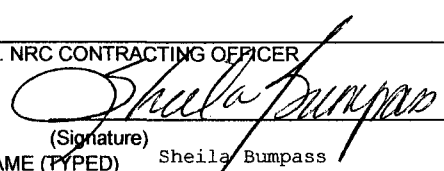


**U.S. NUCLEAR REGULATORY COMMISSION
NOTICE OF GRANT/ASSISTANCE AWARD**

1. GRANT/AGREEMENT NO. NRC-27-07-312	2. MODIFICATION NO. M002	3. PERIOD OF PERFORMANCE FROM: 7/1/2009 TO: 08/31/2010	4. AUTHORITY Pursuant to Section 31b and 141b of the Atomic Energy Act of 1954, as amended
5. TYPE OF AWARD <input checked="" type="checkbox"/> GRANT <input type="checkbox"/> COOPERATIVE AGREEMENT	6. ORGANIZATION TYPE State Controlled Higher Education Institute	7. RECIPIENT NAME, ADDRESS, and EMAIL ADDRESS COLLEGE OF MENOMINEE NATION HWY 47-55 KESHENA WI 541350000 DUNS: 965801608	
8. PROJECT TITLE: "Presidential STEM Leadership Program"			
9. PROJECT WILL BE CONDUCTED PER GOVERNMENT'S/RECIPIENT'S PROPOSAL(S) DATED June 18, 2009 AND APPENDIX A-PROJECT GRANT PROVISIONS	10. TECHNICAL REPORTS ARE REQUIRED <input checked="" type="checkbox"/> PROGRESS AND FINAL <input type="checkbox"/> FINAL ONLY <input type="checkbox"/> OTHER (Conference Proceedings)	11. PRINCIPAL INVESTIGATOR(S) NAME, ADDRESS and EMAIL ADDRESS Gary Besaw, Vice-President of Student Services College of Menominee Nation P.O. Box 1179 N. 172 Hwy 47/55 Keshena WI 54135	
12. NRC PROGRAM OFFICE (NAME and ADDRESS) U.S. Nuclear Regulatory Commission Tuwanda Smith Office of Small Business & Civil Rights Mail Stop: O-3-H8 Washington DC 20555 Tel. 301-492-7394	13. ACCOUNTING and APPROPRIATION DATA APPN. NO: 31X0200 B&R NO: 97P-15-5C1-161 JOB CODE: N7315 BOC NO: 4110 OFFICE ID NO: FSS:RQSB09323	14. METHOD OF PAYMENT <input type="checkbox"/> ADVANCE BY TREASURY CHECK <input type="checkbox"/> REIMBURSEMENT BY TREASURY CHECK <input type="checkbox"/> LETTER OF CREDIT <input checked="" type="checkbox"/> OTHER (SPECIFY) Electronic ASAP.gov (See Remarks in Item #20 "Payment Information")	
15. NRC OBLIGATION FUNDS THIS ACTION <u>\$117,500.00</u> PREVIOUS OBLIGATION <u>\$235,000.00</u> TOTAL <u>\$352,500.00</u>	16. TOTAL FUNDING AGREEMENT NRC <u>\$470,000.00</u> RECIPIENT <u>0</u> TOTAL <u>\$470,000.00</u> This action provides funds for Fiscal Year 2009 in the amount of \$117,500.00		
17. NRC ISSUING OFFICE (NAME, ADDRESS and EMAIL ADDRESS) U.S. Nuclear Regulatory Commission Div. of Contracts Attn: Sheila Bumpass, 301-492-3484 Mail Stop TWB-01-B10M Rockville, MD 20852-2746			
18. Acceptance of or objections to the Terms and Conditions of Award must be Emailed to the NRC Issuing Office (Block #17) within three (3) business days following the Award issue date. NRC considers lack of response as acceptance by the grantee of the terms and conditions of award.		19. NRC CONTRACTING OFFICER <div style="text-align: right;">  6/25/2009 </div> (Signature) _____ (Date) NAME (TYPED) <u>Sheila Bumpass</u> TITLE <u>Contracting Officer</u> TELEPHONE NO. <u>301-492-3484</u>	
20. PAYMENT INFORMATION Payment will be made through the Automated Standard Application for Payment (ASAP.gov) unless the recipient has failed to comply with the program objectives, award conditions, Federal reporting requirements or other conditions specified in 2 CFR 215 (OMB Circular A110).			
21. Attached is a copy of the "NRC General Provisions for Grants and Cooperative Agreements Awarded to Non-Government Recipients. Acceptance of these terms and conditions is acknowledged when Federal funds are used on this project.			
22. ORDER OF PRECEDENCE In the event of a conflict between the recipient's proposal and this award, the terms of the Award shall prevail.			
23. By this award, the Recipient certifies that payment of any audit-related debt will not reduce the level of performance of any Federal Program.			

