

*Increasing Diversity*  
FINAL REPORT

INCREASING UNDERREPRESENTED  
POPULATIONS IN NCSSMST SCHOOLS

A report by the National Consortium for Specialized Secondary  
Schools of Mathematics, Science and Technology

Sloan Grant # B-2001-07, Phase One

# INTRODUCTION

During the NCSSSMST Professional Conference held in Austin, Texas, in the spring of 1999, Mr. Ted Greenwood of the Alfred P. Sloan Foundation approached the NCSSSMST Board of Directors. He indicated that a small grant might be available to the Consortium if a proposal included linking diversity and retention of underrepresented populations in mathematics, science and technology.

The Board of Directors of the Consortium, under the leadership of Dr. Betty Stapp, Ms. Pauline Lamarche and Dr. Joan Barber, developed a proposal that included summer workshops for NCSSSMST member schools with college and university affiliates providing suggestions of their respective best practices relating to diversity and retention of underrepresented populations. Those suggestions and practices were then to be used to develop a model summer program for underrepresented students in mathematics, science and technology.

During the period between spring, 1999 and summer 2001, the grant proposal was developed and NCSSSMST was awarded an Alfred P. Sloan Foundation Grant B-2001-7.

Beginning the summer of 2001, Consortium members met at two college sites to discuss ways to increase diversity and retention of the target population. During June, school representatives met at both University of Maryland, Baltimore County (UMBC) and the University of South Carolina in Columbia, South Carolina. Goals, strategic directions and outcomes were collaboratively developed and presented the Consortium's Board of Directors in fall, 2001. Sloan Grant updates were published in the NCSSSMST Journal. A working group was appointed by the Board of Directors to produce a plan based on a survey of the member schools and summer workshop proceedings. The survey instrument was developed and refined during the summer institute held at Sweet Briar College.

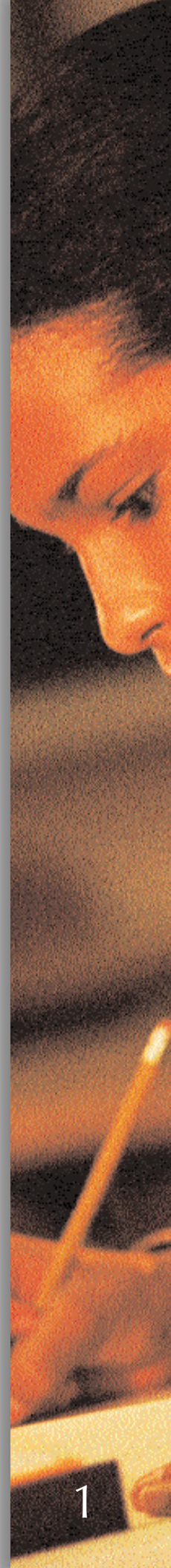
This working group met at the spring, 2002 Professional Conference in Durham, NC. Plans were made to convene during June, 2002 at North Carolina Central University, a historically black university, (HBCU) in Raleigh, NC. The Chancellor of NCCU, Dr. James Ammons, sponsored the working group, which was coordinated by Dr. Joan Barber of the North Carolina School for Science and Mathematics. This working group produced the Increasing Diversity brochure published by the NCSSSMST. A second outcome was the start of conversations between the NCSSSMST and HBCUs, seven of which have since joined the Consortium.

Many member schools contributed in-kind resources to this effort, primarily in the way of professional expertise, which left enough of the grant money to host a pilot program for underrepresented populations in mathematics, science and technology. Rising 7th and 8th graders from four states, Virginia, North Carolina, South Carolina, and Georgia, were identified and brought to the campus of the NCSSM for a nine-day summer program. Based on the success of the summer program, the Consortium is in the process of developing a grant proposal establishing four regional hubs that would replicate the pilot program model. The future student summer programs will be partnerships between NCSSSMST schools and HBCU's and other college affiliates.

The following documentation shows how the Alfred P. Sloan Grant B-2001-7 was implemented. It is the belief of the NCSSSMST that implementation of this grant has increased awareness of the importance of diversity issues and promoted renewed efforts by Consortium members to use the strategic directions develop to improve diversity within their respective learning communities.

## RESEARCH CONDUCTED DURING THE SLOAN PROJECT

As an ancillary experience, participants engaged in a form of nominal group technique protocol in order to identify essential and effective recruitment and retention practices. Responses from participants were recorded, content analyzed, and presented to the NCSSSMST community in survey form to determine the degree to which such practices are currently in place among member institutions.





