

The Greater Philadelphia Compact
For
Science Technology Engineering Mathematics Education

In Partnership with the



State of the Compact
January 2009

The Greater Philadelphia Compact For Science Technology Engineering Mathematics Education

Table of Contents

Foreword	2
The Compact.....	3
List of Signatories.....	5
Greater Philadelphia Compact Steering Group	7
Chronology of Events.....	8
Partial Summary of Accomplishments	9
The Pennsylvania STEM Initiative	11
Work Plan & Schedule 2009	13
Appendices	16

Foreword

The Greater Philadelphia Compact for STEM Education was a direct outcome of The *Regional Talent Development Forum: A Dialogue for Action* held in the summer of 2006 by DVIRC in partnership with the National Council for Advanced Manufacturing, the Pennsylvania Department of Community and Economic Development, the Math Science Partnership of Greater Philadelphia, The Philadelphia Math Science Coalition, and numerous local partners.

The region was also fortunate at that time to have three major organizations working on STEM-related issues. One was the National Science Foundation-funded Math Science Partnership of Greater Philadelphia, which convened its partner schools in a STEM Forum in the Spring of 2006; the other was the Philadelphia Education Fund's Math Science Coalition, which had just begun its mission to enhance the quality of math and science teaching in the Philadelphia public schools. The third was the DVIRC, which had been working with secondary and post-secondary institutions to create an Applied Engineering Technology educational pathway system to support the region's advanced manufacturing sector.

The Proceedings from that event were published in the Fall of 2006, and positioned Greater Philadelphia in the forefront of regional collaboration for STEM education. The Compact, which was a direct outcome of the Forum and its Proceedings, served as a model for the Commonwealth's proposal to the National Governor's Association for a STEM Center planning grant. Members of the Southeast team were directly involved in the construction of the Commonwealth's proposal and currently serve on the state design team.

This document serves as an update on the Compact and outlines the final planning work to be completed in the first quarter of 2009. Drafts of the planning work will be sent to our regional distribution list of over 600 individuals requesting broad input and commentary in order to benefit from our broad group of stakeholders. Our final planning documents (including a budget and resource development plan) will be presented at the next Regional STEM Forum in the Spring of 2009.

Special thanks to our entire community of partners and especially to the members of the Compact steering group who have devoted their time, knowledge, and resources to advancing the Compact and its strategic intent.

The Compact

THE GREATER PHILADELPHIA COMPACT FOR SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM) EDUCATION

May 2007

Preamble

The foundation of America's competitiveness in the 21st century global economy is a well-educated workforce that can work collaboratively, create and absorb new knowledge, adapt to new circumstances, perceive opportunities, and define and develop creative solutions to seemingly intractable problems. For three hundred years, the people in the greater Philadelphia region have distinguished themselves as world-class innovators and leaders in science, commerce and industry. We can build upon and extend this heritage only by investing in a world-class education in science, technology, engineering and mathematics for the region's greatest asset – its people.

Vision

To empower the region's capacity to develop a talented, robust and eclectic science, technology, engineering and mathematics (STEM) oriented workforce, capable of performing, adapting and thriving in a dynamic knowledge-driven economy.

Strategic Intent

TO PROMOTE collaboration among education, business and government to ensure that the region's education systems graduate a well-educated diverse workforce that is scientifically, technologically and quantitatively literate.

TO ADVOCATE for successful local, regional and national programs that can be implemented and amplified by regional partnerships to attract students to math, science, engineering and related careers, and to strengthen K-20 STEM education programs.

TO ARTICULATE policies and actions at the local, regional and state levels to support STEM education in K-20 systems so that students realize their individual and collective potential.

TO SHARE research, data and information as it pertains to the Compact's goals and the shared strategic intent of the signatories.

**THE GREATER PHILADELPHIA REGIONAL COMPACT
FOR
SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM)
EDUCATION**

May 2007

The Compact

The Greater Philadelphia Regional Compact for Science, Technology, Engineering and Mathematics (STEM) Education is a commitment among institutions and organizations to work together to advance this strategic intent across the greater Philadelphia tri-state region.

The Compact is both an economic and human development initiative to produce a scientifically and technically talented, highly adaptable, creative and socially responsible workforce for the 21st Century. The work will be guided by research, data and knowledge. Collaboration and distributed leadership are primary values. All Compact partners will work collegially for the benefit of the region, sharing knowledge relevant to opportunities to advance the strategic intent of the Compact.