TEMPLATE - ADM001

SUNSI REVIEW COMPLETE

JUL 1 2009

ADM002

NRC-27-07-312
Modification M002

The purpose of this modification is to:

1. Fund the third year of the grant thereby extending the period of performance from July 1, 2009 – August 31, 2010.
2. Incorporate the third year program description into the grant; and
3. Provide funding in the amount of \$117,500.

Specific changes are as follows:

A. FUNDING

- | | |
|---|-------------------------------------|
| 1. Total Estimated Grant Amount: | \$470,000 |
| 2. Obligated Per This Modification: | \$117,500 |
| 3. Total Grant Obligation With This Modification: | \$325,000 |
| 4. Activity Title: | President's STEM Leadership Program |
| 5. NRC Project Officer: | Tuwanda Smith |
| 6. DUNS No.: | 965801608 |

B. SPECIFIC

- | | |
|-------------------|------------------|
| RFPA Number: | No Number Listed |
| FFS No: | RQSBC09323 |
| B&R: | 97P-15-5C1-161 |
| Job Code: | N7315 |
| Appropriation No: | 31X0200 |
| BOC: | 4110 |
| Amount Certified: | \$117,500 |

C. Add the following to the grant document:

SCHEDULE

A.1 PURPOSE OF GRANT

The purpose of this Grant is to provide support for the program described in Attachment B to this Grant entitled "Program Description" for the President's STEM Leadership Program.

A.2 PERIOD OF GRANT

1. The effective date of this Grant September 16, 2008. The estimated completion date of this Grant is August 31, 2011.
2. Funds obligated hereunder are available for program expenditures from the date of award to August 31, 2010.

A.3 AMOUNT OF AWARD AND PAYMENT

1. The total estimated amount of this Award for the period shown in A.2.1 is \$470,000.

2. NRC hereby obligates the amount of \$117,500 for program expenditures during the period set forth in A.2.2 above and as shown in the Budget below. The grantee will be given written notice by the Contracting Officer if additional funds will be added. NRC is not obligated to reimburse the grantee for the expenditure of amounts in excess of the total obligated amount.

3. Payment shall be made to the grantee in accordance with procedures set forth in the "Automated Standard Application for Payment (ASAP) Procedures" below.

Automated Standard Application For Payments (ASAP) Procedures

Unless otherwise provided for in the award document, payments under this award will be made using the Department of Treasury's Automated Standard Application for Payment (ASAP) system < <http://www.fms.treas.gov/asap/> >. Under the ASAP system, payments are made through preauthorized electronic funds transfers, in accordance with the requirements of the Debt Collection Improvement Act of 1996. In order to receive payments under ASAP, Recipients are required to enroll with the Department of Treasury, Financial Management Service, and Regional Financial Centers, which allows them to use the on-line method of withdrawing funds from their ASAP established accounts. The following information will be required to make withdrawals under ASAP: (1) ASAP account number – the award number found on the cover sheet of the award; (2) Agency Location Code (ALC) – 31000001; and Region Code. Recipients enrolled in the ASAP system do not need to submit a "Request for Advance or Reimbursement" (SF-270), for payments relating to their award.

4. Additional funds up to the total amount of the grant shown in A.3.1 above may be obligated by NRC subject to the availability of funds, satisfactory progress of the project, and continued relevance to NRC programs.

A.4 BUDGET

The following is the Grant Budget. Revisions to this budget shall be made in accordance with Revision of Grant Budget in accordance with 2 CFR 215.25.

