



Multicultural Engineering  
Program

IAB Meeting Notes  
May 12, 2017

## Attendees Present (in no particular order)

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# Agenda

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- ❖ Introductions/Panel/Working Group
- ❖ A Word from the Dean
- ❖ Overview of MEP
- ❖ Updates from the 16-17 Academic Year
- ❖ Club Showcase Luncheon: SBES/NSBE, SHPE, CP Scholars
- ❖ Resource Highlight: Transfer Advising Program
- ❖ Initiatives for the 17-18 Academic Year
- ❖ Funding Initiatives for 17-18
- ❖ Save the Dates: Industry Involvement for 16-17
- ❖ IAB Annual Action Items

## Introductions/Panel/Working Group

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We were very excited to try something a little different for this IAB. In efforts to find ways to diversify our services and have more points of contact with students, we at first tried inviting inactive MEP students to listen to a panel of students who regularly utilize resources. However, as expected, inactive students did not express interest in attending this event. Instead, we kept our panel, invited additional students who participate in MEP, and used this time as a benchmarking moment.

Students involved in MEP had a chance to address the panel and share their insider perspective with the board. There were students involved in SHPE and NSBE along with CP Scholars, PEEPS, and transfer students who talked about their first impressions of MEP, and their experiences thus far working with MEP. Some students also engaged in MEP's new ENGR 101 and 301 courses. They shared that MEP helped them with resume assistance, acted as a guide for academics, provided a variety of resources for a first year students, advised for change of major, transferring, financial aid assistance, and career questions, helped connect them with industry events for internships, SHPE/NSBE involvement, and lastly and most importantly provided a safe community to go to through both the advisors and the resources available.

The panel then asked the students questions regarding MEP.

1. What was the biggest challenge that wasn't addressed by Cal Poly that MEP helped with?

Students also felt that MEP created a safe place for them, especially through the 24-hour lab. The new addition of the Book Loan Program will also save students money and time.

2. How much advising do you do peer to peer?

The mentorship program was a huge help as you transition into Cal Poly, Poly Pals advised on what classes to take, and provided direction for academic success. There is sense of community created within the 24 hour office, and within the MEP/ ESS department.

Students also discussed the PEEPs program detailing the involvement of Cal Poly with partner schools to help incoming freshmen throughout their first year. One idea brought up was for MEP to possibly place familiar students in the same classes to ease studying and help them create a better academic environment in the classroom. Another idea the students had was to offer more industry panels within the classroom where Company reps came to answer questions, and prepare them for interviews.

3. How does MEP better prepare you? And what skills have they helped you with through MEP and other clubs? (SHPE, CP scholars)

MEP offers a lot of workshops for resume help and got me involved in finding internships and connecting with industry. MEP also provides a newsletter and a list of internship and job opportunities available. They help guide you on what steps to take in getting involved with industry and also feeling comfortable at the events.

Jackie bought up a side point: In MEP 1100 students receive newsletter, of those 50% there is some touch point with MEP. However when it comes to the other 50% how can we reach them?

After panelists shared how they currently utilize services the board members, panelists, and current MEP students worked in groups to discuss new ways to entice student engagement. Ideas that came from this working group were:

- Contact University Housing, and see how they can get involved by possibly hosting a panel for MEP outreach to students.
- Branding and emphasizing student success.
- Communication improvements.
- Make MEP more accessible through skype, or possible YouTube information available for others to get involved; expand our outreaching medias.
- Making the ESS building stand out more, and create a welcoming environment that attracts more students.
- Create a welcoming environment for new members and it was suggested to have active members reach out to others in efforts to expand the MEP program.
- Keeping introverts in mind when hosting social events.
- Mentorship program between members and nonmembers

## A Word from the Dean

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The dean informed the board of the updates within the CENG.

New students: This year for 2017, CENG had the most qualified, diverse group of students. No longer having an early admin for CENG played a role in this year's data of admissions. CENG also took the first-time freshmen target more towards the transfer students.

Diversity: CCF offers 2 million to minority students. CP scholars consists of low income first gen students, there is a total of 200 scholars on campus this year. EPIC was very successful in their outreach program; DaVinci Partner Program serves in making students college ready.

Highlight advising: Check in on students and make sure students are successful in all aspects.