Any and all institutions and organizations interested in advancing STEM education in the region are invited to sign onto the Compact.

Please contact Terry DiPiero (tdipiero@dvirc.org) to learn how.

The Greater Philadelphia Compact for Science Technology Engineering Mathematics Education

List of Signatories

Organization Name	Signatory	Title
AIAA	Brett M. Hoffstadt	Chairperson
Arcadia University	Dr. Jerry M. Greiner	President
Ben Franklin Technology Partners	RoseAnn B. Rosenthal	President & CEO
Bucks County Community College	Dr. James J. Links	President
Camden County College	Dr. Raymond Yannuzzi	President
Central Montgomery County Technical High School	R. Walter Slauch	Director
Chemical Heritage Foundation	Tom Tritton	President & CEO
Chester County Economic Development Council	Gary W. Smith	President & CEO
Chester Upland School District	Dr. Gregory Thornton	Superintendent
Cheyney University of Pennsylvania	Dr. Michelle Howard-Vital	President
Community College of Philadelphia (CCP)	Stephen Curtis	President
Delaware County Chamber of Commerce	Jeffrey G. Vermeulen	President
Delaware County Commerce Center	Patrick J. Killian	Commerce Director
Delaware County Community College	Dr. Jerome S. Parker	President
Delaware Technical & Community College	Dr. Orlando J. George, Jr.	President
Delaware Valley Engineers Week Council	Joseph J. Viscuso	Chair
Drexel University	Dr. Selcuk Gucer	Dean, College of Engineering
Delaware Valley Innovation Network	Helen Groft	Project Director
DVIRC	Joseph J. Houldin	CEO
Eastern University	Dr. David R. Black	President
Eaton Corporation	John Kampanis	Plant Manager
Economy League of Greater Philadelphia	Steven T. Wray	Executive Director
Educational Information & Resource Center (EIRC)	Charles M. Ivory	Executive Director
Engineer's Club of Philadelphia	Diane Conway	Executive Director
GlaxoSmithKline	Mary Linda Andrews	Director, Community Partnerships
GlenDevon Group, Inc.	Kathleen P. Chemicles	President
Great Valley School District	Dr. Rita S. Jones	Superintendent of Schools
Harcum College	Dr. Jon Jay DeTemple	President
Holy Family University	Sr. Francesca Onley	President
Hypex, Inc.	James E. Hasson	President
LaSalle University	Richard A. Nigro	Provost
Learning for Life	Ellen Williams	Director
Lehigh University	Alice Gast	President
Life Science Career Alliance	Nadine A. Lomakin	Executive Director
Lincoln University	Dr. Ivory V. Nelson	President
Micro-Coax	C. J. Kneizys	President

The Greater Philadelphia Compact for Science Technology Engineering Mathematics Education

List of Signatories (cont'd)

Organization Name	Signatory	Title
Montgomery County Community College	John C. Flynn, Jr.	VP of Academic Affairs & Provost
Montgomery County Industrial Development Corp.	Carmen S. Italia, Jr.	President
Pennsylvania Academy of Science	Debbie Ricker	President
Philadelphia Biotechnology & Life Sciences Institute	Dr. Chad Womack	Founder, President & CSO
Philadelphia Education Fund	Carol Fixman	Executive Director
Philadelphia University	Dr. David Brookstein	Dean, School of Engineering & Textiles
Philadelphia Workforce Investment Board	Sallie A. Glickman	CEO
Philadelphia Youth Network	Laura Shubilla	President
Phoenixville Area School District	Dr. David R. Noyes	Superintendent of Schools
Rowan University	Dianne Dorland	Dean, College of Engineering
School District of Philadelphia	Velda Morris	Robotics Education Specialist
Select Greater Philadelphia	Thomas G. Morr	President & CEO
Souderton Area School District	Dr. Charles E. Amuso	Superintendent
Southeast Delco School District	Trudie Bennett	Superintendent
Springfield Township School District	Roseann B. Nyiri	Superintendent
Temple University	Chris Pavlides	Executive Director
Temple University	Keya Sadeghipour	Dean, College of Engineering
Temple University - Center for Intergenerational Learning	Nancy Z. Henkin	Executive Director
The Franklin Institute	Dennis M. Wint	President & CEO
The Math/Science Partnership of Greater Phila.	Joseph F. Merlino	Principal Investigator & Project Director
The Wistar Institute	Dr. Russell Kaufman	President & CEO
University of Delaware	Dr. Eric Kaler	Dean, College of Engineering
University of Pennsylvania	Dr. Eduardo D. Glandt	Dean, School of Engineering & Applied Science
University of Pennsylvania	Dr. Amy Gutmann	President
University of the Sciences in Philadelphia	Dr. Philip P. Gerbino	President
Villanova University	Dr. Gary A. Gabriele	Dean and Professor, College of Engineering
West Chester University	Dr. Madeleine Wing Adler	President
West Chester University of PA	Patricia L. Benes	Executive Director, 3E Institute
WHYY	William Marrazzo	President & CEO
Widener University	Dr. Fred A. Akl	Dean, School of Engineering

