

When Two Worlds Become One

Ms. Yvette Renee Moore, University of Pittsburgh

Yvette has worked directly with undergraduate scholars in engineering and the arts and sciences. She is currently the director of the Pitt EXCEL program, an undergraduate diversity program within the Swanson School Engineering at the University of Pittsbu

Dr. Mary E. Besterfield-Sacre, University of Pittsburgh

Dr. Mary Besterfield-Sacre is Senior Associate Dean for Academic Affairs and Nickolas A. DeCecco Professor in Industrial Engineering at the University of Pittsburgh. She is the Founding Director for the Engineering Education Research Center (EERC).



University of
Pittsburgh

Swanson School
of Engineering

CoNECD 2024

When Two Worlds Become One

Dr. Mary Besterfield-Sacre and Ms. Yvette Moore

Pitt EXCEL
Undergraduate Diversity
Program

Swanson School of Engineering
University of Pittsburgh

Background

It started in 1969!

Background

IMPACT

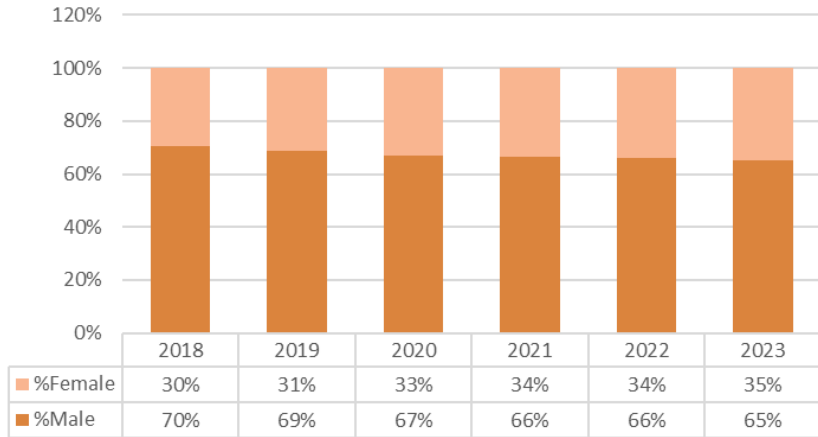
- 1969
- One of the first for MEPs in the US
- Mission – recruit and retain Black and Brown talent in engineering
- Was a leading program for graduating Black engineers
- 3rd in the country for graduating Black and Brown female engineers
- Recruitment done by Dr. Karl Lewis – directly visiting families
- Provisional admissions

EXCEL

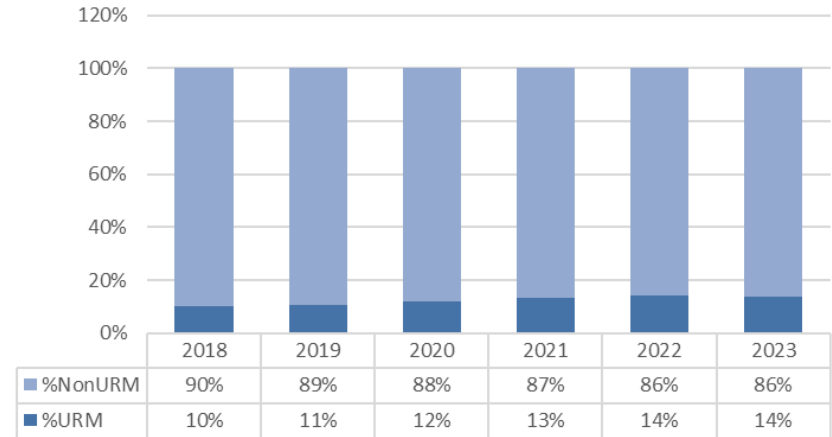
- Open access re-envisioned IMPACT 1999-2002
- 2002 Pitt EXCEL
- Mission – recruit, retain and graduate those scholars that are minoritized in engineering
- Continue to maintain leading retention and graduation numbers

