GOVERNING PRINCIPLES
United InnoWorks Academy (UIA)
InnoWorks Science Education Division (IW)

The following core principles are the cornerstone for all InnoWorks programs. All recognized InnoWorks chapters must agree to diligently follow and actively pursue these principles. Any violations of these tenets may be grounds for the revocation of a chapter's good standing and termination of all chapter activities, or a member's privilege to participate in InnoWorks activities.

UIA PURPOSE

UIA is dedicated to the promotion and improvement of the academic, athletic, and leadership skills of students.

INNOWORKS MISSION

To develop innovative extracurricular educational programs for students from disadvantaged backgrounds with the purpose of inspiring lifelong enthusiasm and confidence in learning, improving problem-solving and teamwork skills, and promoting science and engineering as exciting career paths.

INNOWORKS VISION

We are committed to making a positive impact on our students, communities, volunteers, and the world. We want to create opportunities for all youth to benefit from our programs regardless of their circumstances. We are dedicated to providing an enjoyable working and learning environment for all of our volunteers and to help them become responsible, forward-thinking educators, leaders, and social entrepreneurs. We want to not only reduce the so-called achievement gap between the rich and poor, but to bring all students to a higher level of achievement.

INNOWORKS GOALS

The goals of InnoWorks are to

➢ Provide students from disadvantaged backgrounds with opportunities to explore the real-world links among science and engineering disciplines,

➢ Promote teamwork, enthusiasm for learning, and career interests in science and engineering,

➢ Utilize cutting-edge neuroscience and educational research to develop mentoring and pedagogical methods that build problem-solving skills and student confidence,

➢ Harness higher-education expertise to benefit youth and foster the development of synergistic relationships between universities and communities, and

➢ Develop opportunities to inspire volunteerism, passion for service, and entrepreneurship in college students to prepare them as tomorrow's educators, leaders, and role models.

CORE VALUES

InnoWorks is grounded on the following inalienable values that shape all of our actions:

- ➢ **Excellence**

  We seek excellence in all our endeavors; we are committed to continuous improvement.

- ➢ **Service**

  We believe we can improve the world through active community involvement, and we believe that serving others is a noble and worthy endeavor.

- ➢ **Leadership**

  We covet altruistic leadership and initiative.

- ➢ **Teamwork**

  We understand that we can only achieve our potential by working as a team and sharing knowledge and experience.

- ➢ **Innovation**

  We seek to build an environment that encourages all to create, innovate, and freely pursue knowledge.

- ➢ **Work Ethic**

  We are dedicated to fulfilling all of our commitments through hard work.

- ➢ **Integrity**

  We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

- ➢ **Diversity**

  In actively building a diverse InnoWorks community, we respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds. InnoWorks rejects discrimination on the basis of race, creed, color, religion, national or ethnic origin, gender, sexual orientation, age, or physical or mental disability when selecting students or organizational members.

- ➢ **Stewardship**

  We will be responsible for the efficient and effective use of resources. We accept the public's trust, the parents' confidence, and the sponsors' expectations. We are accountable for our actions.

- ➢ **Privacy**

  We will guard the privacy of all participants and volunteers and protect personal information.

- ➢ **Safety**

  We will be vigilant in making safety the number one priority for everyone at InnoWorks.

INNOWORKS COMMITMENTS

To the InnoWorkers (Our Students)

➢ InnoWorks programs will be enjoyable extracurricular learning experiences that tie science and engineering to the real-world.

➢ Every student who successfully completes an InnoWorks program will be recognized with an award for their accomplishment.

➢ Additional awards for team performance, collaboration, leadership, improvement, and dedication will also be given.

➢ InnoWorks is committed to helping InnoWorkers' success now and in the future; the bonds we make are intended to last a lifetime. InnoWorks will strive to create mechanisms by which the InnoWorks community (InnoWorkers, mentors, staff, and alumni) can keep in touch and help each other.

➢ Alumni InnoWorkers will be given opportunities to be involved in InnoWorks as junior mentors in high school, and leaders, mentors, and staff in college and beyond.

To the Parents

➢ InnoWorks will provide innovative and enjoyable programs to build problem-solving skills and student confidence with the intention of inspiring lifelong enthusiasm towards learning in general and science and engineering in particular.

➢ InnoWorks programs will be provided at no cost to students from socioeconomically disadvantaged backgrounds.

➢ Safety is the number one priority in all InnoWorks programs.

➢ We respect privacy and will work with you to protect personal information.

To the Community

➢ InnoWorks is fundamentally a grass roots organization dedicated to service for the benefit of local communities.