Greater Philadelphia Compact Steering Group

Frederic Bertley
The Center for Innovation in Science Learning
The Franklin

Dr. Joseph Bordogna
Alfred Filter Moore Professor of Engineering
University of Pennsylvania

Gary Cooper
Former Superintendent Radnor School District
Consultant, Math Science Partnership of Greater Philadelphia &
21st Century Partnership for STEM Education

Mark Curchack
Associate Vice President for Planning and Assessment
Arcadia University

Carol Fixman
Executive Director
Philadelphia Education Fund
Philadelphia Math Science Coalition

Tony Girifalco
Executive Vice President
DVIRC

Claire Greenwood
Director Policy Development
Select Greater Philadelphia

Susan Knoble
Executive Director, Adult Learning Services
WHYY

Connie Langland
Consortium for Policy Research in Education (CPRE)
Report Card on the Schools

Don McKinney
Program Coordinator
Philadelphia Math Science Coalition
Philadelphia Education Fund

Greater Philadelphia Compact Steering Group (cont'd)

F. Joseph Merlino
Principal Investigator
Math Science Partnership of Greater Philadelphia
CEO 21st Century Partnership for STEM Education

Chad Womack
Founder, President & Executive Director
Philadelphia Biotechnology and Life Sciences Institute
Chair, School District of Philadelphia STEM Education Taskforce

Walt Yakabosky
Dean of Technical Education & Director Workforce Development
Delaware County Community College

Chronology of Events

Following is a brief chronology of events.

2006	
March	Business, Higher Education K-12 STEM Summit held
June	DVIRC STEM Forum—A Dialogue for Action held
July	Philadelphia Math Science Coalition Strategic Plan released
October	STEM Forum Proceedings published
Dec	Regional Compact for STEM Education Drafted
<hr/>	
2007	
January	Initial meeting of Regional Engineering Deans Council
March	Draft Regional Compact for STEM Education released
April	2 nd Annual Spring Forum - STEM Planning Conference
May	Regional Compact Signed
June	Commonwealth STEM Center NGA Proposal submitted
July	Commonwealth NGA Award announced
<hr/>	
2008	
March	Regional Compact Signatories Meeting
May	Regional Asset Mapping planning
June	Proposal for STEM Center Network Planning Grant
July	STEM Focus Group held at Greater Philadelphia Chamber
August	Team PA Foundation/NGA Planning Grant awarded
September	Southeast Planning process starts
December	Urban STEM Strategy Group event held at the Franklin

Partial Summary of Accomplishments

- Delaware County Community College breaks ground (4/18) on state-of-the-art **STEM Complex** (<http://www.dccc.edu/stem/overview.html>)
- DVIRC chairs **NACFAM Education & Workforce Committee**, produces 21st Century Learning System White paper (06/08)
- **Philadelphia Math & Science Coalition** develops initiatives to enhance math and science teaching in the Philadelphia public schools, including recruitment of university math and science majors to teach, recruitment of corporate volunteers for classrooms, recruitment and re-tooling of STEM career-changers to become math and science teachers, university pre-service preparation, professional development and mentoring
- **Deans of education and arts and science** from thirteen area universities hold ongoing meetings to collaborate on math and science teacher preparation
- MSPGP evolves into new organization—**21st Century Partnership for STEM Education**, which receives **\$10 million U.S. Department of Education Award**, the only one of its kind in the nation
- Bryn Mawr College's proposal to the National Science Foundation—***Environment, Energy, and Sustainability Science: An Institute for 21st Century Teacher Leaders***—is funded (10/08). The two year grant for \$300,000 will allow the participants to develop and craft a Master's Degree program on this topic. The partners will then reapply to the NSF for a five-year, \$5 million grant to fully develop and implement the program.
- Steering Group Expanded
- Regional STEM Distribution e-mail list created (600 contacts)
- Establishment of the **School District of Philadelphia STEM Education Taskforce**, chaired by Steering Group member (06/08)
- DVIRC **Military Education Corps** project places first teacher (former U.S. Navy Captain) in Springfield High School, Montgomery County (08/08)
- As part of its ongoing work with the U.S. Navy, DVIRC is subcontracting with **NAVSEA Philadelphia to promote STEM/Engineering education** through the implementation of National Defense Education Association programs for middle and high school students

The Greater Philadelphia Compact for Science Technology Engineering Mathematics Education

- Regional **Engineering Deans Economic Development Council** sends letter of support for NACFAM's 21st Century Learning System (10/08)
- Multiple **Industry Partnerships** Funded by PA Department of Labor & Industry
- **Urban STEM Strategy Group** forms within the compact to share expertise and explore evidence-based strategies for improving STEM cognition for minority and underrepresented populations (9/08)
- Urban STEM Strategy Group hosts **Regional Symposium at the Franklin Institute** to present attributes of existing models that succeed in accelerating STEM learning for cultural and linguistic minorities; event co-sponsored by IBM, Temple University, Pearson, the School District of Philadelphia, PA Department of Labor & Industry, PA Department of Education, and Villanova University (12/08)
- Urban STEM Strategy Group makes formal request to Rep. James Roebuck, Chair of the PA House of Representatives Education Committee to hold public hearings to raise community awareness and action to improve the state's outcomes on state standardized tests for math and science (12/08)
- **STEM/AET/Regional Compact Presentations:** Association of Community Colleges Conference, New Orleans (1/08); Regional Food Consortium Meeting (11/20), Montgomery County WIB; Montgomery County Workforce Partners Meeting (11/24), PSU Abington; American Institute of Aeronautics & Astronautics Regional Meeting (11/8), Plymouth Meeting; Defense Manufacturing Conference in Orlando (12/08); Principals Leadership Induction Program, Chester County Intermediate Unit (12/11); DVIRC hosts group from Great Britain, presents STEM/AET to representatives from the Center for Economic & Social Inclusion (10/08)

The Pennsylvania STEM Initiative

Background

[The Pennsylvania STEM Initiative](#) is funded by a planning grant from the National Governors Association (NGA) with matching funding support from the Team Pennsylvania Foundation.

In 2006, the NGA launched *Innovation America*, a nationwide strategy to prepare the nation for a future driven by innovation and global competition. A major cornerstone of *Innovation America* is the deployment of a national STEM strategy. The goal of the *Innovation America* STEM strategy is to develop new programs and partnerships that allow states to engage in K-12 science, technology, engineering and math (STEM) education redesign efforts that support a state economy's innovation capacity. In order to deploy this new effort, the NGA partnered with the Bill & Melinda Gates Foundation and the Intel Foundation to fund the STEM Center Grant Program.

The Commonwealth of Pennsylvania was one of six states selected to receive a two-year \$500,000 award for the STEM Center Grant Program. Twenty-four states submitted applications for consideration. Pennsylvania's successful application was made possible through the generous commitment of \$500,000 in matching funds by the Team Pennsylvania Foundation, and through a partnership between the Pennsylvania Departments of Labor & Industry, Education, Environmental Protection, and Community & Economic Development. The other awardees are Colorado, Hawaii, Minnesota, Ohio, and Virginia

Mission

Its mission is to dramatically increase P-20 students (especially females, minorities and the underrepresented) in Science, Technology, Engineering and Mathematics careers while continuing the development of effective strategies to retain, recruit and retrain our incumbent workforce in these critical fields.

