Appendix 2: Center Logic Model

UTSA Logic Model

This model will be refined as a product of meetings with UTSA stakeholders and a Center-wide project management team in collaboration with NOAA. A detailed evaluation plan will be developed based on the resulting logic model.

<table>
<thead>
<tr>
<th>Inputs/Resources</th>
<th>Activities/Strategies</th>
<th>Outcomes &amp; Products</th>
<th>Impacts</th>
</tr>
</thead>
</table>
| UTSA             | **Education Activities** | ▪ Recruit, educate, train, and mentor students in K-12 to postdoc pipeline  
▪ Develop new academic programs, curricula, and courses  
▪ Provide scholarships & fellowships  
▪ Provide research internships and summer research opportunities  
▪ Conduct monthly Center-wide seminars  
▪ Outreach to general public and K-12 schools  
▪ Conduct workshops for K-12 educators  
**Partnering Strategies** | ▪ Establish a strong partnership with academic partners, NOAA and industry  
**Management Strategies** | ▪ Conduct all relevant management tasks  
▪ Track participating students over time | ▪ Five integrated focus areas  
▪ Six technology areas  
▪ New knowledge and publications  
**Education Outcomes** | ▪ Instructor-led core courses  
▪ Online courses  
▪ New PhD program  
▪ Individual Student Development Plans  
▪ Capstone design course  
**Products** | ▪ UTSA-based NOAA cloud platform  
▪ Social Science Integration  
▪ Management Documents  
▪ Evaluation Plan  
▪ Data Management Plan  
▪ Administrative Plan | ▪ Established, sustainable, multi-institution, multi-disciplinary center of excellence  
▪ Sustainable growth and enhancement of partnerships |
| Academic Partners | ▪ KU  
▪ TAMUCC  
▪ ECSU  
▪ Alamo Colleges | | |
| NOAA Partners    | ▪ NESDIS  
▪ STAR  
▪ NIC  
▪ NWS  
▪ NOS | | |
| Other Partners   | ▪ SwRI  
▪ CRREL  
▪ RackSpace  
▪ JPL  
▪ GSFC | | |
## Appendix 3: Results from Assessments of Needs

### Results from Assessment of Needs for NOAA Mission Future Workforce

<table>
<thead>
<tr>
<th>Needs</th>
<th>Center Strategy</th>
<th>Performance Measure</th>
<th>Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase the number of students from underrepresented groups who consider education and career pathways in disciplines that support NOAA’s mission.</td>
<td>Conduct workshops for K-12 educators</td>
<td># of teachers enrolled in workshops</td>
<td>20 teachers per year</td>
</tr>
<tr>
<td></td>
<td>Outreach to general public and K-12 schools</td>
<td># of presentations</td>
<td>560 UTSA 1395 ECU per year</td>
</tr>
<tr>
<td></td>
<td>Actively recruit minority students for Undergraduate STEM</td>
<td># of undergraduate students participating in Center</td>
<td>31 per year</td>
</tr>
<tr>
<td>Increase the number of Postsecondary students, particularly from underrepresented groups, who pursue and complete degrees in disciplines critical to NOAA’s mission.</td>
<td>Actively recruit minority students for master’s and PhDs</td>
<td># of URM students enrolled in Graduate Programs in STEM fields</td>
<td>Increase the # of Center URM graduate students enrolled by 7%</td>
</tr>
<tr>
<td></td>
<td>Decreased time to degree for underrepresented students in Graduate Programs</td>
<td>Time to degree</td>
<td>2.4 years for Masters 5 years for PhD</td>
</tr>
<tr>
<td></td>
<td>Increase the number of degrees earned annually in NOAA mission-related disciplines</td>
<td># of students graduating with STEM degrees</td>
<td>25 undergraduate 10 Master and 5 for PhD</td>
</tr>
<tr>
<td>Increase the number of minority students entering the NOAA workforce</td>
<td>Establish a comprehensive mentorship program coupled with On-Site Experiential research at NOAA to establish employment opportunities with the NOAA line office and collaborating centers</td>
<td># of Center Students employed at NOAA</td>
<td>10 over 5 years</td>
</tr>
<tr>
<td>Provide students, particularly those from underrepresented groups, with experiential learning, research, and scholarship opportunities</td>
<td>Provide students at 2C and 4C schools that have limited research opportunities access to the Sophomore Rising summer program</td>
<td># of participants</td>
<td>25 per year</td>
</tr>
<tr>
<td></td>
<td>Provide students at 2C and 4C schools that have limited research opportunities ongoing access to research training and engagement activities.</td>
<td># of participants</td>
<td>25 per year</td>
</tr>
<tr>
<td></td>
<td>Increased competence in applying STEM to decision making, policy and management by providing seminars and all hands presentations in Management, Project Management and professional skills development</td>
<td># of programs per year</td>
<td>12 seminars/presentations per year</td>
</tr>
<tr>
<td></td>
<td>Provide scholarships to undergraduate and graduate students to remove financial barriers from Center participation</td>
<td># per year</td>
<td>62 annually</td>
</tr>
</tbody>
</table>