Questions from panel:

1. Matt Philley: Is there anything being done to grow the MEP program? And how is being supported?

Lacking in advising staff for CENG. Not enough resources to help expand it.

2. Robert Peralta: How are the professors paired with the classes? And what do you look for to higher?

Higher is based on industry and where it's going, where the industry is weak and where we are growing. Student demand is also a key factor in higher.

3. Out of the 28% accepted, and said yes, how many graduates?

High percent, estimated around 70%.

Industry discussed same concerns with losing talent and finding replacements within budget. Hiring concerns were a highlight of questions. How to close the gap in hiring and retirement for faculty.

4. Scott Ballew discussed concern with STEM involvement in education and emphasis in high school. Is there a way to influence the academic standard of STEM for our college? Also, how can we fill the pipeline?

Some suggestions were reach out to the students who declined and gather data involved in their declining versus accepting.

5. Why are we not filling the gap?

Limit of space and faculty for the number of students and legal obligations on recruiting. Yet the CENG student body increases gradually each year. It was suggested to work more closely with admissions.

To conclude the Dean's presentation the panel discussed concerns with filling the pipeline and what ways in which both parties could commit to more outreach programs for the college.

## Overview of MEP

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Jackie gave an overview of MEP. MEP is an academic support program for under-represented students of all backgrounds and helps them reach academic success. MEP works with low income, first generation, minority and transfer students. CP Scholars is also involved in helping to support these students.

Population demographics:

1,125 CENG students in MEP, of which...

55.3% first year students

41.7% Pell Eligible

28.8% Identified female

50% opt in opt out involvement

16% of CENG students out of 6,000 in MEP

MEP staff: Jackie and Meghan, Greg has been starting with MEP drop-in involvement.

Advising: Approaches student advising holistically. Covers grade checks quarterly, keeping in touch with academic probation, and any all other aspects including building a tight relationship with our students.

Some of the ways advisors engage the MEP community is through ENGR 101 and 301. They build relationships with CP scholars, as well as through community within the 24-hour hub and the ESS center.

During finals and in the start of the year they provide a breakfast break. They create a vision for students through motivation and events. The flagship events help get the MEP students involved with industry, and prepared for the expo. (i.e. BBQ, Expo, Leadership legacy, banquets, Receptions for Grads, and the design challenge. What makes MEP unique is the relationship building with the students and the support for academic success.

## Updates from the 16-17 Academic Year

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The new updates for the year were discussed. First topics were the new dean Jim Maher, the leaving of Assistant Dean, Fred DePiero, and the new search for a replacement, as well as transitioning to a new Associate Dean. There is also an opening position for retention efforts with a role in MEP and in the ESS department.

The CSU Grad initiative 2020 was introduced. Overall need to increase grad rates.

- 2017 4-year rate 47%, goal is 71% by 2025
- 2017 2-year rate 36%, goal is 92% for 2025
- Goal for URM gap to close, as of now it is a 10.4% gap.

- Discussed reasons for current graduation rates. The 4+1 program factored in along with students taking an extra quarter, studying abroad, and having a co-op. Since college of engineering is so large, we must make an impact for the college even if the goal is not fully reached.
- Ideas were addressed in improving grad rates. For grads, we have been hosting a fair, checking in with advisors, and assuring students' academic success towards graduation. A lot of talk about how much change can we make and influence students more in preparedness for graduation. Academic probation is another huge aspect of our initiative (approx. 500 students per qtr.); how can we come up with personal, interactive ways to increase graduation rates.
- MEP's mission is to give students the best college experience, without completely disregarding the mission statement. Being a year of transition, MEP wants to become more involved and incorporate the ideas we have as a whole. The hope is the new retention advisor will be able to address the concern that the panel has with the data.

Tutoring program: In the past, tutoring was solely industry sponsored. Now the college has given support to MEP tutoring services as well to help expand the lab. Part of our vision is to be more streamline, with a confined area and consistent tutoring availability and materials. MEP Tutoring is now Engineering Student Services Tutoring. Industry is welcome to continue sponsoring of tutoring for MEP students.

Poly Pals: Due to low attendance, Poly Pals will be placed on hiatus for this next academic year.

#### ENGR 101 & 301

- 101: changing up target group to freshmen who want to explore change of major. Aim to communicate with students closer to registration so they are aware of the opportunity available. This year only 14 students enrolled; bad scheduling, and advertisement of curriculum. Consider increasing numbers and involvement. Create 102 course for freshmen to be blocked into.
- 301: curriculum will remain the same, focusing on transfer students and junior-level CP Scholars to grow professionally.