Goals

The PA STEM Initiative has four broad goals:

1. Increase the number and diversity of Pennsylvania residents and workers with high quality post-secondary STEM education and training
2. Ensure that all graduates from Pennsylvania's high schools are proficient in STEM content areas
3. Increase the number of teachers well-prepared in STEM content areas who are working in Pennsylvania's P-20 educational institutions
4. Increase public support for STEM education as a priority for the Commonwealth's citizens

Deliverables

The Pennsylvania STEM Center Initiative will have the following deliverables:

- Development of a statewide STEM Agenda with short-term (two year) and long-term (ten year) goals

The Greater Philadelphia Compact for Science Technology Engineering Mathematics Education

- A Communications Strategy that defines and promotes the importance of Pennsylvania's STEM vision
- A comprehensive network of regional and statewide STEM Education Champions
- Five Regional STEM Center networks deployed throughout the Commonwealth
- Strategies to identify resources that support objectives at the state and regional levels
- A report providing benchmarks, metrics and deliverables

Southeast Region members of the PA STEM Initiative Leadership Team

Dr. Joseph Bordogna
Alfred Filter Moore Professor of Engineering
University of Pennsylvania

LuAnn Crosby
Mathematics Instructor
Ridley School District

J. Patrick Killian
Commerce Director
Delaware County Commerce Center

Dr. Jerry Parker
President
Delaware County Community College

Southeast Region members of the PA STEM Initiative Design Team

Carol Fixman
Executive Director
Philadelphia Education Fund
Philadelphia Math Science Coalition

Tony Girifalco
Executive Vice President
DVIRC

Don McKinney
Program Coordinator
Philadelphia Math Science Coalition
Philadelphia Education Fund

F. Joseph Merlino
Principal Investigator
Math Science Partnership of Greater Philadelphia
CEO 21st Century Partnership for STEM Education

Work Plan & Schedule 2009

The following work plan is in process for the Southeast.

<u>Work Element</u>	<u>Start</u>	<u>Finish</u>
Gap Analysis	12/08	2/09
Review Gap Analysis prepared by EMSI		
Prepare written response to EMSI Gap Analysis		
Review and analyze additional data sources		
Finalize and Vet Regional Gap Analysis		
Asset Mapping Plan	11/08	3/09
Participate in Asset Mapping Plan Development		
Review "Illuminate" & Tailor to Regional Economy		
Design web-based Data Capture mechanism		
Finalize and Vet Regional Asset Mapping Plan		
Regional STEM Forum	1/09	5/09
Design Forum		
Identify Financial Matching Support Sources		
Prepare Invitees List		
Convene Forum		
Communications Plan	12/08	3/09
Engage Communications Counsel		
Draft Communications Strategy		
Long-term Strategy Development	11/08	3/09
Planning Retreat		
Goal Development		
Draft and Vet Long Term Plan		
Create Resource Development Plan		

Gap Analysis

A gap analysis is currently underway to articulate the gap between projected jobs in the marketplace and the education and training systems' abilities to support those projected openings. In cooperation with the state, [Economic Modeling Specialists, Inc.](#) (EMSI) has prepared a "first-draft" Gap Analysis for the Southeast Region, which is currently being reviewed by representatives from the economic development, workforce development, academic, and research communities.

A report based on that analysis and on other sets of data will be used to help to inform the regional strategy. An electronic copy of the Gap Analysis is available upon request.

Asset Mapping

What is most evident from past Forums and discussions is our need to define the work to be done in order to realize the Compact's vision and strategic intent, develop a plan, and implement it. To that end, the partners will undertake an Asset Mapping project. To do this we are taking our point of departure from the Council on Competitiveness document: [Illuminate](#).

The Greater Philadelphia Compact for Science Technology Engineering Mathematics Education

[Asset Mapping Roadmap: A Guide to Assessing Regional Development Resources, August 2007.](#)

The Compact steering group will seek to involve the research and data collection expertise of DVIRC, Select Greater Philadelphia, and the [Economy League of Greater Philadelphia.](#)

The following questions will be addressed as an Asset Mapping Plan is developed:

- What is its purpose?
- What kind of information will need to be included?
- How will the information be gathered and organized?
- Who are the audiences for the information?
- How will this effort inform a regional communications strategy?
- What will the web site that houses the asset information look like and how will it function?
- How will information be updated and maintained?
- What will it cost and how will it be supported?

Regional STEM Forum

Our final regional planning documents (including a budget and resource development plan) will be presented at the next Regional STEM Forum in the second quarter of 2009.