Gender and Race Percentages Over Time

Percent Undergraduate Male and Female



Percent Undergraduate URM and Non-URM



Retention Rates

First Time Engineering Freshmen by Gender Retention Rates in the SSoE			
Cohort (Fall Term Initially Enrolled)	F	M	U
1Year			
2181 (Fall 2017)	89.4%	86.5%	
2191 (Fall 2018)	89.9%	87.4%	
2201 (Fall 2019)	90.2%	87.5%	
2211 (Fall 2020)	82.4%	87.3%	
2221 (Fall 2021)	80.2%	78.3%	
2Year			
2181 (Fall 2017)	81.4%	79.8%	
2191 (Fall 2018)	81.9%	81.7%	
2201 (Fall 2019)	88.0%	80.9%	
2211 (Fall 2020)	73.5%	77.8%	
3Year			
2181 (Fall 2017)	81.4%	78.0%	
2191 (Fall 2018)	81.1%	79.7%	
2201 (Fall 2019)	87.4%	76.8%	

First Time Engineering Freshmen by Ethnic Group Retention Rates in the SSoE							
Cohort (Fall Term Initially Enrolled)	AMERICAN INDIAN	ASIAN	BLACK	HISPANIC	2 OR MORE RACES	UNKNW	WHITE
1Year							
2181 (Fall 2017)		91.7%	84.2%	100.0%	83.3%	100.0%	86.6%
2191 (Fall 2018)	100.0%	82.6%	92.6%	82.8%	95.5%	100.0%	88.9%
2201 (Fall 2019)		84.3%	100.0%	89.5%	91.7%	90.9%	88.1%
2211 (Fall 2020)		83.1%	74.1%	80.0%	89.3%	75.0%	87.1%
2221 (Fall 2021)		81.4%	58.3%	67.6%	76.5%	84.6%	80.6%
2Year							
2181 (Fall 2017)		86.7%	84.2%	94.4%	77.8%	33.3%	79.1%
2191 (Fall 2018)	100.0%	76.8%	92.6%	75.9%	86.4%	100.0%	82.0%
2201 (Fall 2019)		78.4%	93.8%	86.8%	91.7%	90.9%	82.6%
2211 (Fall 2020)		73.2%	70.4%	71.4%	78.6%	87.5%	77.3%
3Year							
2181 (Fall 2017)		81.7%	84.2%	94.4%	75.0%	66.7%	78.1%
2191 (Fall 2018)	100.0%	75.4%	88.9%	79.3%	86.4%	100.0%	80.1%
2201 (Fall 2019)		76.5%	81.3%	76.3%	83.3%	100.0%	80.9%

SSOE First Year retention to Sophomore AY2021-22 79%

6-Year Graduation Rates

First Time Engineering Freshmen Graduation Rates from SSoE			
Cohort (Fall Term Initially Enrolled)	4Year	5Year	6Year
2171 (Fall 2016)	43.1%	78.9%	80.0%
2181 (Fall 2017)	43.3%	76.8%	
2191 (Fall 2018)	46.3%		

First Time Engineering Freshmen by Gender Graduation Rates from SSoE		
Cohort (Fall Term Initially Enrolled)	F	M
4Year		
2141 (Fall 2013)	42.7%	33.9%
2151 (Fall 2014)	40.5%	44.1%
2161 (Fall 2015)	38.6%	45.1%
2171 (Fall 2016)	39.2%	45.1%
2181 (Fall 2017)	37.3%	45.9%
2191 (Fall 2018)	47.6%	45.5%
5Year		
2141 (Fall 2013)	84.8%	73.4%
2151 (Fall 2014)	78.5%	72.4%
2161 (Fall 2015)	76.6%	74.8%
2171 (Fall 2016)	78.9%	78.8%
2181 (Fall 2017)	77.6%	76.4%
6Year		
2141 (Fall 2013)	86.5%	76.2%
2151 (Fall 2014)	78.5%	73.2%
2161 (Fall 2015)	77.2%	75.9%
2171 (Fall 2016)	79.9%	80.1%