	Year 1	Year 2	Year 3	Year 4
Personnel	\$8303	\$8303	\$8303	\$8303
Fringe Benefits	\$2574	\$2574	\$2574	\$2574
Travel	\$1534	\$1534	\$1534	\$1534
Supplies	\$2089	\$2089	\$2089	\$2089
Student Scholarship Costs	<u>\$97,900</u>	<u>\$97,900</u>	<u>\$97,900</u>	<u>\$97,900</u>
Total Direct Costs	\$112,400	\$112,400	\$112,400	\$112,400
Indirect Costs	<u>\$5100.00</u>	<u>\$5100.00</u>	<u>\$5100.00</u>	<u>\$5100.00</u>
Yearly Totals	\$117,500	\$117,500	\$117,500	\$117,500

D. Attachment B

PROGRAM DESCRIPTION

Introduction to College of Menominee Nation:

College of Menominee Nation is a two year tribal college and 1994 Land Grant Institution designated under Executive Order 1302. The college is located on the Menominee Reservation in Wisconsin and serves the Menominee Indian Tribe, along with three neighboring tribes (Oneida, Stockbridge-Munsee and Forest County Potawatomi), as well as the surrounding communities of the Reservation. The main campus is located in Keshena, Wisconsin and one auxiliary site is located on the Oneida Indian Reservation.

Institution's Level: CMN is a two-year associate degree granting institution. Associate of arts and sciences and associate of applied arts and science degrees are offered for technical and career programs and include university parallel transfer programs. The transfer programs are articulated with the following institutions: University of Wisconsin Green Bay, Silver Lake College, University of Wisconsin Eau Claire, University of Wisconsin Oshkosh, Bellin College of Nursing, Fox Valley Technical College, and the University of Wisconsin Madison.. Transfer students can graduate after two years and transfer to these institutions with junior classification.

Structure: CMN is chartered by the Menominee Indian Tribe of Wisconsin and is governed by a Board of Directors. The charter of CMN sets forth the powers of the Board of Directors with "the full power and authority to" establish policies and procedures, approve the College budget, supervise the President and approve new programs. The board members must be enrolled Menominee Tribal members who are appointed by the Menominee Tribal Legislature.

Affiliation: CMN is accredited by the North Central Association (NCA) Higher Learning Commission. In 2003, ten year accreditation was granted, somewhat unprecedented for so young an institution.

Primary Service Population: The primary service population is the Menominee Nation, with over 8,000 tribal members and over 5,000 of those members living on or next to the reservation. Annually the College serves students representing over 20 tribes.

CMN serves approximately 550 students each semester; the majority of whom are degree-seeking students. The bulk of CMN's student body is Native American, non-traditional, female and part-time. A significant number (60% - 65%) of the College's students receive some form of financial aid.

Number of Students	512	
Degree-seeking	431	
Full-Time	268	
Female	364	
Native American	412	
<i>Source: CMN Institutional Research – Empower Student Records Module</i>		

Organizational Overview and Key Project Staff:

As stated in the introduction, College of Menominee Nation is governed by a Board of Directors. This Board directly oversees the activities of the College President and meets monthly to review College activities, programs and progress.

Directly beneath the President is the Vice-President of Student Services, who will be the Project Director for the President's STEM Leadership Program.

The President's STEM Leadership Program will be coordinated by the Student Services Program and includes key staff such as the Vice President of Student Services, Student Services Director, Recruitment Specialist and several Academic Counselors. Efforts will be coordinated with the College of Menominee Nation STEM Enhancement Project that is overseen by the Dean of Instruction and Vice-President of Academic Affairs.

Below is a list of key staff, contact information and key responsibilities.

- **Name:** [REDACTED]
Phone: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

Project Responsibility: The President of College of Menominee Nation is very involved with all College programs and activities. She spends a significant amount of time with each key program director to ensure that their program is meeting the mission of the College, while also ensuring that each Program Director is receiving the various types of assistance and support the College can provide. In this specific project, the President will also be engaged in an essential leadership role, providing consistent contact and guidance to the Leadership Cohorts.

