

CHE Response to the 2020 Report of the Committee of Visitors

October 27, 2020

(with the 2021 update in green)

The Division of Chemistry (CHE) would like to first thank the members of the 2020 Committee of Visitors (COV) for their time and effort in monitoring and evaluating the program management and investments of the Division. The CHE Division is grateful to Drs. Peter Dorhout, Robert Cave, and Malika Jeffries-EL for their leadership as co-chairs the COV meeting and for putting together a comprehensive and thoughtful report.

We appreciate the recognition by the COV of the integrity and efficacy of CHE procedures to solicit and review proposals and of the processes used to recommend and document proposal actions. We appreciate the favorable comments made about the quality and significance of the results of the Division's programmatic investments; and about the relationship between the portfolio and the missions of the Division, the Directorate, and the Foundation; and about the Division's engagement in and prioritization of research initiatives.

The COV made five main recommendations that we address below:

Recommendation 1: The Division of Chemistry Budget needs to be increased significantly to meet the needs of the community and the nation. The Committee of Visitors (COV) believes that the Division (CHE) is an excellent steward of the funds it receives. The Division is also active in, and successful at, securing co-funding to increase its ability to support transformative science. However, the combination of flat overall budgets, participation in Foundation-wide initiatives, and increasing costs to PI is leading to a tipping point for chemistry funding for the Division. Excellent science goes unfunded each year. An NSF award "buys" fewer person hours, trains fewer people, and limits the number and impact of critical new findings. Support of the core chemistry research that is the heart of CHE is at risk of being contorted as the community attempts to fit into topdown initiatives. Finally, creative risk-taking science is hampered by short award durations. The Division can advocate for resources on behalf of the chemistry community, but this recommendation is aimed squarely at the Foundation and its ability to expand its overall funding.

CHE Response:

2020: The Division agrees. Each year there are innovative, high impact proposals that are declined due to limited funding. CHE is actively participating in NSF strategic planning, developing new initiatives that are important to the field, and building new partnerships with other divisions and other agencies to explore opportunities to leverage complementary resources in supporting strong science projects. At the same time, supporting core chemistry research is a high priority for CHE. More than 80% of our annual budget is used to support proposals submitted to the core disciplinary research programs that cover a broad range of topics. The CHE Division will continue to seek an appropriate balance between supporting community-driven broad-spectrum research and participating in new initiatives.

2021: The CHE Division continues to support community-driven research with more than 80% of its FY21 budget.

Recommendation 2: Further the impressive moves towards transparency in the review process. The 2016 COV recommended that the Division work to enhance the transparency of the review process. The current COV finds that considerable progress has been made. Panel reviews and summaries are substantive and communicate reviewer and panel rationales. The Program Officer (PO) Review Analyses (RA) are clear, detailed, and persuasive. The COV found somewhat greater variability in the quality of ad hoc reviews, but they do not comprise the majority of the review portfolio and did not generate deep concern. The thrust of this recommendation is that the COV would like to see PO comments and feedback to PIs expand to include more of the constructive information contained in the RAs. The COV believes PIs would benefit from the PO comments that provided the sort of detailed and reasoned discussions contained in the RAs, because this would not only enhance transparency, but also provide PIs with greater guidance for future submissions.

CHE Response:

2020: We thank the COV for noting the quality of the panel review and summaries, as well as the Review Analyses (RAs) prepared by CHE program officers. We agree with the COV that providing detailed and clear rationale for program decisions would no doubt provide PIs with better guidance. We will continue to encourage our Program Directors to include more information in the PO comments section and to share more constructive feedback with PIs, either through writing or phone calls. Working with the NSF policy office and other NSF units closely, the CHE division will also explore options to provide better guidance to our ad hoc reviewers to improve the consistency of mail-in reviews.

2021: To continue our efforts to provide substantive feedbacks to our PIs, the Division initiated efforts to implement a standard RA template to reduce the time needed in preparation of routine components in a RA and free up time for PDs to provide more constructive and meaningful program feedback through the PO comment section.

Recommendation 3: Employ panels in the review process when possible. The COV finds that the panel process provides excellent feedback to PIs. The Division currently does the bulk of its reviewing by panel, and the COV urges that panels continue to be central to the efforts of CHE. In addition to the benefits to PIs, panels also serve to acculturate new PIs and provide important networking opportunities. Some concerns were raised about the time commitments required of in-person panels on faculty, but other COV members felt that PIs could decide for themselves, and that in-person panels should remain the norm. The COV also urged the Division to seek broader participation from the community in the review process especially noting a desire to enhance the diversity of its reviewers across the many dimensions of diversity. The COV asks that the Division find ways to engage the community in a discussion of panels and the challenges and opportunities they present.

CHE Response:

2020: We agree with the COV that panels are of value particularly as they enable in-depth discussion among the panelists and, in this way, provide collective feedback to programs and PIs. That said, the Division notes that in order to ensure the required expertise to properly judge all proposals that CHE receives, some proposals are best handled by either hybrid panel/ad hoc review or straight ad hoc review, depending on how specialized those proposals are. We will also continue to work to expand our reviewer pool with the aim of enhancing the diversity of our panels. The importance of a diverse reviewer pool will be emphasized to incoming program directors, who will also be encouraged to recruit new URG (underrepresented groups) reviewers from amongst their professional networks. We also plan to utilize our conference outreach, the virtual office hours, and division websites, etc. to actively reach new URG chemists and encourage them to apply to the Division and consider becoming reviewers and Program Directors.

2021: The Division encourages the use of panels during the review process, when appropriate. The Division saw an increase of 30% in the number of review panels organized in the past year, primarily due to the conversion to virtual panels during the pandemic. Most panels were smaller and handled fewer proposals than on-site ones, and reviewer diversity improved across most URG categories. The Division continuously encourages the recruitment of reviewers from URG, through our conference outreach and the CHE-Comm listserv emails to the community. Information about reviewer volunteers is compiled and shared with the Division staff annually. Additional reviewer resources were discussed at Division staff meetings. Together, the Division continues to move toward Divisional aims of matching disciplinary demographics without overburdening members of underrepresented groups. We also continue our efforts in recruiting Program Directors from URG and have made good progress on improving the diversity of our team.

Recommendation 4: Seek greater community clarity with respect to Broader Impacts. The COV believes that Broader Impacts are a critical part of the assessment of proposals to the NSF. However, the COV found that the attention paid to Broader Impacts by reviewers and panels varied considerably across the proposals we examined. Further, it was sometimes unclear how the assessment of Broader Impacts factored into the funding decision. The community as a whole has widely varying perceptions of what Broader Impacts are, and how to fulfill them. Finally, the COV believes that the ability to assess Broader Impacts lags the ability to assess Intellectual Merit. The chemistry community seeks guidance and education on this issue, since it is clear that confusion persists among proposal writers and reviewers. The COV suggests that the Division find ways to engage the community in discussions about the Broader Impacts and perhaps use these conversations to further educate the community and generate clarity around what they mean to everyone. For example, a series of workshops should be held, out of which community consensus might emerge. Community norming of this type would be of immense benefit to young PIs and also be helpful to reviewers and POs who are asking those reviewers to assess proposals.

CHE Response:

2020: Broader Impact (BI) activities come in many forms. The CHE Division agrees with the COV that it is important for reviewers to embrace a diverse range of ideas in BI and continuously engage

the community in conversation. We also need to engage all stakeholders in discussion on how to change our culture on viewing BI activities during promotion and tenure to move the needle in perception. Several activities are planned, including using the division office hours in open discussion of the NSB BI review criterion. This would also be a good venue to ask the question of the community as to how BI activities are considered in promotion and tenure decisions. While such considerations are beyond the domain of the NSF, the more seriously that BI activities are taken in the academy, the more likely that they will weigh in significantly in NSF panel review. We are also committed to improving the training and education of reviewers on how to evaluate broader impacts. Accountability for BI activities will also be a point of emphasis in both panel reviews for renewal applications or new applications from previous awardees and in progress reports for current awardees.

2021: In addition to continuous utilization of the panel briefing and review instructions to educate the community about the importance of the Broader Impact review criterion, the Division organized a special office hour in July 2021 on the topic. The discussion covered the main points about the NSF BI review criterion, common BI statement shortcomings ("Dos and Don'ts"), and two examples from current NSF/CHE grantees on their successful BI activities.

Recommendation 5: Continue efforts to promote inclusion for the scientific enterprise. The 2020 COV echoes the 2016 COV with this recommendation. The Division should continue outreach to institutions that educate historically underserved populations and primarily undergraduate institutions. The COV recognizes that there may be ways for the Division to promote cross-institution mentoring for PIs at small institutions, where their expertise is singular. The COV recommends that the Division encourage and facilitate a new generation of organizations that promote inclusion at the faculty level. As an example, the Division could promote a database of all new hires in chemistry-related departments across from across the country so as to develop formal and informal networks that continue to support and mentor women and PIs from underrepresented backgrounds beyond the impressive CAREER workshop the Division holds. The COV recognizes that many of the most creative ideas have come from the community, which is an essential partner with CHE in order to improve access and inclusion, and it would welcome opportunities to be active participants to support these efforts.

CHE Response:

2020: The Division of Chemistry is committed to supporting and expanding broadening participation, diversity, and inclusion efforts internally and externally. Broad-based constituencies in the Chemistry Community will also need to become more fully involved if these challenges are to be positively addressed. Students, parents, K-12 school systems, national education agencies, other funding agencies, higher education systems, and disciplinary associations (such as the American Chemical Society) are among those that have roles to play that are complementary to NSF CHE efforts. The Chemistry Division welcomes discussions with internal and external stakeholders, both public and private, to support appropriate initiatives. This will be an ongoing and evolutionary process.