First Time Engineering Freshmen by Ethnic Group Graduation Rates from SSoE							
Cohort (Fall Term Initially Enrolled)	AMERICAN INDIAN	ASIAN	BLACK	HISPANIC	2 OR MORE RACES	UNKNW	WHITE
4Year							
2141 (Fall 2013)		42.4%	35.0%	30.8%	54.2%	100.0%	34.8%
2151 (Fall 2014)		45.5%	38.5%	57.1%	55.6%	33.3%	42.1%
2161 (Fall 2015)		43.1%	44.4%	31.3%	62.5%	100.0%	42.1%
2171 (Fall 2016)		55.2%	37.5%	35.3%	48.4%	50.0%	41.5%
2181 (Fall 2017)		51.7%	21.1%	50.0%	44.4%		43.0%
2191 (Fall 2018)		58.0%	51.9%	51.7%	45.5%		44.1%
5Year							
2141 (Fall 2013)		76.3%	70.0%	61.5%	83.3%	100.0%	77.9%
2151 (Fall 2014)		76.4%	69.2%	85.7%	83.3%	50.0%	73.8%
2161 (Fall 2015)		73.8%	74.1%	68.8%	87.5%	100.0%	75.1%
2171 (Fall 2016)		76.1%	70.8%	52.9%	67.7%	100.0%	81.3%
2181 (Fall 2017)		86.7%	68.4%	88.9%	69.4%	33.3%	76.1%
6Year							
2141 (Fall 2013)		78.0%	75.0%	61.5%	87.5%	100.0%	80.1%
2151 (Fall 2014)		78.2%	76.9%	85.7%	83.3%	50.0%	74.1%
2161 (Fall 2015)		75.4%	77.8%	68.8%	87.5%	100.0%	75.9%
2171 (Fall 2016)		77.6%	79.2%	58.8%	67.7%	100.0%	82.0%

Academic Counseling

The focus of EXCEL programming

- Creating a sense of belonging
- Space for the scholars to be themselves
- Space where academic, financial, and personal conversations can occur
- Connections for networking with industry, faculty, staff and alumni
- Academic Counseling an average of **46** 1-on-1 scholar meetings a week (including weekends)



Scholars

Academic
Counseling

Since the Pandemic

began before, but COVID created the need for
growth



Awards

GEM
Fellowship



Fundraising



Scholars

Academic
Counseling



Workshops

Leadership Summit
100% Post-Graduate
Employment

Pitt EXCEL Experiences and Engagement



- **10** scholars awarded prestigious GEM fellowship for sponsorship to graduate school
- **100%** Post-Graduate Employment (industry and graduate)
- **16** alumni of Pitt EXCEL received PhDs



Pitt EXCEL Experiences and Engagement



- 305 Scholars in Population and 215 active Scholars
- Pitt EXCEL highest amounts of donors and funds for Pitt Day of Giving the past **3 years** raising over **\$46,417.30**
- Implemented the IMPACT/Pitt EXCEL Alumni Council - **150** active alumni and a 10-member council
- **21** Academic Workshop held this year for the scholars. Average of **40** scholars in attendance.
- Academic Counseling an average of **46** 1-on-1 scholar meetings a week (including weekends)





Pitt EXCEL Experiences and Engagement

Rebranded the Midyear Motivation into the Leadership Summit

Here are some quick facts about the event:

- First in-person summit since 2020; 4 workshop tracks on **leadership**
- **50+** Scholars & **14** alumni convened for the Summit on Saturday
- Scholars led tours of Benedum facility for alumni
- **30** Senior Scholars attended the Senior Pep-Rally



Industry – Pitt EXCEL

Eaton
PPG
FedEx
Turner
Whiting-Turner
NASA
NNL
CJL



Pitt EXCEL Scholar Contract

The 3 Rs

Resources and Relationships = Reciprocity

- There are 305 Undergraduate Diversity Scholars
- 215 Diversity Scholars signed the Pitt EXCEL Contract.
- The contract will be available for new scholars the first two weeks of each semester.
- Scholars that are struggling academically are mandated to be under contract.
- All scholars are monitored academically (those on contract and those not on contract).



Moving Towards Further Inclusiveness

Undergraduate Diversity Updates

Revamping and Envisioning the Space if DEIA

intersectionality of a Scholar

Place of Protection



SANCTUARY SPACE

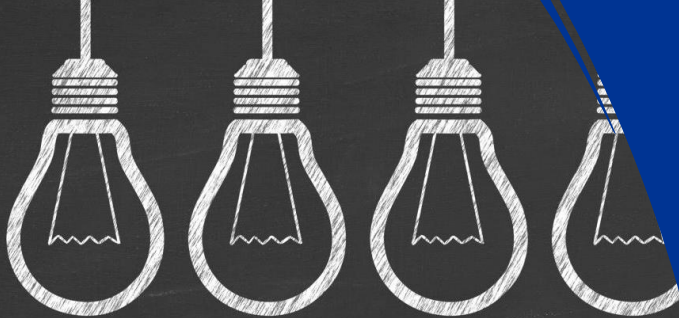
Undergraduate Diversity Updates

Revamping and Envisioning the Space if DEIA



Leadership Balancing Diversity





Ways to Balance

Provide opportunities to develop Diversity by connecting the Diversity Programs to streams of funding