Several objectives guided the development of the institutional survey:

- 1) assess current practices relative to recruitment and retention of underrepresented students;
- 2) begin to compile a catalogue of resources and current programs in NCSSSMST member schools;
- 3) identify personnel at NCSSSMST schools who work most directly with recruitment and retention; and
- 4) inform the Consortium's broader action plan for recruitment and retention of underrepresented students.

## METHOD

The NCSSSMST institutional practices survey reflected the outcomes of teachers, counselors, administrators, college representatives, students and residential life personnel who participated in five separate workshops. Consensus over the content of the survey was derived from fifteen participants who identified, deliberated, and ranked practices that they believed critical to successful recruitment, retention, and transition to college. With consensus regarding the essential practices, survey items were written to determine 1) the degree to which member institutions have in place the resources for support of underrepresented students and 2) the extent to which effective recruiting practices are employed among member schools.

Essential institutional retention practices were captured in seven items that target different areas of student support:

- A diverse faculty
- A diverse support staff
- An institutional record of academic success among underrepresented populations (URP's)
- School-sponsored training and resources relative to the needs of minority students
- Academic support and counseling services specific to the needs of minority students
- Partnerships with higher education institutions as a source of training minority teachers
- Partnerships with higher education institutions as a source for recruiting minority teachers.

In addition, participants identified five highly effective practices in the recruitment of students from underrepresented populations:

- Using alumni representatives
- Recruiting students and teachers in elementary schools
- Recruiting students and teachers in middle schools
- Individually contacting parents of prospective students
- Advertising the school through community, civic, or social organizations

Finally, the survey also asked schools to identify any current, effective recruitment or retention programs whose model they would be willing to contribute to the project.

The survey was sent to each member school in September 2002, approximately one third of member schools (N=27) responded either electronically or in writing.

### FINDINGS

Given the specific purposes of the study, it is important to view the findings not as evaluative but rather as descriptive of current practices among NCSSSMST member schools. Our goal is to increase enrollment among underrepresented groups, and therefore, this survey provided an insight into the degree to which important practices are already recognized and in place in one manner or another and should not be interpreted as an index of success among schools.

