

UNITED STATES DEPARTMENT OF DEFENSE



WHITE HOUSE INITIATIVE ON EDUCATIONAL EXCELLENCE FOR HISPANICS

Department/Agency: DoD / Army

High Priority Performance Goal or Program Goal 1: EARLY LEARNING

Objective 1.1.10: Communication – Provide information on Agency’s targeted outreach, collaboration, etc...in areas of early care and learning, parental engagement and wraparound services for Hispanic children.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>1. AEOP (Army Educational Outreach Program) Strategic Outreach Initiative: Form mutually beneficial relationships with likeminded organizations that have similar STEM goals specifically serving students from underserved populations. In collaboration with STEM partners and by sharing information, leveraging strong STEM networks, and building on already existing relationships, AEOP intends to promote its portfolio of opportunities to better meet objectives, maximize impact, and provide more enriching STEM opportunities for students.</p>	<p>FY14 new initiative</p> <p>This is a pilot with full funding support starting in September 2015. We can report the numbers starting in FY16.</p>	<p>Data not currently available</p>	<p>Data not currently available</p>	<p>Limited and based on proposal budget</p>	<p>Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil</p> <p>Donna Burnette (540)315.5807 Donna.augustine@vt.edu</p>	<p>a. Promote and encourage participation in AEOP portfolio of programs to likeminded organization’s specific STEM programming.</p> <p>b. Become well-educated in AEOP programming and information; in order to actively answer questions and engage in program communication efforts.</p> <p>c. Distribute AEOP materials and information when relevant at organization’s STEM engagements to include, but not limited to, summer STEM camps, academies, STEM competitions, assemblies, parent nights, and teacher orientations.</p> <p>d. Utilize existing network to promote participation and support of AEOP programs.</p>

Department/Agency: DoD / Army

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION – STEM

Other Programs/Projects/Initiatives:

Objective 2.1.6: Data, Grant and Funding Models – Identify grant opportunities, programs, etc...benefitting Hispanic STEM education, with a specific focus on Hispanic Serving Institutions (HSI's).

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Junior Reserve Officers' Training Corps (JROTC)	Ongoing	Data not currently available	Approximately 61,000 (an estimated 19.5% of JROTC participants are Hispanic)	\$220M in FY15	Dr. Naomi Verdugo (703)614-8590 Naomi.b.verdugo.civ@mail.mil	a. Improved graduation rates (about 94% vs 83% nationally) b. JROTC provides college prep through College Options Foundation and MyCollegeOptions.org. 1) Over the last 4 years, 314,894 JROTC high school students were provided free college-bound software, scholarships, SAT and ACT test preparation, individual coaching and training on the college-bound process. 2) Of these students 72,652 (23%) are identified as Hispanic. 3) Connecting each student with an average of eight junior colleges and/or four-year colleges and universities, based on student educational desires and interests, utilizing the College Matching Service. Typically, admissions officers from each of these schools reach out to each and every one of these students with college admissions advice, scholarships, financial aid planning and opportunities to attend university events and tours.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
2. March2Success: (<i>Accessible in both English and Spanish</i>) This program prepares students for college admissions exams and the merit-based Army ROTC scholarship and leadership development program, which provide students with the financial means to complete college, as well as the skills to succeed after graduation. March2Success is a free self-paced online test preparation program developed by the Army, with content designed by e-learning companies Peterson's and Educational Options. It is available 24/7 to every high school freshman and above.	Ongoing (commenced in 2003)	Since 2003, nearly 1.1 million people have registered on the March2Success website, and the program continues to average about 14,000 new registrants every month. In the past year nearly 62,000 users were referred to the program by an educator, counselor or teacher.	Due to privacy issues, student demographics (ethnicity, age, etc.) are not tracked; however, significant efforts are maintained to ensure that this program available to and used by low income, Title One schools with an emphasis on Hispanic communities. An estimate is that 20% to 25% of all high school users are of Hispanic descent.	N/A	Mr. Tony Castillo (502)626-0496, jose.a.castillo.civ@mail.mil - Or - Mr. Terry Wilfong (888)576.8287 ext. 1, twilfong@collegeoptions.net	Ensure the availability of state-of-the-art tools to prepare them for scholarship and leadership programs.
3. One-day Engineering Education curriculum for use in STEM-related high school classes across the U.S	School Year 13-14	Students in 625 schools	Unknown	Army National Guard	MAJ Mark Burns (703)607-3916 mark.a.burns30.mil@mail.mil	N/A