- **Name:** [REDACTED]
Phone: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

Project Responsibility: Dr. Powless is directly supervised by the President. As Vice-President of Academic Affairs, she oversees the College's Academic Program. She will serve as a key facilitator of coordinated efforts between Student Services and the STEM program. This responsibility is necessary to ensure that the Leadership Cohorts not only benefit from the proposed project, but also from other concerted efforts of the College especially in the Student Services and the STEM program areas.

- **Name:** [REDACTED]
Phone : [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

Project Responsibility:

As Principal Investigator, he will be responsible for overall strategic management of the project and will be involved in the design and implementation of each of the project components. He will attend meetings with technical staff, college

administrators and College Board as needed. As Director he will also be responsible for program development, budget management, program activity oversight, tracking of student participants, coordination of activities and resources, contact maintenance with students and families, scheduling of STEM and leadership related speakers and field trips, assisting students as necessary and teaching students by example.

- **Name:** [REDACTED]
Phone : [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

Project Responsibility: Ms. Edler will coordinate the key recruitment efforts at the schools and within the surrounding communities. She will work with STEM faculty to provide presentations/demonstrations to high school seniors in order to attract the targeted high-ability Native American students. In addition she will assist students with admission activities as well.

- **Name:** [REDACTED]
Phone: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

Project Responsibility: [REDACTED] Assistant Financial Manager will complete the financial reporting requirements. He brings several years of experience in the accounting field.

- **Name:** [REDACTED] Director of Sponsored Programs
Phone: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

Project Responsibility: The Director of Sponsored Programs will provide oversight of grant management activities, including compliance with federal, state, tribal, agency and internal rules, regulations and policies. She will also play a key role in ensuring that all narrative and financial reports are submitted as required.

Summary Statement and Previous/Current Experience:

Summary Statement: College of Menominee Nation is proposing the implementation of a President's STEM Leadership Program. The focus will be in recruiting **high achieving** Native American high school seniors from local schools and providing these high school leaders with full tuition and scholarship funds for College of Menominee Nation STEM majors.

Previous/Current Experience:

STEM Related Experience: College of Menominee Nation has coordinated several STEM related projects as it has been consecutively enhancing and expanding STEM programming at the College. In FY 2002, College of Menominee Nation was awarded a *Planning Grant for STEM opportunities* that enabled the College to appraise its Science, Technology, Engineering

and Mathematics (STEM) courses and programs. The goals of this project were to identify and assure excellence in STEM teaching and learning, to meet the needs of the communities served by College of Menominee Nation and to increase minority and underrepresented participation in STEM careers. The planning process engaged the entire faculty, key administration and external evaluators and led to the development of an endorsed Strategic Implementation Plan for STEM Enhancement.

In FY 2003, College of Menominee Nation received a National Science Foundation award to coordinate a Curriculum Enhancement Project. This award allowed CMN to engage in the implementation process of the newly developed Strategic Plan for STEM enhancement. CMN is currently in year three of this implementation project. The goal of this continuing project is to enhance the quality of STEM instructional programs, curriculum and student learning with the anticipated outcomes of: 1.) increasing the number of STEM majors; 2.) increasing the number of STEM majors who enroll and are successful in new or modified courses; 3.) increasing student retention in STEM programs and courses; 4.) increasing the number of STEM graduates; 5.) increasing the number of STEM students who enroll in baccalaureate granting universities or colleges; 6.) increasing the number of STEM graduates who enter the workforce.

Project objectives were developed along with implementation strategies to achieve the above goals and outcomes. Objectives are focused on curriculum revisions to integrate mathematical and computational science across the curriculum, including General Educational Requirements and Breadth Curriculum. The revisions also focus on significantly impacting Emphasis (major) requirements through refinement of existing programs and development of new STEM majors: Environmental Health, Material Science, Biological Science and Math. Additional strategies include hiring further STEM faculty along with a student services academic advising position focused on STEM students.