## SLOAN GRANT EXPENDITURES (Balance as of October 20, 2003)

| Date     | Description                                                   | Expenditures | Running Total |
|----------|---------------------------------------------------------------|--------------|---------------|
|          | Balance Available                                             |              | 45,000.00     |
| 06/01/01 | Gerald Caffee -- travel reimbursement                         | (540.00)     | 44,460.00     |
| 06/01/01 | S.C. Governor's School -- travel reimbursement                | (160.00)     | 44,300.00     |
| 06/04/01 | UMBC -- costs of conference                                   | (1,420.61)   | 42,879.39     |
| 06/07/01 | Plaza World Wide -- travel costs (Perkins)                    | (436.50)     | 42,442.89     |
| 06/29/01 | Eileen Steinkraus -- travel reimbursement                     | (158.72)     | 42,284.17     |
| 06/29/01 | Donna L. Poland -- travel reimbursement                       | (155.26)     | 42,128.91     |
| 06/29/01 | Gerald Caffee -- travel reimbursement                         | (391.84)     | 41,737.07     |
| 07/25/01 | Scott Insurance -- insurance for conference                   | (100.00)     | 41,637.07     |
| 07/25/01 | Eileen Steinkraus -- supplies for conference                  | (27.29)      | 41,609.78     |
| 07/25/01 | Betty Stapp -- travel reimbursement                           | (979.35)     | 40,630.43     |
| 07/25/01 | Betty Stapp -- postage and printing costs                     | (42.75)      | 40,587.68     |
| 08/06/01 | Dottie Martin -- travel reimbursement                         | (398.00)     | 40,189.68     |
| 08/10/01 | Anneliesa Finch -- travel reimbursement                       | (207.64)     | 39,982.04     |
| 09/10/01 | USC Admissions -- housing for conference                      | (1,344.00)   | 38,638.04     |
| 09/10/01 | USC Admissions -- food for conference                         | (568.78)     | 38,069.26     |
| 09/10/01 | Center for Advanced technologies -- travel reimbursement      | (562.00)     | 37,507.26     |
| 09/10/01 | S.C. Governor's School -- travel reimbursement                | (73.06)      | 37,434.20     |
| 09/10/01 | Betty Stapp -- travel reimbursement                           | (1,268.58)   | 36,165.62     |
| 01/14/01 | Betty Stapp -- travel reimbursement                           | (292.62)     | 35,873.00     |
| 11/16/01 | UMBC -- costs of conference                                   | (136.73)     | 35,736.27     |
| 04/05/02 | Darryl L. Perkins -- travel reimbursement                     | (399.50)     | 35,336.77     |
| 04/05/02 | Janice E. Hobbs -- travel reimbursement                       | (119.04)     | 35,217.73     |
| 04/05/02 | Mass Academy of Math/Sci -- travel reimbursement (Salvatelli) | (369.75)     | 34,847.98     |
| 04/05/02 | Cheryl Lindeman -- cost of panelist                           | (121.54)     | 34,726.44     |
| 06/30/02 | Dr. David Cooke -- facilitator fee                            | (1,000.00)   | 33,726.44     |
| 06/30/02 | Dr. Joan Barber -- conference expenses                        | (1,889.94)   | 31,836.50     |
| 06/30/02 | Jerald Thomas -- travel reimbursement                         | (318.50)     | 31,518.00     |
| 06/30/02 | Gerald Caffee -- travel reimbursement                         | (113.78)     | 31,404.22     |
| 06/30/02 | Martin Shapiro -- travel reimbursement                        | (343.73)     | 31,060.49     |
| 06/30/02 | Robert Theodore -- travel reimbursement                       | (283.00)     | 30,777.49     |
| 07/25/02 | William Perkins -- travel reimbursement                       | (102.30)     | 30,675.19     |
| 07/25/02 | Jay Thomas -- travel reimbursement                            | (375.98)     | 30,299.21     |
| 08/14/02 | Florence Elston Center -- Sweet Briar College                 | (264.12)     | 30,035.09     |
| 08/14/02 | Brenda P. Earhart -- travel reimbursement                     | (671.50)     | 29,363.59     |
| 09/29/02 | Dr. Betty Stapp -- travel reimbursement                       | (1,011.35)   | 28,352.24     |
| 09/30/02 | Cheryl Lindeman -- supplies                                   | (311.00)     | 28,041.24     |
| 11/05/02 | Cheryl Lindeman -- reimbursement                              | (200.00)     | 27,841.24     |
| 01/06/03 | Cheryl Lindeman -- reimbursement                              | (308.00)     | 27,533.24     |
| 01/06/03 | The Design Group -- Sloan Report Layout and Printing          | (4,395.97)   | 23,137.27     |
| 01/20/03 | Federal Express -- delivery of report                         | (59.56)      | 23,077.71     |
| 01/20/03 | Joan Barber -- travel reimbursement                           | (536.64)     | 22,541.07     |
| 03/08/03 | Betty Stapp -- travel reimbursement                           | (781.73)     | 21,759.34     |
| 03/08/03 | Cheryl Lindeman -- reimbursement/postage                      | (72.74)      | 21,686.60     |
| 03/08/03 | The Sheltered Workshop of Altavista, Inc. -- postage/handling | (21.16)      | 21,665.44     |
| 08/12/03 | FedEx (4-781-38797) [SLOAN]                                   | (15.52)      | 21,649.92     |
| 08/12/03 | Dr. Joan Barber expenses [SLOAN Summer Program]               | (4,902.75)   | 16,747.17     |
| 08/12/03 | SODEXHO, Inc. & Affiliates [SLOAN]                            | (104.00)     | 16,643.17     |
| 08/12/03 | Tarheel Screen Printing Co., Inc. [SLOAN ]                    | (450.00)     | 16,193.17     |
| 08/12/03 | Randy LaCross [SLOAN]                                         | (500.00)     | 15,693.17     |
| 08/12/03 | Donna Mong [SLOAN]                                            | (100.00)     | 15,593.17     |
| 08/12/03 | Sonya Mathias [SLOAN]                                         | (1,000.00)   | 14,593.17     |
| 08/12/03 | Stephanie Mooring [SLOAN]                                     | (750.00)     | 13,843.17     |
| 08/12/03 | Antionette Pate [SLOAN]                                       | (500.00)     | 13,343.17     |
| 08/12/03 | Jamie Lathan [SLOAN]                                          | (500.00)     | 12,843.17     |
| 08/12/03 | Adam Campbell [SLOAN]                                         | (200.00)     | 12,643.17     |
| 08/12/03 | Jeff Rosen [SLOAN]                                            | (1,000.00)   | 11,643.17     |
| 08/12/03 | Sue Klapper [SLOAN]                                           | (500.00)     | 11,143.17     |
| 08/12/03 | Michael Newbauer [SLOAN]                                      | (500.00)     | 10,643.17     |
| 08/12/03 | S.C. Gov. School for Science & Math [SLOAN]                   | (173.00)     | 10,470.17     |
| 08/12/03 | Lynchburg City Schools [SLOAN]                                | (200.00)     | 10,270.17     |
| 08/12/03 | Tiffani Barbour [SLOAN]                                       | (75.00)      | 10,195.17     |
| 08/12/03 | Renee' Barbour [SLOAN]                                        | (75.00)      | 10,120.17     |
| 08/12/03 | Cheryl Lindeman [SLOAN]                                       | (500.00)     | 9,620.17      |
| 09/02/03 | Joan Barber -- travel reimbursement                           | (133.50)     | 9,486.67      |
| 09/02/03 | Tarheel Trophy & Plaque Co. (25405 & 25475)                   | (323.14)     | 9,163.53      |
| 09/02/03 | University Dining -- NC State University                      | (123.50)     | 9,040.03      |
| 09/02/03 | Classic Food Services (131182, 131182 & 131168)               | (3,069.98)   | 5,970.05      |

