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NORTHROP GRUMMAN
NACME Scholar Engagement Opportunities: Executive Speaker Series

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Meeting Overview

- A Historical timeline for NACME-UM engagement
- NACME Scholarships at UM: Incorporating the CEDO Model of Student Engagement
- Overview of UM NACME Scholars Program
- Executive Speaker Series
- NACME 2.0: Reaching a broader community
- Next Steps Moving Forward
- Questions and Answers
Timeline of UM-NACME engagement

1970s
- UM MEPO office partners with NACME

2002
- 2002: UM discontinues partnership with NACME
- UM MEPO office partners with NACME
- 2006: State of Michigan passes Proposition 2
- 2002: UM Affirmative Action Lawsuit

2010
- 2011: Through Block Grant Program $730K over 5 years committed for engineering scholarships
- CEDO office established
- CEDO model of student engagement used in designing the new scholarship program

2011
- NACME scholarship created
  - Established as a premier CoE engineering scholarship

2012
- UM + CEDO commit $500K to engineering scholarships

2014
- Partnered with NACME with $230K commitment

2016+
- National Action Council for Minorities in Engineering (NACME)
- NACME Executive Speaker Series 2.0: Can this model be used organization-wide?
Vision:
To set loose on the world a globally competent and diverse engineering workforce ready to take action and change the world.

Mission:
To provide the leadership, expertise and programs needed to steward the understanding of the importance of diversity, in order to attract, recruit and graduate a diverse population of students who experience qualitative and quantitative success while in college, preparing them to make major contributions to society and the engineering profession.

Center Vision and Mission

<table>
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<tr>
<th>Center Goals</th>
<th>Center Directives and Programs</th>
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<tr>
<td>• Create a diverse pool students entering Michigan Engineering</td>
<td>K-12 Outreach and Pipeline Development</td>
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<td>• Foster academic success of diverse students</td>
<td>DAPCEP, SCEEP, MITE, SEA, WISE K-12 Outreach, MI GEAR-UP MERS</td>
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<td>• Showcase multicultural perspectives in engineering</td>
<td>College Success and Achievement Programs</td>
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<td>• Advocate policies for diversity and inclusion</td>
<td>M-STEM ScholarPOWER Initiatives: Mentoring, Advising and Coaching, Professional Development, SPB Banquet</td>
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<td>• Promote appreciation and understanding of diverse individuals and groups</td>
<td>Scholar Community Support: NACME, AUC-DDEP, MI-LSAMP</td>
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<td>• Demonstrate the importance of multicultural competency</td>
<td>Multicultural and Engagement Programs and Initiatives</td>
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<td>Retention and Climate Initiatives</td>
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<td>Faculty grant-writing support</td>
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<td>Teaching and learning strategies</td>
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<td>Student Society Support</td>
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<td>SWE, NSBE, SHPE, MUSES</td>
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Understanding the CEDO Model for Student Engagement

- **MEPO**
  - Building Infrastructure

- **MEP**
  - Shift to multiculturalism

- **CEDO**
  - Advancing collaboration and resources

Visible Communities of scholars
Communities of corporate sponsors
Active academic support programming
Annual recognition of success

Build partnerships
Build community
Build scholars
NACME Scholarships at UM: Incorporating the CEDO Model

- 26 Number of students in NACME Scholar cohorts 2012-2015
- 15 males
- 11 females
- 6 new awards in 2015
- 10 Number of students graduating with engineering degrees
- 3.21 Mean Cumulative GPA current scholars

Ethnic Diversity
- Hispanic 32%
- African-American 68%

Top Degree Majors
- Mechanical Engineering 39%
- Industrial Engineering and Operations 17%
- Civil Engineering 16%
- Computer Science 28%

- UM-NACME Scholars Coordinating Team:
  - 8 members
  - Representative members from Office of Student Affairs, Scholarship Office, Student Learning Center, and Recruitment
  - UM-NACME Ambassador

Personal Coaching
- Academic Support
- Mentoring
- Family Meetings
- Professional Development Forums

Building a NACME Scholar Community
NACME Scholars Program...at a glance
Professional Development: A Look at the Executive Speaker Series

Provides an opportunity for NACME companies to meet NACME scholars in small group settings and engage with other motivated, high-achieving students, particularly URM students.

**How Can Engineers Through Technology Change Business Practices to Grow Their Companies**
-Randy Stashick, United Parcel Service

**Formula for Success**
-Carol J. Zierhoffer, Bectel Corporation

Further develops a cohesive NACME Scholar community

**Surviving, Exceeding, and Excelling in the Workplace**
-Frederiek Toney, Ford Motor Company

Provides NACME Scholar-supporting companies with ample opportunities to connect with NACME Scholars, diverse student achievers, and University of Michigan faculty, administrators, and staff.

**Crafting a Job Search Strategy...Selecting the Right Company**
-Susan M. Lewis, The Dow Chemical Company

Provides personal and professional development/careering opportunities for NACME Scholars.
NACME Executive Speaker Series: Objectives, Benefits, and Expected Outcomes

Objectives:
- Create a support community to spur academic and professional success
-Expose NACME companies to NACME Scholars for mutual benefit

Benefits:
- Small group interactions and engagement with URM students
- Professional development and careering opportunities for NACME Scholars
- Further develop a cohesive NACME Scholar Community

Expected Outcomes:
- Extend pilot to all NACME member schools
- Scale NACME Scholar Community to all NACME member schools
- Expand NACME branding among NACME students, university leadership, and staff
Executive Speaker Series 2.0: Reaching a broader NACME community

NACME Talks: TEDxUofM as a template

What is TED?
TED is a nonprofit organization devoted to Ideas Worth Spreading. Started as a conference in California 26 years ago, TED has grown to support those world-changing ideas with many initiatives. At a TED conference, the world's leading thinkers and doers are asked to give the talk of their lives in 18 minutes or less.

What is TEDxUofM?
TEDxUofM is a university-wide initiative filled with inspiration, discovery, and excitement. Borrowing the template from the world-renowned TED conference, TEDxUofM showcases the most fascinating thinkers and doers, the “leaders and best” in Michigan terms, for a stimulating day of presentations, discussions, and entertainment.
Moving forward

- Furthering partnerships via other groups of students
- NACME talks for all of NACME
- Community College partnerships
- Project Lead The Way (K-12)
- Graduate fellowships