#### CP Scholars:

Four-year curriculum is fully created and finalized, and first year program is fully staffed. Cashion London (NSBE Officer) provided a personal perspective that CP Scholars is a collaborative to network with industry and the scholarship which has been immensely helpful in overall success

Cooperative Connections: Encouraging academic excellence through sharing of knowledge and professional development. We have industry to student mentoring. Discussed the possible improvements for this connection. Ideas were creating a template for what students should include for reaching out in communication with industry. 75% were confused with the program, so how can we improve. Break down the basic way to introduce themselves to industry. The panel suggested, clarifying the type of relationship addressed. Also, consider firewall limit on access for industry.

## Club Showcase Luncheon: SHPE, NSBE, and EPIC update

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SHPE and NSBE officers explained their programs and updated the panel on the last year.

#### SHPE:

- Leadership: many opportunities to get involved, volunteering, resume building, RLDC conference
- Professionalism: National conference, resume workshops, Linked In workshops
- Academics: Help students with academic success, provide group me for contact to other students
- Community development: SHPE. Jr, Outreach to local schools with hands on working activities with the students, Organize tours and activities
- Chapter development: Create fun activities for students

- Club updates: Finalist for the Presidential diversity award, Largest membership this year 193 total, Largest conference group 75 total, Events overall ran much smoother with documentation and preparation, Mentorship program where they match you with other students with same majors or alumni SHPE members who can assist in all aspects academically and socially.
- Obstacles: Academics - metacognition (learning about learning) activity with Dr. Chen implemented this year to assist in studies. In addition, the club is trying to re-focus why SHPE is here on campus, reflected and tried to improve their overall vision, and increase event attendance
- Overall goal for next year: Make SHPE as efficient and successful as possible before enlarging the program; Tour improvements for visiting schools; Academic improvements for the members
- How can Industry get involved? Workshops, outreach events, academics, club collaborations, diverse event or an engineering symposium where all CENG can collaborate and expand our resources. One huge obstacle is finding a location for all members and industry able to attend.

#### National Society of Black Engineers:

- One of the only two black student groups on campus, founded in 1978 and is the largest society in nation.
- Professional Development: Workshops, connections with industry
- Academic: Mentor-mentee program is a huge success with close family connections, great for a contact for questions.
- Community outreach: On campus events
- Updates: Wow club showcase, Open House, SWE/ SHPE collaboration, bowling, and other events, PCW.
- FRC: this year 11 students participated, 30 companies, received 2 offers
- Nationals: 11 students, 100 companies, many workshops, and internship offers
- New improvements for NSBE: Deans list increase, GPA increase, new scholarship winners, increase in internship offers and in job offers.
- Obstacles: Low participation rates, revamped our events to improve, and hope to continue improvements
- Future Goals: Academic foundation, work closely with 1<sup>st</sup> year to start out strong, Prepare members for career fair, All members internships.
- Club has improved social media
- Goals: Sponsor Freshmen for FRC, Increase GPA, Increase Deans list
- Current Industry involvement: Desire a greater connection with industry, Expand on Scholarships for the club, Tour improvements to motivate students, Partner with industry to get minorities to tour call poly and spread the word about NSBE.

#### EPIC:

- EPIC program: Outreach program for CENG students in 7<sup>th</sup>- 12<sup>th</sup> grade, provide labs and sit in classes for the students to get involved in. First goal is to introduce the student to engineering. 2<sup>nd</sup> goal is to help a student clarify their major or decide
- Demographics: 40% URM, 6-7% African American, 50:50 ratio of women to men. Over 1000 applicants for this summer, students from all over the world. Online database is use influence internationally.
- Need a commitment for industry labs for the summer program. Goal is to reach 40% of URM, and first gen students. How to track student's success from program to attending Cal Poly? Working on following up where the EPIC students end up.

## Resource Highlight: Transfer Advising Program

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ESS Advisor, Jamey Stamets, discussed transfer student efforts in the College of Engineering. Four years ago, transfers are a small percent of Cal Poly; however, due to advisor interest, ESS created a program to increase professional, academic, and social growth within the newly admitted population. Program has changed over the years, with a heightened desire to connect with industry and network with students. Transfer numbers have gradually increased throughout the years, and thus our URM percentage has increased as well. Overall doing well with transitioning the students to Cal Poly.