As of printing the report the balance of grant funds will encumbered for:

- February 2004 Final Report Meeting in Raleigh, NC
- Printing the final report and notebooks with all generated documents
- Stipends to Participating Schools for follow-up event with 2003 Summer Student Participants
- Travel Stipends for HBCU's to bring up to six future science and math teachers to the 2004 Student Research Symposium.

# IN-KIND SUPPORT

## Provided for the Sloan NCSSMST Project 2001-2004

### Summer Institute – University of Maryland Baltimore County – June 10-14, 2001

|                  |              |
|------------------|--------------|
| Participant Time |              |
| 27 days x \$500  | 13,500       |
| 2 days x \$500   | 1,000        |
| <hr/> TOTAL      | <hr/> 14,500 |

### Summer Institute – University of South Carolina – July 28-31, 2001

|                  |              |
|------------------|--------------|
| Participant Time |              |
| 34 days x \$500  | 17,000       |
| 2 days x \$500   | 1,000        |
| <hr/> TOTAL      | <hr/> 18,000 |

### Summer Institute – North Carolina Central University – June 17-21, 2002

|                  |              |
|------------------|--------------|
| Participant Time |              |
| 46 days x \$500  | 23,000       |
| 2 days x \$500   | 1,000        |
| <hr/> TOTAL      | <hr/> 24,000 |

### Sloan Survey Preparation – July, 2002

|                  |             |
|------------------|-------------|
| Participant Time |             |
| 2 days x \$500   | 1,000       |
| <hr/> TOTAL      | <hr/> 1,000 |

### Preparation & Printing of Sloan Brochure – January, 2003

|                  |             |
|------------------|-------------|
| Participant Time |             |
| 2 days x \$500   | 1,000       |
| <hr/> TOTAL      | <hr/> 1,000 |

### Sloan Student Summer Program – July, 2003

|                              |              |
|------------------------------|--------------|
| Participant/Instruction Time |              |
| 34 days x \$500              | 17,000       |
| 4 days x \$500               | 2,000        |
| <hr/> TOTAL                  | <hr/> 19,000 |

### In-kind Support (preparation, tours, etc.) from Host Sites for each Institute and Summer Program

|             |                |             |
|-------------|----------------|-------------|
| UMBC        | 2 days x \$500 | 1,000       |
| USC         | 2 days x \$500 | 1,000       |
| NCCU        | 3 days x \$500 | 1,500       |
| NCSSM       | 3 days x \$500 | 1,500       |
| <hr/> TOTAL | <hr/>          | <hr/> 5,000 |

**Total In-Kind Support from NCSSMST \$82,500.**

## POSITIVE BENEFITS of the SLOAN PROJECT 2001-2004

The NCSSMST began a consultation with Dr. Hrabowski of the University of Maryland-Baltimore County and Dr. Raymond Johnson of the University of Maryland – College Park.



Dr. Hrabowski was selected as the Keynote Speaker for 2002 NCSSMST Professional Conference at North Carolina School for Math and Science

Student Panel of NCSSMST Minority Graduates at 2002 NCSSMST Professional Conference was held.

A partnership was established with Morehouse University through Dr. David Cooke who served as a consultant for the third NCSSMST Sloan Minority workshop at North Carolina Central University

Letter were sent to all HBCU's to invite them to join the NCSSMST organization.