College of Menominee Nation has completed or is near completing the revision, development, adoption and adaptation phases of the project objectives and is currently moving into the piloting phase of these changes and additions. The addition of a President's STEM Leadership Program is a logical and essential bridge towards achieving a quality STEM programs. As CMN builds STEM educational opportunities it is also critical for CMN to bridge out to our local schools and assist them in ensuring that our students, particularly our high achieving Native American students, are prepared for the complexity of enrolling in a STEM major as well as stimulated about that challenge. The proposed project isn't just building upon our NSF current project and goals; it is a program that is critically needed for our high achieving Native students to succeed in their educational career. It also is a strategic opportunity to seed our campus with high achieving student STEM leaders.

Scholarship Provision Experience: College of Menominee Nation continuously strives to assist their students meet the financial demands of earning a college education. Unlike many other tribes, The Menominee Nation is unable to provide for the education of their enrolled members; thus College of Menominee Nation students are extremely dependent on financial aid assistance and scholarship assistance. Many students are also forced to find part-time to full-time employment as well. Scholarships have become a vital asset to our students and College of Menominee Nation has worked with many funding agencies to provide scholarships annually.

College of Menominee Nation has a substantial application process developed for general scholarship dissemination. A scholarship committee oversees all aspects of each scholarship application process. This committee reviews every scholarship application and also interviews all qualified candidates. For the more basic scholarships hundreds of applicants apply and most

are interviewed. The extra hours that this committee provides to ensure financial assistance for our students shows the dedication of College of Menominee Nation staff and Board Members. This same committee will assist the Project Director with the President's STEM Leadership Program scholarship process.

College of the Menominee Nation has demonstrated in past efforts such as the teacher development programs that student scholarships, appropriate counseling and continuous follow-through in and beyond our institution can result in outstanding Native student performance and outcomes. Each of these programs resulted in 100% participant success, for a total of 28 students graduating from our partnering baccalaureate granting institutions. Each of the groups developed a sense of family and adopted a team approach to ensuring that the entire cohort would succeed. The goal of the proposed scholarship program is to mirror our previous past successful efforts, but this time the activities and emphasis will be placed on STEM leadership activities and programming.

Financial Capability:

College of Menominee Nation has an established program monitoring and grant management system. They have many years experience operating federal, state and foundation grants since inception. Each has been successfully administered through an identified project director as well as through the business office. Granting agencies range from the Department of Education, United States Department of Agriculture, National Science Foundation, National Endowment for the Humanities to many other agencies including a variety of foundations. Over the past two years, College of Menominee Nation has managed over \$5 million in grant funds annually. Additionally they have received clean audits with no findings during the past three years as well.

All financial activity is processed through the college Business Office including required financial reports from funding sources. Annual audits are conducted in accordance with federal regulations and guidelines. Additionally, each grant has a separate fund number in the accounting system. The college also has a Sponsored Program Director to assist in the successful and timely administration of all grant related activities and reporting.

Target Population and Program Need:

Target Population: The target population for the proposed project is underrepresented Native American **high achieving** seniors graduating from high school and entering into college. High achieving Native American students would be drawn from the community populations that College of Menominee Nation serves including but not limited to, Menominee Indian High School, Shawano-Gresham High Schools, Bowler High School and Oneida Tribal High School.

Program Need: There are a number of significant reasons why a STEM recruitment and retention program is needed at College of Menominee Nation. Nationally, Native Americans represent less than 1% of the persons earning a baccalaureate degree in Science and Engineering (NSF, Science and Engineering Degrees by Race/Ethnicity of Recipients 1992 – 2001). College of Menominee Nation predominantly serves those underrepresented groups. With a student population that is 86% Native American and 73% Female, College of the Menominee Nation is a key grantee to assist traditionally underrepresented groups to achieve success in STEM disciplines.

Great strides have been taken at College of Menominee Nation to enhance and increase STEM programs, activities, support systems and Associate Degree Programs. Additionally

fundamental efforts continuously take place at College of Menominee Nation to help our low-income students find the financial support they need to achieve an education. Further efforts include the provision of several remedial courses in key areas of Math and Science to help low-achieving students develop the skills and knowledge needed to achieve college level Math and Science courses.

