine STEM - www.mainestem.org supports the Maine STEM Collaborative, a statewide initiative to inspire and prepare Maine students to pursue careers in STEM.

Contact Us

P.O. Box 607
Damariscotta, ME 04543
Toll free: (866) 593-9103
ajohnson@ibparticipation.org
www.pathwaysoscience.org

Our Partners

American Geophysical Union, National Association of Black Geologists and Geophysicists, Consortium for Ocean Leadership, National Association of Geoscience Teachers, American Society of Limnology and Oceanography, American Meteorological Society, California Academy of Sciences, Aquarium of the Bay, National Academy of Sciences, Ford Foundation Fellowship Programs Office, Woods Hole Oceanographic Institution, EPA, NOAA

Funded by:

In-kind Support: