U.S. IODP Expedition Invitation Rate by Career Level

Number of U.S. Applications and Invitations to Sail by Career Level, 2015-23

Legend:
- # of applications
- # of invitations

Categories (top to bottom): Sr. Researcher/Professor, Assoc. Researcher/Professor, Asst. Professor, Postdoc, Graduate Student, Other

X-axis: 100, 200, 300, 400
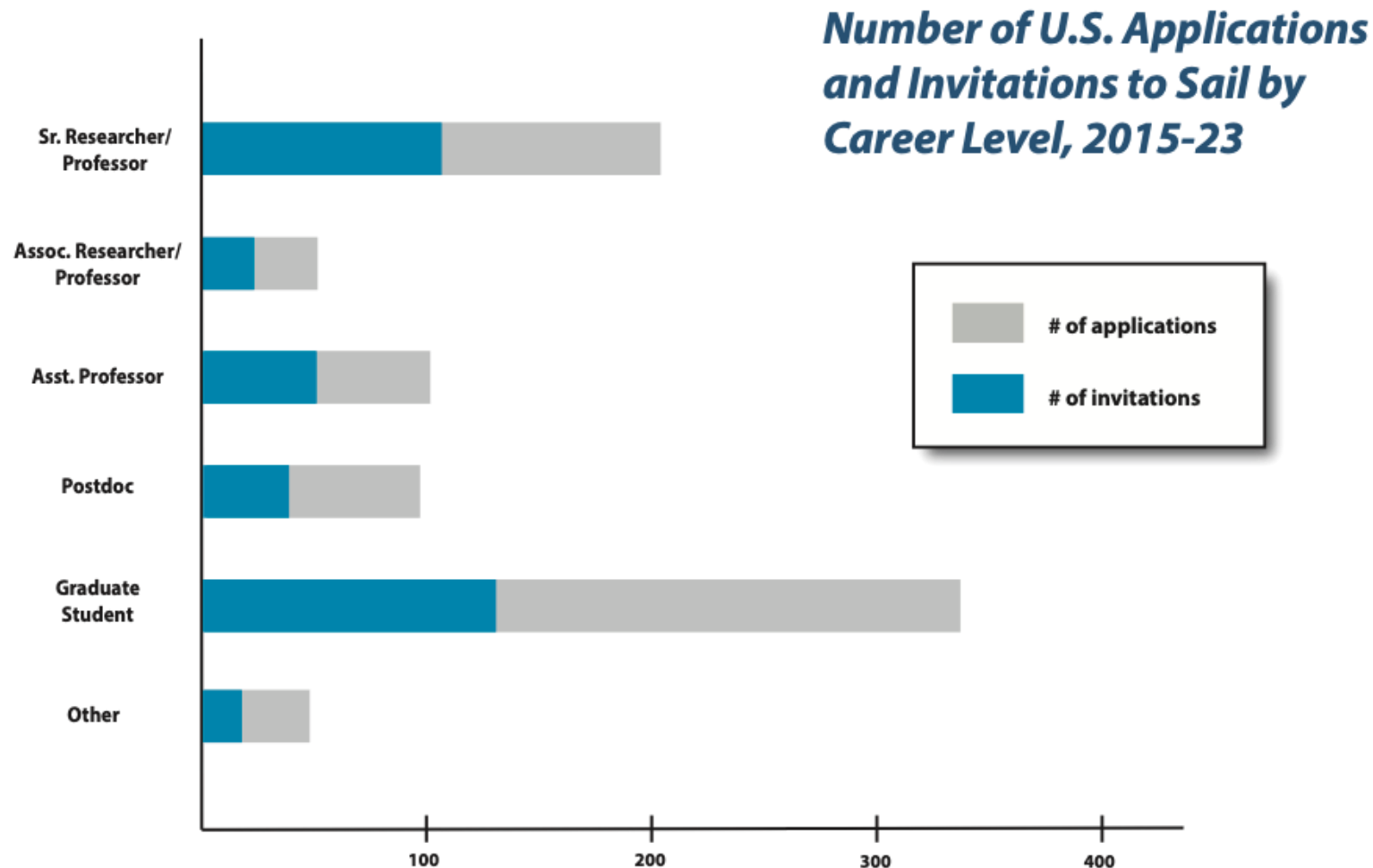
U.S. IODP Science Parties by Career Level, 2015-present

Career Level	# of Participants	% of Participants
Sr. Researcher/Professor	115	31.5%
Graduate Student	121	33.2%
Everyone Else	129	35.3%

Benefits of Current Staffing Model

- Decoupling of drilling proposal review process from science party applicant review process promotes opportunities for early career researchers.

- Coordination of staffing decisions by Operators with input from co-chiefs and Program Member Offices ensures all necessary expertise is available and allows for diversity of career level, gender, institution, and heritage.

- Deliberate balancing of ECRs and senior scientists facilitates mentoring of the former by the latter and builds a sense of community and continuity (i.e., the "culture" of IODP).

Goals for Future Workforce Development Model

- Maintain separation of project and participant review when possible and appropriate.

- Maintain **programmatic** focus on all types of diversity.

- Within fiscal constraints, increase overall access to direct or indirect participation on expeditions or other major projects.

- Avoid attrition of expertise – and thus community size and enthusiasm – associated with the loss of a consistent schedule of expeditions.

- Remember: Staffing is an **investment** in the community, in science, and in the nation's workforce.

Strategies & Mechanisms for Future Workforce Development Model

- Recognize likely limitations on shipboard science party size and ensure that critical offshore scientific and environmental needs are addressed.

- Consider (enlarged) shore-based science effort to provide more researchers, particularly ECRs, with project-based opportunities.

- Maintain access to international platforms for U.S.-based scientists.

- Accelerate outreach to minority serving institutions, to bring demographics of project participation into line with makeup of broader U.S. society.

- Explore possibilities of shipboard telepresence, to facilitate real-time participation of populations that have been historically underrepresented in SciOD (including the disabled).