There are a number of actions that the Division can take now to begin to better address diversity and inclusion issues.

1. Internally, the Chemistry Broadening Participation, Diversity, and Inclusion (BPDI) committee has been formed. Internal discussions are actively occurring at the committee, Division, and Directorate levels, and have been accelerated in response to recent national events. These discussions are addressing internal climate, expanding awareness, staff recruitment, hiring issues, and related topics. The BPDI Committee is revising the Chemistry Division's Diversity Plan, which will address internal and external actions to be taken to promote and support diversity and inclusion.
2. Recruiting a diverse group of program directors remains a priority goal for the Division and efforts to move the needle in this regard are ongoing.
3. Externally, the Division will continue to expand (i) outreach efforts to HBCUs and other MSI or PUI institutions, (ii) outreach efforts at conferences focused on STEM URG, such as NOBCCHE, AISES and SACNAS, (iii) CHE office hours focused on topics of particular interest to the STEM URG community.
4. The Division will continue to consider current and future funding initiatives that can serve the needs of a diverse group of CHE URG researchers. The Division participates in the HBCU-EiR (NSF 20-542) initiative. Centers for Chemical Innovation (CCI) awardees have strong and creative broadening participation activities that will continue to be leveraged in new ways. The Division has recently joined CBET in the RARE (NSF 20586) solicitation that aims to re-engage, retrain, and broaden participation within the academic workforce.
5. The Division will continue to strive to enhance the diversity of reviewers. In addition to what is discussed in the response to R3, the Division was an NSF leader in developing panel briefing materials addressing bias, and is committed to following current NSF guidance and requirements related to reviewer/panelist education regarding bias; however, the Division will consider additional steps that may be taken to improve the equity and transparency of the review process.
6. Broadening participation is one of many ways that a proposal might address the NSF Broader Impacts review criteria. Activities of the Division related to Broader Impacts are addressed above in the response to R4.

2021: The CHE Division has worked continuously to improve access and promote inclusion within the chemical enterprise. The Division recognizes the need to accomplish this through a variety of avenues, and work towards this goal has fallen within three broad categories: (1) faculty funding opportunities to support diversity and broadening participation, (2) opportunities for non-faculty support, and (3) direct outreach and interaction between the Division and the community. These activities have been organized and led by the CHE Broadening Participation, Diversity, Equity and Inclusion Committee (BPDEI, formerly known as the BPDI Committee), CHE management, and the CHE technical and administrative professional teams. Major activities in this past year include:

1. Faculty Funding Opportunities

- a. Participated in a new MPS funding initiative: Launching Early-Career Academic Pathways in the Mathematical and Physical Sciences (LEAPS-MPS, solicitation [NSF 22-503/21-570](#)) – CHE funded 9 projects in FY21; FY22 review is underway.
 - b. Launched a new Partnerships for Research and Education in Chemistry initiative (PREC, solicitation [NSF 21-620](#)) – proposals due 1/21/22.
 - c. Continued participation in Re-entry to Active Research (RARE, solicitation [NSF 20-586](#)) and the HBCU Excellence in Research (HBCU EiR, solicitation [NSF 20-542](#)) programs – CHE is currently evaluating the proposals received.
2. Opportunities for Non-Faculty Support
- a. Participated in a new MPS funding initiative: Mathematical and Physical Sciences Ascending Postdoctoral Research Fellowships (MPS-Ascend, solicitation [NSF 22-501/21-573](#)) –CHE funded 7 NSF-Ascend Fellows in FY21; FY22 review is underway.
 - b. Continued participation in the Alliances for Graduate Education and the Professoriate (AGEP, Dear Colleague Letter [NSF 20-083](#)) supplement program, which funds support of graduate students who are members of groups under-represented in MPS fields.
 - c. Provided COVID-19 relief supplements in FY21 to mitigate COVID-19 impacts and help to recover from COVID-related research/degree delays.
3. Community outreach and internal CHE BP activities
- a. Broadening Participation CHE Community Virtual Office Hours – Three open sessions with the community on March 5, 2021, April 30, 2021, and October 29, 2021, plus a session on Broader Impacts on July 9, 2021. Slides for these and other sessions are available [here](#).
 - b. Celebration of the Hispanic Heritage Month (October 16, 2020), NOBCCHE Heritage (March 23, 2021) and the Native American Heritage Month (November 19, 2021) through community-engaging panel discussions to highlight research accomplishments and explore opportunities and challenges in increasing diversity and equity of chemistry workforce.
 - c. Community outreach at two major conferences targeting diverse audiences: NOBCCHE (2020, 2021) and SACNAS (2021).
 - d. Two BPDEI-focused sessions at the 2021 CHE Division retreat to discuss improving (i) internal workspace diversity and (ii) diversity in review and recommendations.
 - e. The Division continues its PD and Administrative Professional recruiting efforts with positive impacts on diversity (see the response to Q3).