What TAP has been doing: Expanding transfer student support by creating events and programs for transfers to utilize for their success. Before transferring there are local partnerships, when admitted we offer advising sessions. During SLO Days (summer orientation) students are taught to register, and given preparation for future registration, which shows great success. Once fully enrolled there are workshops, and outreach events for transfers. As advisors, we have been partnering with the evaluation process for students, and closely working with petitions to course work articulated over for approval. We have also implemented a boot camp for career fair, to prepare students for meeting with industry. The 2-year transfer rate is near none, due to the intense academic scheduling.

Panel discussed importance of working with the TAP to reach academic success. One question asked was “Is there benefit having more transfer students?”

Transfers add a richness to our campus, and are more mature and invested in their education. However, there is a challenge financially and the length of academic career. Panel agreed sharing their experiences with transfers. They noticed a diversified experience between the transfers and non-transfers. They discussed the concerns for opportunities for transfers. Industry discussed the likelihood of students to change careers, and the diversity of transfer students

## Initiatives for the 17-18 Academic Year

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Jackie discussed the goals for the following year. The highlights were taking into account the ever-changing population. From only EOP students in 2010 added to all demographics being included in the fall of 2016 with a total of 506 students automatically enrolled in MEP.

### MEP GOALS:

#### 1. Tracking participation:

Spreadsheet that can track the student data of incoming students. Soon receiving a new door in the study room that can track the student activity within the physical space of MEP.

What we realized is that we can use the data to see what students participated in and their overall GPA/retention. We were able to see how their success is related to their involvement in the program. Next year will have more tangible data.

#### 2. Assessment of resources:

Feedback from students on how the MEP services helped them throughout the year, to see how we can improve.

#### 3. Book Loan Program:

Launching a program that buys books for students throughout the year, as long as they return the books for tutoring center the following year. 20 applicants, with all but 2 were 1<sup>st</sup> generation students. Enough funding for five students to have books for the full year. (\$900). New consideration: connecting with professors to lend books for program.

#### 4. Finding new ways to build community:

Brown bag lunch program targeted for new students to cover concerns and topics the students don't know. Also great for connecting with students.

1<sup>st</sup> day office hours create a close nit advising session for students

Industry FYI: Heads up on Handshake:

New software for career services. Email MEP your jobs to ensure the connection will be made.

## Action Items

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How can MEP improve numbers for under-represented students within CENG? Discussed the big issue of diversity within our university, and how we can improve it by working with the admissions to implement it. Large concerns were stated regarding if there has been any change within the university, as well as the lack of diversification. In response, the university has aimed to act on spreading the message for diversification promotion. Engineering ambassadors addressed the tough topics within engineering, touching on inclusivity and diversity. Presented efforts to how we could expand our population. Slow growth throughout this year, and hopefully MEP can activate change. MEP could be a huge factor in student awareness of how undiversified Cal Poly is. Industry conveyed concern that the university has been stagnant in terms of engineering student demographic and questioned why they were there if their mantra of diversity, is not met with the same recognition of the university. Industry brought up more questions, "What's the best way to address this issue, do we hold back support to clarify the importance of diversity and how long to wait?" Change and efforts towards action need to be addressed for continued support from industry. MEP explained that with the changes in leadership as well as the graduation initiative, it would be best to bring in new faces at the next Board meeting to discuss these concerns.

#### Conclusion of action items for this year:

- 1. MEP to send Cal Poly Factbook to IAB for review on diversity numbers in engineering.**
- 2. MEP to look into the idea of creating MEP Leads for student/program support**
- 3. MEP/ESS to do more outreach: signage, housing, and communication**
- 4. IAB to send job openings and participate in MEP events**
- 5. Clubs to send tentative annual schedule to IAB**

Meeting concluded.