Ways to Balance

Increase opportunities for engineering employment in cultural contexts

EBBS &

FLOWS



Ways to Balance

Brainstorm and create space to assess and adjust as Diversity has its ebbs and flows



Ways to Balance

Looking through the lens of System Thinking



Ways to Balance

Improvement in Quality

Coming Together

Peace and Strength



Coming Together

Known and Unknown



Learning to cultivate an awareness of the known and unknown within one's being often leads to a healthier and more realistic sense of self.

— *Aberjhani* —

AZ QUOTES

Coming Together

Teaching one another



Coming Together

Holistic Wellness



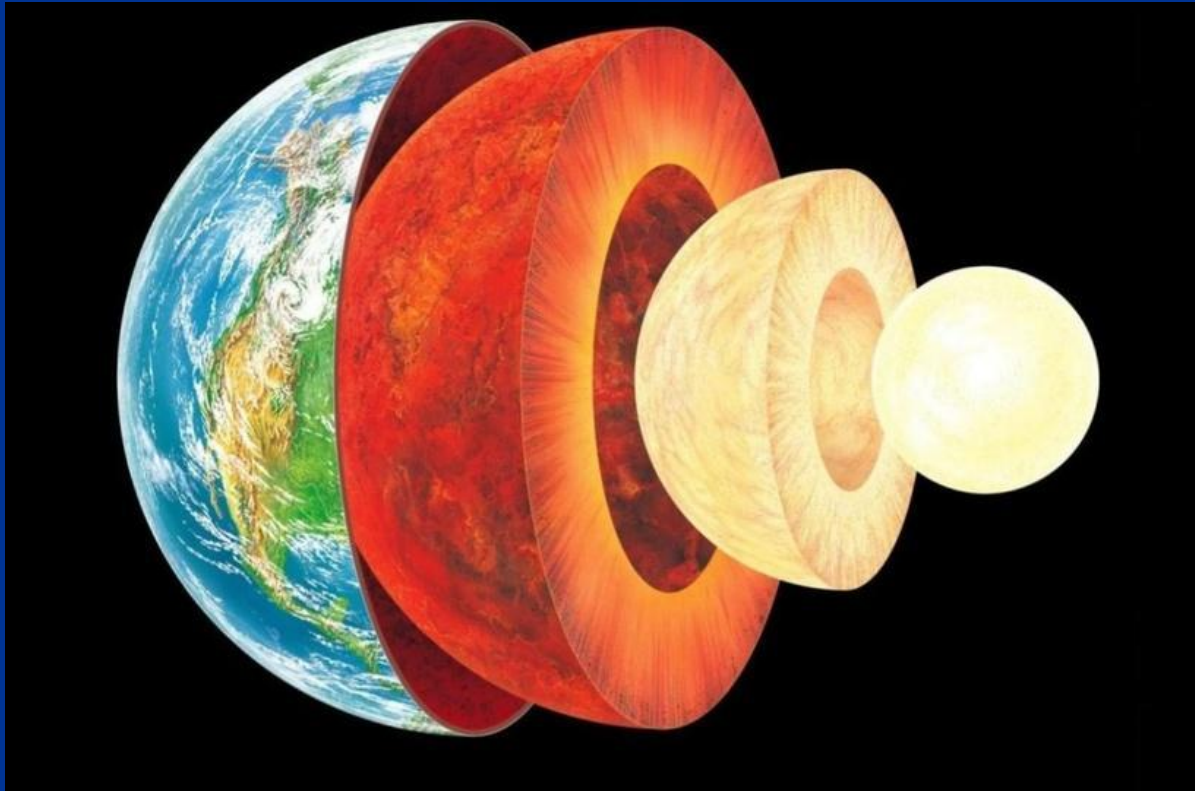
Coming Together

Change



needed

**Futuristic
Diversity**



Futuristic

Diversity is the
Inner Core

Futuristic

Continuous Flow



Questions