Department/Agency: DoD / DON / Marine Corps

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION – STEM

Objective 2.1.6: Data, Grant and Funding Models – Identify grant opportunities, programs, etc...benefitting Hispanic STEM education, with a specific focus on Hispanic Serving Institutions (HSI's).						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Marine Corps Junior Reserve Officer Training Corps (MCJROTC)	Ongoing	Our total cadet population is 36,566 as of Oct '14 Strength Report	N/A. MCJROTC does not track or have any statistical ethnicity data provided from any particular	FY15 budget: \$27,800,000	Ms. Carmen Cole, Instructional Systems Specialist, MCJROTC, (703)784-0417, carmen.cole@usmc.mil	a) MCJROTC is considered an equal opportunity service JROTC leadership program established in educational institutions outlined in Department of Defense Instruction (DoDI) 1205.13 which is intended to instill in students of American secondary educational

			source (Schools, School Districts, States, Marine Corps, Department of the Navy, of Department of Defense).			institutions the value of citizenship, service to the United States, personal responsibility, and a sense of accomplishment. b) Enrollment is intended for students in a grade above the eight-grade, citizens or nationals of the United States, or aliens lawfully admitted to the United States for permanent residence. c) MCJROTC provides STEM activities to our entire population through extra-curricular programs offered before, during, and after the academic year (Air Force Association Cyber Patriot Competition, regional and national STEM camps, and academic bowl competitions).
2. League of United Latin American Citizens (LULAC). Strategic initiative designed to foster a marketing relationship with target organizations in order to engage key publics and influencers on Marine Corps programs and initiatives. Specific focus on officer programs.	Ongoing	500 student (HS/entry-level college) category, 500 community influencer category	100% based Hispanic	FY15 budget: \$25,000	LtCol Brian Proctor, Chief, MCRC Office of Diversity Engagement, (703)432-9165, brian.proctor@marines.usmc.mil	To advance the economic condition, educational attainment, political influence, housing, health, and civil rights of the Hispanic population of the United States.
3. Pedro Del Valle Leadership Scholarship	Ongoing	260	63	FY15 budget: \$6,000,000	LtCol Brian Proctor, Chief, MCRC Office of Diversity Engagement, (703)432-9165, brian.proctor@marines.usmc.mil	25% awarded under new initiative
4. Frederick C. Branch Leadership Scholarship	Ongoing	137	6	FY15 budget: \$6,000,000	LtCol Brian Proctor, Chief, MCRC Office of Diversity Engagement, (703)432-9165, brian.proctor@marines.usmc.mil	18% awarded

Department/Agency: DoD / Missile Defense Agency (MDA)

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION - STEM

Other Programs/Projects/Initiatives:

Objective 2.1.6: Data, Grant and Funding Models – Identify grant opportunities, programs, etc...benefitting Hispanic STEM education, with a specific focus on Hispanic Serving Institutions (HSI's).

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. MDA STEM Outreach Boosting Engineering, Science, and Technology (BEST) Robotics Grant. New Mexico State BEST Robotics hub was a grant recipient for FY14.	Ongoing Each competition year – request for proposals in spring with competitions in the fall	~350 middle and high students directly involved with the competition.	University faculty and students, as well as K-12 students are typically involved in competition events and activities. ~159 Hispanics in grades K-12.	Limited and based on proposal budget	Dr. Douglas Deason (256) 450-2689 Douglas.deason@mda.mil	Hub (teams and competition events, etc.) increases STEM activities and engagement, furthering STEM interests in elementary, middle, and high schools.

Department/Agency: DoD / OFFICE OF DIVERSITY MANAGEMENT AND EQUAL OPPORTUNITY (ODMEO)

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION - STEM

Other Programs/Projects/Initiatives:

Objective 2.1.6: Data, Grant and Funding Models – Identify grant opportunities, programs, etc...benefitting Hispanic STEM education, with a specific focus on Hispanic Serving Institutions (HSI's).						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. TAKING THE PENTAGON TO THE PEOPLE - University of Texas at San Antonio (UTSA)	2 days	365 includes Students, Faculty, Staff, Administrators	15 HSI presidents, 50 University senior staff, 300 students	\$67K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Technical Assistance training on DoD STEM, R&D priorities and procurement strategies b. Support STEM diversity objectives c. Increase representation of Hispanics in DOD d. Expose DoD as an employer of choice
2. Mexican American Engineering Society (MAES)	4 days	500 college students	-Pipeline -Stem Promotion -500 students and professionals	\$20K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Promote DOD as a model employer b. Support STEM diversity objectives c. Increase representation of Hispanics in DOD pipeline and STEM
3. HENAAC	4 days	3K	-Pipeline -STEM Promotion -2000 students and professionals	\$18.5K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Promote DoD as an employer of choice b. Support STEM diversity objectives c. Increase representation of Hispanics in DOD positions and STEM
4. STEM UP—STEM Value Chain Initiative	Ongoing Pilot since 2009	20,000 Students, Boyles Heights CA Community of 92,000	20,000 students and faculty/staff at 19 schools (high, middle elementary)	\$1.7M/year	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Improved test scores and science fair competition b. Expanded partnerships with universities c. Transformed community involvement d. Bridge the gap between students, parents, teachers e. Encourage pre-college and college students to gain STEM career awareness f. Leverage parents and teachers participation