Building upon and supporting those efforts is a substantial Student Services support system partially funded under the Department of Education's Title III Program that provides financially eligible students with academic counseling and peer tutoring to assist low-income students achieve their educational goals. Recently the STEM enhancement project built upon those efforts to provide STEM students with key academic advising and tutoring opportunities as well.

College of Menominee Nation has achieved a significant programming and academic target of assisting our low-achievers and low-income students reach their academic goals; however it has fallen short in serving our high achievers. Our lack of service is not in programming or service, as our academic programs are rigorous and challenging and our service programs are substantially nurturing and supportive for Native American students adjusting to college life and the increased academic demand.

Our short comings have been in the efforts to guide our high achieving students. We expect them to achieve wherever they may go. Unfortunately that has not been the case. Many of these students who have never even left the reservation suddenly move away from home, away from their families, away from their friends, and away from their way of life. They are left with little support services in all aspects of their new life in a strange school in a strange city. Adding to their burden is the new academic programming that differs significantly from the rural and intimate schooling they are used to and again, there is little guidance and support in colleges and universities so far away from home. Thus many of these high achievers return home, afraid of college, afraid of its outcomes and with no further desire to earn a college degree.

Other high achieving students face significant burdens in the quest to attend college. These students are second-generation college students, with parents who are still not in the position to save for their children's education. Yet their parents are expected to pay for their child's education, despite their real inability to do so. This situation leaves these students with few options as they pursue their dreams. Most students will incur significant debt as they apply for educational loans as well as face extensive part-time or full-time workloads to pay for necessary living expenses which take away from crucial study time. Both situations not only affect the high achieving student's ability to perform at their best academically; it also prohibits the quality leadership that these students can achieve at their college or university.

As College of Menominee Nation observes more and more highly intelligent and highly successful students returning home without an education, they have found it to be a critical task to take these students under their wing and provide them the nurturing and support needed to succeed in college while providing rigorous and challenging STEM courses that will build the fundamental foundation for their education. The College proposes to make concerted efforts to financially assist these high achieving students as they are introduced to STEM careers, activities and organizations while students participate in a familiar and comfortable setting. In addition the President's STEM Leadership program will make leaders of these high achievers with expectations of them continuing their leadership skills in their continuing higher education as well as in their STEM related careers.

It is essential that a scholarship of this worth be given to the students for their ability and maintenance of achievement and leadership participation rather than given to only students with financial need.

Goals, Objectives and Activity Timetable:

Goals: The President's STEM Leadership program has an overall goal of increasing the number of educated Native American STEM skilled employees. This is an essential goal to achieve on the Menominee Reservation, as we have little representation in STEM careers. We anticipate cultivating local persons that will eventually return and provide educated yet culturally relevant STEM services to our community.

Specific project goals are:

- To increase student retention in STEM programs and courses
- To increase the number of STEM graduates
- To increase the number of STEM students who enroll in baccalaureate granting universities or colleges
- To increase the number of STEM graduates who enter the workforce

Objectives: There are four key project objectives that will be achieved during the proposed project timeframe. Four years of anticipated program funding are essential to take the President's STEM Leadership Program from a proposed pilot program to a fully integrated achievement program. The project objectives are as follows:

- *To develop and firmly establish a **high achievement** STEM Leadership program for **high achieving** incoming freshman.*
- *To recruit a minimum of 5 Native American **high achieving** high school senior students.*
- *To retain 80% of the Native American **high achieving** student cohort.*
- *To graduate no less than 80% of the **high achieving** student cohort within the expected **two-year** Associate Degree attainment timeframe.*

Timeline:

ACTIVITY	2009		2010	
	July-Sept	Oct-Dec	Jan-Mar	Apr-Aug
Recruitment efforts				
Student application available				
Scholarship process				
Cohort participates				
Presidential meetings				
STEM activities				
Student service activity				
Student evaluation				

Project Methodology, Techniques, Resources and Measurable Progress of Cohorts:

Methodology & Techniques: In order to achieve the proposed project objectives, College of Menominee Nation will establish a project management team who will generally oversee project management. This team will meet regularly to initiate the steps needed to create the President's STEM Leadership program, monitor project progress and success and evaluate and assess project objectives and outcomes. Updated recruiting efforts will be integrated into current recruiting efforts and a President's STEM Leadership program description and application package will be developed. All students who submit an application will be interviewed according to current College of Menominee Nation scholarship procedures. Selected students will be determined by our established eligibility requirements.