Long-term Regional Strategy

Part of developing a long-term STEM strategy is the need to identify, support, and align the many and diverse efforts already underway. The Asset Mapping component will set the stage for learning about these efforts, and the steering group will seek to leverage these efforts toward a set of common, quantifiable goals. Goal setting will be a high priority for the region and the steering group will seek to reach consensus on a discrete set of goals that can be tracked and measured over time.

As part of the region's due diligence, the steering group will review [The Attributes of STEM Education](#)—a monograph prepared by Jan Morrison at the [Teaching Institute for Excellence in STEM.](#) A regional discussion around this document will help the partners develop a common language for defining 'STEM Literacy' and 'STEM Education'.

Communications Plan

Communications will be developed on two levels: stakeholder communications and community communications.

For Stakeholder communications, resources will be used to obtain input and ideas from the broad stakeholder (partner) community and to keep them up to date on the region's STEM Center Network development. Clear and consistent communication among stakeholders is the key ingredient for success.

Community communications refers to delivering messages and information to the citizens of the region in their various roles as parents, students, businesspeople, educators, and neighbors. Particular attention will be paid to changing and shaping perceptions about STEM education and how STEM literacy leads to career opportunities, and to the particular challenges inherent in the diversity goals of the PA STEM Center initiative.

The Greater Philadelphia Compact for Science Technology Engineering Mathematics Education

Members of the Southeast region have been working as part of the Communications committee of the STEM Center Design Team. Currently, the region is assessing the viability and propriety of utilizing the communications template developed in Georgia by the [Partnership for Reform in Science and Mathematics](#) (PRISM), a statewide Math Science Partnership initiative. Their tagline is [Math + Science = Success](#). The Philadelphia Math & Science Coalition has already conducted two focus group interviews with Coalition partners and has engaged a communications consultant to draft a multi-year communications plan for Philadelphia that adapts the Georgia materials and learns from their experience. This effort is aimed at increasing interest in and attention to math and science among students and parents in Philadelphia, and will move forward in coordination with other regional and state efforts

The challenge in this region, like the challenge statewide, will be to develop a communications and outreach strategy that will work to engage such a broad and diverse group of stakeholders and interest groups.

Note:

As the work unfolds the steering group will be seeking broad input and participation from our growing STEM community (now over 600 individuals). Please be on the alert for additional communications.

Preliminary Budget for Southeast Region Planning Activity

<u>Work Element</u>	<u>Cost</u>
Asset Mapping Plan	\$ 15,000
Regional STEM Forum	\$ 10,000
Communications Plan	\$ 7,500
Long-term Strategy Development	\$ 5,000
Steering Group Expenses	\$ 2,500
Program Support	\$ 5,000
Administration & Reporting	\$ 5,000
Total	\$ 50,000

Appendices

Work Product—the documents included in the following table are posted on DVIRC’s web site and can be viewed at <http://www.dvirc.org/index.php/t4/263/>

	Document Name	What it Is
1	STEM Forum Proceedings_110806.pdf	Original Proceedings – Fall 2006
2	Summary of 2006 and 2007 Forums_DonMcKinney.doc	Summary of 2006 & 2007 Forums, prepared by Don McKinney
	<i>Planning Retreat Documents</i>	
3	091207_RETREAT.doc	General Notes
4	091207_RETREAT.doc	Notes prepared by Don McKinney
5	StrategicIntentWorksheetv.4.doc	Group Work from Retreat
6	STEM RETREAT OCT 2007.doc	Group Work from Retreat
7	SummaryofWorkingGroups1-6April262007v1.doc	APRIL 26, 2007 STEM REGIONAL CONFERENCE
8	STEM Report_042308_Southeast.doc	Report from April State STEM session—Southeast
8	STEMReport_042308_StatewideMeeting_FinalDraft.doc	Report from April State STEM sessions—All Regions
10	Philadelphia_Focus_Group_Notes.pdf	Notes from Philadelphia Focus Group organized by Lowell Thomas, Governor’s Policy Office
11	PA_STEM_CENTER_INITIATIVE_Southeast Proposal_FINAL.pdf	Southeast Proposal to Team PA Foundation
12	Regional Compact_What_Does_It_Mean_to_Sign_Final.doc	What It Means to Sign the Compact
13	Regional Compact_What_Does_It_mean_to_Sign_Businesses_103008.doc	What It Means for Businesses to Sign the Compact
14	USSG_Policy_Brief[1].doc	Urban STEM Strategy Group Policy Brief

end