There was an increased participation of minorities at 2003 NCSSMST Professional Conference at Roanoke, Virginia.

There was an increased participation of minority students at 2003 NCSSMST Student Conference held in Brooklyn, New York.

Six HBCU's have now joined the NCSSMST organization. These HBCU's are Xavier University of Louisiana, Howard University, Alcorn State University, Morgan State University, North Carolina Central University, and Mississippi Valley State University.

## FUTURE IMPACT of Sloan Foundation Project

Development and submission of new grant focusing on summer programs for minority students at 4 regional sites throughout the United States.

Contact with HBCU personnel in the mathematics, science, and technology areas to invite a representative plus several students to the 2004 Student Research Symposium at Northern Illinois University in June, 2004.



Contact with HBCU's personnel in mathematics, science, technology, and education departments to establish a project for junior/senior students interested in teaching to spend several days observing at NCSSMST schools in their area.

# PARTICIPANTS

## in the First Summer Student Program

### HOST SCHOOL

- North Carolina School of Science and Mathematics in partnership with the MSEN (Math Science Education Network) Program
- South Carolina Governor's School for Science and Mathematics in partnership with their GEAR Program
- Central Virginia Governor's School for Science and Technology in partnership with Lynchburg City School's PETAL (Promoting Excellence Through Accelerated Learning) Program
- The Center for Advanced Studies/Wheeler High School GA

### AFFILIATES

- North Carolina Central University, NC State, UNC Chapel Hill and Duke University

Educators who participated in the Summer Institute Workshops assisting with the development of the Increasing Diversity model.

#### **Sloan Workshop Participants at The University of South Carolina**

Louisiana School of Math, Science & the Arts  
Jeff Nixon & Richard Loftin

University of Miami  
Jose Rodriguez, Graduate Student

Science Academy of Austin at LBJ High School  
Betty Stapp

South Carolina Governor's School for Science and Mathematics  
Gerald Caffee

Maine School of Science and Mathematics  
Dottie Martin

Sate University of West Georgia  
Anneliesa Finch

Florida Institute of Technology  
Debra Blenis

North Carolina School of Science and Math  
Letita Mason & Anita McCoy

Center for Advanced Technologies  
Rose Mack & Martin Shapiro

#### **Sloan Workshop Participants at the University of Maryland, Baltimore County Campus**

Worcester Polytechnic Institute  
Stephanie Blaisdell

North Carolina School of Science and Mathematics  
Barrett L. Brown

South Carolina Governor's School for Science and Mathematics  
Gerald T. Caffee

Siemens Westinghouse Science & Technology Competition The College Board  
Florence Fasanelli

Thomas Jefferson High School for Science and Technology  
Christel Payne

Illinois Mathematics and Science Academy  
William Perkins

New Horizons Governor's School for Science and Technology  
Donna L. Poland

Sloan Grant Project Leader  
Betty C. Stapp

Blair Science, Mathematics, Computer Science Magnet  
Eileen Steinkraus

#### **Sloan Workshop Participants at the Summer Institute – North Carolina Central University**

North Carolina School of Science and Mathematics  
Sally Adkin, Joan Barber, Barrett Brown, Gail Hudson, Jaime Lathan, Mason Latita, Sandy Rothschild & Steve Warshaw

South Carolina Governor's School for Science and Mathematics  
Gerald Caffee & Will Perkins

Morehouse College  
David Cooke

Kalamazoo Area Math & Science Center  
Brenda Earhart

Center for Advanced Technologies  
Martin Shapiro

Science Academy of Austin at LBJ High School  
Betty Stapp

AACCES, Inc.  
Mary Theodore

Missouri Academy of Science, Math, and Computers  
Robert Theodore

#### **Special Guests**

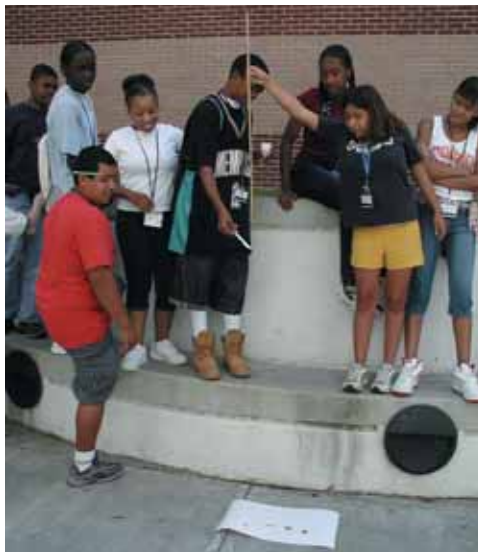
University of Maryland Baltimore County Campus  
Freeman Hrabowski, President