Once the students are selected and the cohort established, STEM student services will ensure that students' mentoring, tutoring, studying groups and other essential needs are being met appropriately. Student mentoring will continue beyond the institution with both a College of Menominee Nation mentor as well as a current institutional mentor. College of Menominee Nation has many active and successful partnerships and programs with baccalaureate granting institutions to ensure that College of Menominee Nation graduates are successful in earning their baccalaureate degrees. Furthermore the STEM Leadership Cohorts will work with STEM Student Services to provide peer tutoring for other College of Menominee Nation students majoring in STEM fields.

The project management team will work closely with Institutional Research to ensure that project performance is being successfully tracked, with a long term goal of continuing the College of Menominee Nation President's STEM Leadership program.

The project plan will begin with the President's STEM Leadership program building upon current recruitment plans to enlist students into the STEM disciplines. Faculty presentations and demonstrations will be key recruitment tools to draw high achieving students into College of Menominee Nation. Advertisements and brochures will be developed to market the President's STEM Leadership Program as well as College of Menominee Nation's academic STEM programming in general. The STEM Leadership program will supplement current efforts and be utilized as a tool to attract high achieving students with potential student financial support. Selection of the President's STEM Leadership program students will mirror current College of Menominee Nation scholarship awarding practices. Records will be reviewed, maintained and evaluated by the entire project management team. Each team member will have specific data to gather and activities to accomplish. However, overall responsibility of records management will be retained by the project director.

The President's STEM Leadership program eligibility criteria will have unique eligibility requirements. The pre-determined student eligibility requirements are as follows: Eligible students MUST...

- Be a U.S. citizen
- Declare a major in one of our STEM programs
- Have and maintain a 3.0 GPA
- Have been involved in at least three high school clubs, organizations or activities.
- Remain active in at least two CMN clubs and/or organizations
- Commit to full-time student status (minimum of 12 credits per semester)
- Attend STEM leadership activities and events

- Complete the President's STEM Leadership program scholarship application process which includes: Student information, FAFSA, essay, letters of recommendation and scholarship board interview.

The student selection process will begin with interested students completing an application. This application has a diverse set of measures to ensure that a broad and enlightening picture of the student is viewed by scholarship reviewers. Students will be able to receive application assistance from the STEM student support staff in Student Services or the Admissions/Recruiter Specialist. Additionally students will also be able to receive assistance with the FAFSA form from College of Menominee Nation's financial aid office. Letters of recommendation will ensure that student's interest, motivation and ability in the proposed STEM field has been evidenced beyond the declaration of major and grade point average. Applications will then be reviewed by the College of Menominee Nation's scholarship board. All students that meet the eligibility requirements listed above will then be interviewed by the scholarship board according to current College of Menominee Nation scholarship granting practices. All eligibility requirements will be reviewed thoroughly. Final selection of the students will be decided by the scholarship board. The board will also develop a descending list of eligible applicants who did not receive the scholarship. The list will be maintained and reviewed as needed. A recognition breakfast will be coordinated each summer to honor the high achieving students chosen to participate in the program.

If a selected student loses eligibility due to poor academic performance (due to a less than 3.0 overall GPA or poor academic performance in STEM classes) at any point during the program, they will be suspended from the program and placed at the bottom of the waiting list. The student will have the option to work towards achieving acceptable academic performance, which will be reviewed upon another scholarship opening.

College of Menominee Nation anticipates awarding a minimum of five scholarships per year to a minimum of five students, respectively, per year. The scholarships may renew for each student through College of Menominee Nation with acceptable academic performance. Each scholarship will include full tuition for a minimum of 15 credits each semester, full tuition for summer credits as well as a monthly stipend to assist students with other fees and books. If additional funds are available, CMN will provide these scholarships to students as they matriculate to four-year STEM programs outside of CMN; however CMN students will always have priority due to the limited funds.

