

## **OKLAHOMA LOUIS STOKES ALLIANCE FOR MINORITY PARTICIPATION**

### **Mission**

The Oklahoma Louis Stokes Alliance for Minority Participation program is committed to ensuring diversity among the nation's supply of researchers and educators in the Science, Technology, Engineering, and Mathematics disciplines.

### **Vision**

The Oklahoma Louis Stokes Alliance for Participation program will:

- Be a leader in the recruitment and retention of students from underrepresented populations majoring in the science, technology, engineering, and mathematical fields;
- Be a model for creating a community of support for scholars; and
- Enhance the development of a highly skilled scientific work force.

### **Core Values**

**Excellence** - We seek excellence in all our endeavors, and are committed to continuous improvement.

**Intellectual Freedom** - We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

**Service** - We believe that serving others is a noble and worthy endeavor.

**Integrity** - We are committed to the principles of truth and honesty, and we will be fair, equitable, ethical, impartial, and professional.

**Diversity** - We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

**Stewardship of resources** - We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

## **Goals, Critical Success Factors, Objectives and Strategies**

**Goal One. Increase the quantity and quality of students from underrepresented populations entering and completing baccalaureate degrees in STEM (Science, Technology, Engineering and Mathematics) disciplines.**

### **Critical Success Factors:**

- 30% of new program participants selected from the agricultural, physical, and meteorological sciences that have lower numbers of currently matriculating OK-LSAMP students.
- 200-250 qualified OK-LSAMP participants each semester for the duration of Phase II.
- 200-250 participating students receive stipends ranging from \$1,000 to \$2,000 per student per semester, with opportunities for merit-based increases.
- 50-60 summer research training stipends in the amount of \$3,000 each awarded to qualified upper division students, as well as to lower division students of exceptional academic standing.
- 50% of presentations to OK-LSAMP scholars focus on academic survival skills workshops.
- 12 weekly small group or cadre meetings that focus on academic issues, research involvements, program requirements and expectations, and general campus life concerns held for first and second year students, and 3 similar meetings held on a monthly basis for all OK-LSAMP participants.
- 75% of program participants promote the LS-AMP program through volunteer service in the university community and through recruitment efforts in their permanent residential communities.
- 65% of OK-LSAMP participants graduate in five to six years.

### ***Objectives:***

**Objective 1.1:** Compete for the most qualified undergraduate students from underrepresented populations.

### **Strategies:**

- Disseminate program information to high schools; tribal offices; civic, religious and social organizations; community colleges; public places such as libraries, medical facilities, and businesses; as well as to community leaders and other individuals.
- Schedule campus visits that include one-on-one visitations with faculty, other key personnel, graduate students, and program participants.

- Set up recruitment tables at select community activities and college recruiting programs for high school and community college students.
- Design attractive and informative website, posters, brochures, and other program materials.
- Encourage one-on-one recruitment efforts by current program participants.
- Collaborate with other campus programs such as High School and College Relations, Enrollment and Financial Aid, Multicultural Engineering Programs, Multicultural Development and Assessment Center, and various student organizations.
- Collaborate with other higher education institutions, corporations, and national laboratories that provide summer internships, including Oklahoma EPSCoR, Robert S. Kerr Environmental Research Laboratory, University of Oklahoma Health Sciences Center, 3M, U.S. Army Corp of Engineering, and the Stanford Linear Accelerator Center at Stanford University.

**Objective 1.2:** Formulate a strong retention program.

Strategies:

- Schedule weekly cadre meetings for freshman and sophomore students that address virtually all aspects of college life, develop a sense of community within the program, and provide interactions with upper level program students, as well as STEM faculty and graduate students.
- Schedule monthly meetings for all participants that include workshops, seminars or other presentations facilitated by peers, graduate students, faculty and staff.
- Orientate students to various campus support programs and services.
- Encourage participants experiencing academic problems to schedule individual conferences with faculty and support staff for additional academic assistance.
- Provide tutors (at no cost to participants) who will provide assistance on an individual basis or in a group setting.
- Provide a friendly, helpful, and professional LS-AMP office environment that projects a non-intimidating atmosphere, has a caring staff, encourages informal interactions, provides support and a sense of community, and helps new students, in particular, feel comfortable with their decision to attend college.
- Encourage program promotion and recruitment efforts of participating students through volunteer service in their respective communities; involvement as campus tour guides and hosts to visiting high school students participating in annual programs; and participation in campus fund-raising and food bank drives.
- Schedule weekly meetings of Oklahoma State University program staff and quarterly meetings for LS-AMP staff from all Partner Institutions that incorporates new staff orientation, evaluation of program recruitment and retention efforts, effectiveness of student tracking, and general program management.

**Objective 1.3:** Develop and implement a strong undergraduate research component.

Strategies:

- Provide a mentoring program in partnership with STEM faculty, professionals from external agencies, and graduate students.
- Provide opportunities for mentoring through laboratory trainings, research projects, seminars, professional meetings, and one-on-one interactions.
- Encourage and assist students in identifying a research mentor by the junior year.
- Develop a summer and/or academic year research plan under direction of a research mentor.
- Keep students apprised of internship/academic year opportunities at higher education institutions, private industry, and government research facilities and agencies.
- Encourage attendance at departmental and other research seminars.
- Encourage undergraduate memberships in professional societies.
- Participate in local, state, regional, and national scientific and technical meetings.

**Objective 1.4:** Achieve higher levels of student financial, social, and academic support.

Strategies:

- Provide competitive academic and research stipends.
- Keep abreast of scholarship, fellowship, and internship opportunities.
- Seek external funding to enhance stipends and program activities.
- Provide 'drop-in' area where students can access materials; ask questions of staff, tutors, or peer counselors; and receive personalized attention.
- Orientate students to campus-wide academic enhancement programs.
- Provide special tutors who not only help in mastery of difficult subjects, but also in study skills and coursework management.

**Goal Two. To better prepare underrepresented students for admission and persistence in graduate school.**

**Critical Success Factors**

- 90% of junior and senior program participants utilize tutorials and other identified resources to ensure success on the GRE, GMAT, and other examinations required for graduate school admission.
- 90% of junior and senior program participants attend workshops on the graduate school admission process.
- 90% of juniors and seniors participate in interactive sessions on graduate school survival skills, graduate school selection, admission requirements, and opportunities for scholarships, fellowships, assistantships, internships and other financial aid.
- 90% of juniors and seniors provided opportunities for frequent interactions with graduate students in STEM departments.

***Objectives:***

**Objective 2.1.** Develop a graduate school preparation component.

Strategies:

- Monthly sessions on graduate school preparation will be scheduled monthly sessions with qualified professionals on graduate school preparation.
- The program will provide GRE and other test preparation materials at no cost to students.
- OK-LSAMP will pay the registration fee for graduate school admission examinations.
- Students will apply to at least two graduate schools during the senior year.
- Workshops will be provided on the graduate school admission process, including academic qualifications, application packet preparation, writing the essay or personal statement, and obtaining letters of reference.

**Objective 2.2.** Track students throughout their graduate school program.

Strategies:

- Schedule exit interviews with all graduating seniors.
- Contact matriculating graduate students through written, electronic communication, and other means of communication.
- Apprise graduates of program growth and success via the program website.
- Encourage input of personal/graduate school data and information on website.
- Initiate an Oklahoma LS-AMP Alumni Association