University of Maryland College Park Campus  
Raymond Johnson

Alfred P. Sloan Foundation  
Ted Greenwood

# ADDENDUM

The National Consortium for Specialized Schools of Mathematics, Science and Technology has been in existence for the past 16 years. The mission is “to create synergies among schools engaged in educational innovation by shaping national policy, fostering collaboration, and developing, testing, implementing, and disseminating exemplary programs.” We have grown from a small group of 15 specialized schools to over 85 specialized schools with almost 100 affiliate college members. An example of the growth of this group can be demonstrated by reviewing the document, *Innovative Curricula for the New Millennium*, which was published in 1999 highlighting well-developed curricula focusing on the areas of math, science, research, and technology. Along with our NCSSMST Journal and Newsletters, which are published quarterly, the consortium has sought to become more active in furthering the mission of the NCSSMST. We organized an Affiliate Forum (Summer of 1999 at Washington University in St. Louis) bringing about a dialogue between member schools and the affiliate college members to discuss areas common to both groups. This resulted in The Total Project ( *NCSSMST Journal*, November 1999), which has led to the offering this summer of the first Summer Institutes with affiliate partners. We feel that we have now gained the “critical mass” to expand our efforts and document validated strategies, curricula, and programs, which are successful in improving achievement for all students.



For more information about the development of the Sloan Grant Programs, the following articles were published in the *NCSSMST Journal* and can be accessed at <http://www.ncssmst.org/publications/journal.html>

“It Really Happened!” by Joan Barber, Sloan Summer Program Coordinator  
*NCSSMST Journal*, November, 2003.

“Increasing Diversity—Increasing Underrepresented Populations in NCSSMST Schools” by Betty Stapp, Joan Barber, Jay Thomas, Gerald Caffee and Martin Shapiro  
*NCSSMST Journal*, November 2002.



“Sloan Foundation Report- Minority Recruitment and Retention and Academic Achievement, November 2001” by Betty Stapp, Sloan Project Director; *NCSSMST Journal*, November 2001.

The online version of the **Increasing Diversity** Brochure highlighting the findings of the special summer institutes is located at <http://www.ncssmst.org/publications/sloan.html>.

# CONTACTS

For additional project information, please contact the following:

## **INTERNET:**

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## **PROJECT TEAM:**

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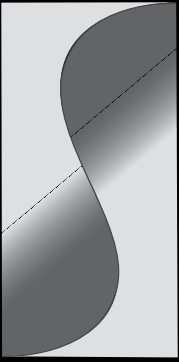
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National Consortium for Specialized Secondary Schools of Mathematics, Science and Technology

## NCSSMST MISSION

The Mission of the National Consortium for Specialized Secondary Schools of Mathematics, Science and Technology, the nation's foremost alliance of schools dedicated to transforming mathematics, science, and technology education, is to create synergies among schools engaged in educational innovation by shaping national policy, fostering collaboration and developing, testing, implementing, and disseminating exemplary programs.

## ABOUT NCSSMST

The National Consortium for Specialized Secondary Schools of Mathematics, Science & Technology (NCSSMST) was established in 1988 to serve educators and students in the growing number of specialized high schools throughout the United States. NCSSMST is a forum and clearinghouse for the exchange of information and program ideas among faculty, staff, and students from member schools and affiliated organizations.

The Consortium comprises a network of research and development secondary schools with strong college and university affiliate members. NCSSMST membership is extended to public and private secondary schools, colleges and universities, organizations, and individuals whose primary interests are congruent with the mission of the Consortium. As of February, 2004 85 member schools and centers located in 25 states enroll more than 35,000 students. Each member school addresses specific needs of its area, and most serve districts or states, depending on their charter. Over 85 colleges and universities are members and participate in program-related activities or sponsor special events.

NCSSMST is a nonprofit organization with IRS 501(C) (3) tax-exempt status and is incorporated as a non-stock corporation in the Commonwealth of Virginia.



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*The organizations and programs identified in this brochure are only a representative listing and not intended to be an endorsement by NCSSMST. If there are other organizations to be included on the NCSSMST website report please contact one of the program coordinators listed in this brochure.*