# MEP Funding Initiatives

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*The success of MEP students directly reflects the support given by industry. In addition to participating in our flagship events, below are some of our initiatives and services provided to the students within MEP and the College of Engineering to enhance their academic and professional growth.*

**ESS Intern:** Serving not only MEP students, but also any undergraduate within the College of Engineering, the ESS intern meets regularly to assist in students moving within their curriculum. With a particular focus within MEP, the ESS Intern provides academic coaching to MEP students on AP, assists with our regular communications, and participates in leading events and workshops, freeing up time for full-time MEP staff to meet with students in more dire need and help the College on more “big picture” diversity initiatives. Unable to fund for an intern for the 17-18 academic year, this “Earn by Doing” position will be recruited from Cal Poly master’s programs and will assist in the 18-19 academic year. Annual cost: \$8,000

**MEP Study Space Renovation:** Our new study spaces provide MEP students with a comfortable environment to work together on their coursework. This year we purchased new tables and chairs to make the space more study-friendly; students can now easily move tables around the room to work individually or in groups. However, we ran out of funds to buy additional tables for our growing population. Cost for ten tables: \$6,000

**“Brown Bag Lunches” (Name TBD):** In efforts to build community among new MEP students, our inaugural “Brown Bag Lunch” fall series will provide topical conversation on transitioning to Cal Poly, academic support, and professional growth. These hour-long guided conversations with small groups will be lead in the Study Lounge by MEP and ESS support staff. Industry have an opportunity to “brand” this new series by sponsoring food costs for student attendees thus enticing students to participate and saving their much needed funds on meals. Annual cost: \$3,500

**Leadership Retreat:** For the past two years MEP has teamed up with a company to take SHPE and NSBE leaders on a team-building activity. In efforts to keep morale high within hard-working officers, this mid-year event provides an opportunity to brainstorm and plan for the rest of the academic year and beyond. In addition to funding the event, company participation the day-of is highly encouraged. Annual cost: \$3,000

**Travel for SHPE and NSBE Conferences:** The National SHPE and NSBE Conferences are the largest Hispanic/Latino and Black/African American engineering career fair and technical conference in the United States. Our chapters are highly encouraged to attend. On average, SHPE sends about 30 students and NSBE sends about 10 thanks to company sponsorship. Many of the students acquire interviews, internships, and full-time positions from attending. Annual cost per student: \$750

**Scholarship Opportunities, Book Loan Program, and Study Abroad Support:** Research has shown that alleviating financial stress for first-generation college students increases their retention. As most MEP students are low income, financial assistance towards scholarships and our new Book Loan Program may allow them to buy their textbooks in advance, or work less hours throughout the quarter and focus more on their academics. In addition, studying abroad brings many lasting benefits that our students carry with them throughout their personal and professional life, such as acquiring cultural-awareness, leadership, independence, adaptability, problem solving, and cross-cultural communication skills required in today’s workforce. Funding dependent on interest.

## SAVE THE DATES: 2017-2018 MEP EVENT PLANNING

FALL		
Date	Event	Budget
September 25	MEP Networking BBQ	\$700 covers sponsorship and industry attendance at both events
September 26	MEP Industry Expo	
WINTER		
Date	Event	Budget
January 23	Leadership to Legacy Banquet	\$500-2,000 sponsorship options \$500 leadership scholarship options
???	Club Leadership Retreat	\$2,700
1/8-3/16	Winter Design Challenge	TBD
SPRING		
Date	Event	Budget
May 11	Industry Advisory Board Meeting	\$500 sponsorship opportunity
May 11	SHPE Banquet	\$600
May 18	MEP Reception for Graduating Students & Faculty Appreciation	\$700 sponsorship opportunity

## *“How Can I Get Involved?”*

### Many Ways Industry Can Participate in MEP Today!

- **Attend MEP or campus event**

You are more than welcome to attend our MEP Networking BBQ and Industry Expo, or participate on one of our panels for ENGR 101 or 301 - we'd love to have you! If you're in SLO, feel free to stop by any time.

- **Hold a workshop for current MEP students**

Your experience is valuable to current students. Feel free to hold a workshop sharing your own stories about industry, graduate school, and leadership.

- **Become a mentor: [mep.calpoly.edu/mentoring](http://mep.calpoly.edu/mentoring)**

Corporate Connections links MEP students to supportive alumni and industry members to assist them in gaining knowledge about the world outside Cal Poly.

- **Stay connected**

Keep your email and mailing address current within MEP to ensure you are receiving information about upcoming events and ways to get involved.

- **Make a Gift: [mep.calpoly.edu/give](http://mep.calpoly.edu/give)**

We cannot survive without your support! Help us provide tutoring, advising, mentoring, scholarships and other great professional and academic resources to students.