



STEM Pathways and Research Alliance

California State University

Louis Stokes Alliance for Minority Participation

CSU-LSAMP 2024-2029; NSF-HRD 2308501

CSU-LSAMP Eligibility, Recruitment and Revised Statewide Application:

Since 2005, the CSU-LSAMP Alliance has followed California's Proposition 209, which prohibits state entities, including the CSU, from using race, ethnicity, or sex as criteria in public employment, public contracting and public education. Because the NSF LSAMP program aims to broaden the participation of individuals from racial and ethnic groups historically underrepresented in STEM, we must still recruit students from these groups.

As a result of NSF LSAMP's mission and Prop 209, CSU-LSAMP has been using "social, economic, and educational barriers to careers in STEM" as eligibility criteria, and not race and ethnicity. Under these barriers, CSU-LSAMP has been considering individuals based on race and ethnicity as a social barrier, first generation students as educational barriers, or low-income status as economic barriers. These three "barriers to STEM" already made CSU-LSAMP's eligibility criteria more inclusive than other federally-funded programs, including other LSAMP programs nationwide. However, CSU-LSAMP must still serve students from racial and ethnic groups underrepresented in STEM (at least 70% of our participants) to meet LSAMP's mission. And while it is prohibited to determine participation based on race and ethnicity, CSU-LSAMP can increase its recruitment efforts to increase the number of applicants.

As we move forward to our seventh phase (SPaRA II), CSU-LSAMP will continue to observe Prop 209, which is in agreement with the new SCOTUS SFFA, June 2023 ruling, which also states admissions based on considerations of race are prohibited. CSU-LSAMP will continue to consider an applicant's eligibility on how social, economic, and educational barriers have impacted their pathway into a STEM career; and has expanded what constitutes as "barriers in STEM" to include more applicants as we move to a more inclusive program.

CSU-LSAMP will consider (but is not limited to) the following criteria to help recruit eligible students as participants based on social, educational, or economic barriers to STEM careers:

- individuals from groups historically underrepresented in STEM as defined by NSF LSAMP, including Black and African-Americans, Hispanic and Latinx Americans, American Indians, Alaska Natives, Native Hawaiians, and Pacific Islanders,
- individuals with disabilities,
- individuals who are the first in their families to attend college,
- individuals who come from low-income households,
- individuals who serve/served in the U.S. Armed Forces, or
- individuals who belong to LGBTQIA+ groups.

Individual CSU-LSAMP programs may add other groups/populations who face/faced social, educational, or economic barriers to STEM careers served at their home institutions to their recruitment efforts, which can be included as part of the annual campus proposals. However, they may not exclude any of the criteria mentioned above.

The CSU-LSAMP has specific statewide eligibility criteria, which is included in the revised CSU-LSAMP application.

To be eligible to participate in CSU-LSAMP, a student must:

1. Be a U.S. Citizen or Permanent Resident.
2. Be enrolled at a participating CSU campus in an undergraduate major in a STEM discipline or have expressed an interest in pursuing a STEM baccalaureate degree.
3. Be an individual interested in pursuing graduate studies or join the workforce in a STEM field outside the health profession degrees or careers.
4. Be an individual who has faced or faces social, educational, or economic barriers to STEM careers.

To reach specific applicants, individual CSU-LSAMP programs may use diverse recruitment efforts to attract students, but must consider all students who apply and meet the statewide eligibility. An applicant may never be rejected based on race and ethnicity.

CSU-LSAMP will continue to ask demographic information as part of our application for statistical purposes as we must report our progress serving populations underrepresented in STEM. However, students will always have the option to not respond.

Revised CSU-LSAMP Statewide Application:

All individual CSU-LSAMP programs must use the CSU-LSAMP Statewide revised application starting September 1, 2024. If you are currently using an online platform, like *Qualtrics* or other secured online form, update to reflect the revised application by September 1, 2024. Do not add, delete, or change questions when updating your applications. All CSU-LSAMP programs will use the same statewide application for auditing purposes.

Individual CSU-LSAMP programs may add one essay response to a prompt of their choosing at the end of the above application inviting students to discuss how social, educational, or economic barriers have impacted their pathway to a career in STEM.

To complete the CSU-LSAMP application process, all CSU-LSAMP individual programs must offer a way for a student to sign acknowledgment of being accepted in the program. The revised application offers a space at the end for this process. If you are using *Qualtrics* or other secured online forms, provide a way by which you can collect a digital signature for them to sign after acceptance is offered. This is an important step for auditing purposes.

The CSU-LSAMP Statewide Office can answer your questions about student eligibility and recruitment, the revised application, and other program components, and is available to meet via Zoom when you need us.

Thank you.