STEM faculty will play a significant role in mentoring students to achieve in STEM related fields. Additionally the President of College of Menominee Nation will play a key mentoring role in leadership. The program proposes to have the cohorts meet with the President and/or STEM faculty approximately on a monthly basis to learn leadership qualities and STEM skills.

Mechanisms for cohort development and growth will also be established and include study groups, tutoring (including tutoring by each other), participation in professional associations (including AIHEC and AISES) as well as local and national trips to expose students to opportunities outside of the community. Additionally, the presidents STEM Leadership cohorts will participate in summer internships. NRC will assist CMN with setting up such valuable learning experiences.

Resources: Providing a quality education is within the mission of College of Menominee Nation. From its inception, the college has placed emphasis on achieving a high level of institutional capacity, particularly in the STEM fields. We have had excellent success in the

development of STEM curriculum. For example, a developmental mathematics course was developed for entering students unprepared for college mathematics. The students who were entering the college at mathematics placement levels of grades 4-6 were gauged at grades 12-14 placement levels upon completion of the developmental mathematics course.

Additionally the college has taken great strides to advance the mathematics curriculum and created advanced course offerings in Trigonometry, Calculus, and Advanced Algebra. The advancement of our mathematics program will only continue as our strategy to hire additional mathematics faculty will allow for further advanced offerings of mathematics courses, as well as ensure the continuation of developmental courses and tutoring to assist the growing number of students participating in these courses each semester.

Assuring the technological literacy of our students has also been a priority of the college. A variety of efforts have resulted in the classrooms being equipped with "smart boards," which are computer-assisted instructional stations and laboratories equipped with computer-assisted probes which are utilized in biological, physical, environmental and chemistry sciences. Each is fully computer supported with the most current hardware and software applications. College of the Menominee Nation has also strategically planned for additional faculty to meet the high demand for our Computer Science degree, Micro-computer Specialist degree and increasing need for general computer skills curriculum.

Lastly, our Natural Science programs, Natural Resources and Sustainable Development, have a firm foundation of curriculum and faculty that fully utilizes the 235,000 living laboratory of the Menominee forest and Wolf River watershed. Additionally, the college has engaged in collaborative efforts with the National Forest Products Laboratory and the North Central Research station of the U.S. Forest Service to develop a fully accredited program in Material Science, which is a specialization of chemical engineering.

Measurable Progress of Cohorts:

Individual involvement and retention will be measured through the evaluation of academic records and student program evaluations coordinated annually. Progress of each student will be measured by their participation in the STEM Leadership program activities, including peer tutoring, campus activities and off-campus activities. Their involvement in each activity will be recorded in their records.

Other key measures include student maintenance of a 3.0 GPA and graduation rates. Furthermore, College of Menominee Nation will work with the transfer colleges to assist with long-term documentation of student STEM and leadership qualities and participation maintained throughout their education. College of Menominee Nation Institution Research office also coordinates an alumni survey every few years to track long-term status of students and various cohorts.

Key data to be collected in order to measure project and individual progress is on the following page:

DATA TO BE COLLECTED	METHOD OF COLLECTION	Responsible Person
Number of student recruitment activities focused on STEM Leadership Program	Recruiter records	Recruiter
Number of students contacted during recruitment efforts for STEM Leadership Program		
Number of students applying for/receiving STEM scholarship	Scholarship application info	Project Director and Scholarship Committee
Number of students maintaining eligibility: GPA, leadership activities	Student Services EMPOWER data system – updated daily by student services staff. This system collects and manages all key student data. Allows staff to print a variety of reports as needed.	Student Services Staff, Project Director and Institutional Research
Current number of STEM majors; Annual/overall number of STEM declared majors		
Type of student services/cohort activities taking place: how often/ when		
Number of students participating in student services and cohort activities		
Current STEM student retention rate; Annual & overall STEM student retention rate.		
Participant STEM graduation statistics.		
Current number of STEM graduates continuing to higher education		
STEM Leadership Program Cohort's continuing education statistics beyond CMN: GPA, Leadership activities, major, retention and graduation rates.		
STEM Leadership Program Cohort's employment statistics.		
STEM Leadership Program Cohorts' in STEM related field		