➢ We will work with community leaders to tailor our programs to be suitable for local culture and needs.

To Society

➢ InnoWorks will proactively expand in both breadth and depth to provide the highest quality programs to as many communities as possible.

To the Sponsors

➢ InnoWorks will be excellent stewards of the resources you provide to benefit the InnoWorkers and their communities.

➢ We will endeavor to provide the recognition that your generosity deserves.

To the Chapters

➢ InnoWorks is committed to help each chapter succeed.

To the Volunteers

➢ InnoWorks is committed to supporting each volunteer during their time with InnoWorks and beyond.

INNOWORKS OPERATING PRINCIPLES

Chapters

InnoWorks chapters should build strong relationships with their host institutions, communities, and sponsors through constructive partnerships and outreach.

- ➤ **Volunteerism**
  - o Chapter members are volunteers and will not be financially compensated

- ➤ **Student Entrepreneurship**
  - o Chapters must be led wholly by students.
  - o Members of InnoWorks chapters who are significantly involved with program development or interact with students during official InnoWorks programs must be enrolled as students in good standing at a college or university.
  - o Good standing status is based on the rules and regulations defined by the institution where the volunteer is a student.
  - o The college or university at which members are enrolled does not need to be the host institution of a particular chapter.

- ➤ **University Relationships**
  - o Chapters should obtain official club status at their host institution.
  - o Chapters should develop good working relationships with the host institution's administration and faculty.
  - o Chapters should have at least one non-student advisor, e.g., faculty advisor.

- ➤ **Local Leaders**
  - o It is important to develop good working relationships with local educational, community, and business leaders such as public schools administrators and teachers.

- ➤ **Student Recruitment**
  - o InnoWorks makes an effort to recruit students from underprivileged backgrounds and underrepresented groups in STEM such as female students.
  - o InnoWorks must recruit its students through local schools and community centers, which will help identify and nominate students who may benefit most from but have little opportunity to participate in programs like InnoWorks.
  - o Chapters should provide clear quotas to each school or community center they partner with commensurate with available resources.
  - o In the event of too many interested students for a given program, selection should be based on students' desire to attend InnoWorks and the impact they think the program will have on their lives.

- ➤ *Sponsors and Funding*
  - o Chapters shall work with UIA and potential sponsors to obtain funding to ensure that every deserving InnoWorker can attend InnoWorks without consideration of economic constraints.

- ➤ *Program Development*
  - o InnoWorks curricula are to be developed collaboratively by constituent chapters in efforts coordinated by UIA.
  - o Chapters must conduct high quality programs in accordance with guidelines provided by UIA.

- ➤ *Chapter Continuity*
  - o It is the responsibility of the current InnoWorks chapter leadership to successfully plan, train, and transfer knowledge and responsibility to their successors.
  - o Chapters should provide mechanisms for InnoWorkers, mentors, and staff to stay connected with opportunities to help and support each other.
  - o Chapters should actively recruit former InnoWorkers to become junior mentors in high school, and chapter leaders, full mentors, and staff in college.

Staff and Mentors

- ➤ Members of InnoWorks must always conduct themselves in a manner that reflects upon themselves and the organization favorably.
- ➤ Members of InnoWorks must strive to serve as good role models for InnoWorkers and other young people through their honesty, integrity, leadership, altruism, and hard work.

InnoWorks Programs

- ➤ **Curricula**

  InnoWorks curricula should have the following characteristics:
  - o **Interdisciplinary** and **thematic**, i.e., structured as themes such as "Vision" instead of specific disciplines such as "Mechanical Engineering" or "Biology," which enables students to better understand connections among different scientific fields and how they relate to their own lives,
  - o **Modular** and **scalable**, with activities and missions designed for a series of interconnected themes exhibiting some flexibility in allowing programs to rearrange and select subsets without hampering curricular cohesion,
  - o **Portable**, such that they can be easily transferred and implemented at a wide range of universities and colleges around the world, and **resourceful**, emphasizing scientific principles, creative problem-solving, and teamwork over expensive equipment and unnecessary complexity.
  - o Developed in accordance with the latest pedagogical techniques created by UIA based on cutting-edge neuroscience and educational research.

➢ **Programs**

- o InnoWorks programs must follow a curriculum that has prior approval from UIA.

- o InnoWorkers should be divided into teams of four students led by a college student mentor, i.e., a program with 64 students will have 16 teams and a minimum of 16 mentors.

- o InnoWorks strives to always evolve and improve to bring the best programs possible to InnoWorkers. Towards this end, InnoWorks chapters and UIA are expected to collaboratively develop methods of assessing program success. An analysis of success in achieving program goals must be conducted at least annually.