

Tarleton's PICOS (Program to Increase College Opportunities and Successes) project is supported by an almost \$600,000, 5-year S-STEM grant from the National Science Foundation (NSF).

Core project team members are:

Faculty Mentors: *Dr. Denise Martinez*, Engineering Physics, Project Director; *Dr. Peter White*, Mathematics, Co-Project Director; *Dr. Peter Bell*, Chemistry, Co-Project Director; *Dr. Tommy Barker*, Engineering Technology, Co-Project Director; *Dr. Dennis Jones*, Division of General Studies, Co-Project Director.

Recruiting: *Jason Jacks*, College of Science and Technology, Recruiter

Scholarships: *Shawndi Wilson*, Director-Scholarship Office

Counseling and Support: *Brenda Faulkner*, Division of General Studies, Student Success Program Director

PICOS objectives are:

1. During the first two years, recruit two scholarship cohorts of financially needy, first generation college, Hispanic freshmen who declare majors in mathematics, chemistry, engineering, or engineering technology.
2. Within five years, 74% of program participants receive a Bachelor's degree in one of the project disciplines.
3. Within six months of graduation, all project graduates either have full-time employment or have been accepted in a graduate-degree STEM program.

To achieve these objectives, the PICOS project plan focuses on:

- Recruiting. The scope of Tarleton's existing recruiting efforts has been expanded to increase the number of science and math graduates from first-generation college, financially-needy Hispanic families, with special emphasis on Hispanic female students.
- Retention. PICOS students are being supported with full financial aid; a safety net of faculty counselors, peer mentors, and dedicated teachers; and instruction in the knowledge and skills essential to complete required academic work and obtain jobs.
- Success after graduation. An advisory panel has been established to provide industry role models, exposure to science and math careers through internships and other experiences, and career and graduate study assistance.

The first cohort of 16 PICOS students enrolled at Tarleton in the fall semester 2008.