Department/Agency: DoD / Army

Objective 2.1.7: Communication – Provide information on Agency’s STEM efforts, grant opportunities and federal –level resources through targeted outreach, identify opportunities for collaboration and raising awareness in the Hispanic community about the benefits of STEM education.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>1. UNITE: This is a pre-collegiate initiative for talented high school students from historically underserved and underrepresented groups. In a four- to six-week summer program, hosted at nine competitively selected university sites throughout the country, UNITE provides academic and social support to participants so that they have the ability and confidence to succeed in STEM education pursuits.</p>	<p>Ongoing Proposals require a 2 year commitment. New proposal solicitation will begin in September of 2016</p>	<p>247 students from underserved and underrepresented demographics in STEM fields</p>	<p>With an 82% survey response rate, 15% self-identified as a Hispanic or Latino participant.</p>	<p>\$257,875 in FY14</p>	<p>Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil Hillary Lee (888)860.9010 hlee@tsaweb.org</p>	<p>a. Effectively show participants the real-world applications of math and science; b. Raise participant confidence in the ability to participate in engineering activities; c. Inspire participants to consider engineering majors in college; d. Remove social barriers and negative attitudes about engineering; e. Promote collaboration and problem-solving in a team environment; f. Expose participants to STEM careers in the Army and DoD; and, g. Increase the number of STEM graduates to fill the projected shortfall of scientists and engineers in national and Department of Defense (DoD) careers.</p> <p>Full assessment can be found at: http://www.usaeop.com/eval/2014Reports/FY13UNITE_ArmySubmission_12.20.2013rev.pdf</p>

Department/Agency: DoD / Missile Defense Agency (MDA)

Objective 2.1.7: Communication – Provide information on Agency’s STEM efforts, grant opportunities and federal –level resources through targeted outreach, identify opportunities for collaboration and raising awareness in the Hispanic community about the benefits of STEM education.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Targeted within 60 mile radius of MDA sites for STEM efforts and activities.	Ongoing	Data not currently available	Not tracked by population group	Limited	Dr. Douglas Deason (256)450-2689 Douglas.deason@mda.mil	Support New Mexico BEST Robotics (Las Cruces), Central New Mexico Regional Science and Engineering Challenge (Science Fair, Albuquerque), and New Mexico Future City Competition (Albuquerque)

Department/Agency: DoD / Army

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION – Teacher Recruitment and Education

Other Programs/Projects/Initiatives:

Objective 2.2.5: Data, Grant and Funding Models – Identify grant opportunities, programs, etc...benefitting educators and school districts such as Teacher Incentive Grant, with a specific focus on those benefitting HSI's.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>1. eCYBERMISSION Mini-Grants: These mini-grants support teachers and their schools to expand STEM-based community projects in their classrooms. Grant recipients can also use the money for professional development or to purchase classroom materials and equipment.</p> <p>http://www.ecybermission.com/files/2014-2015%20eCM%20Minigrant%20Information.pdf</p>	<p>Open June until 22 October 2014</p>	<p>Subset of the eCYBERMISSION program available nationwide.</p>	<p>Not specific to HSIs – this program targets schools with a large % percentage of students who participate in free or reduced lunch programs. Of the 451 students who completed a survey 20 (4.4%) self-identified as Hispanic or Latino</p>	<p>\$50,000</p>	<p>Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil</p> <p>Chris Campbell National Students Teacher Association (703)312.9388 ccampbell@ecybermission.com</p>	<p>a. Encourage continued research. b. Provide teachers with funding to support continued research.</p> <p>Comprehensive review and assessment available at: http://www.usaeop.com/eval/2014Reports/eCYBERMISSION_EvalReport_FinalSubmission_0813_LR.pdf</p>

Department/Agency: DoD / STEM Diversity Campaign (SDC)

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION – Teacher Recruitment and Education

Other Programs/Projects/Initiatives:

Objective 2.2.5: Data, Grant and Funding Models – Identify grant opportunities, programs, etc...benefitting educators and school districts such as Teacher Incentive Grant, with a specific focus on those benefitting HSI's.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. DC Pilot – to engage teachers and administrators in the DC and surrounding school districts (Prince George’s County and Baltimore) in professional development and engage students to accelerate STEM awareness, skills and career pathways Includes MATHCOUNTS <ul style="list-style-type: none"> • Materials Sciences • Tiger Woods Foundation • Viva Technology • US New Science Festival • McKinley Tech MS 	Ongoing	Data not available	<ul style="list-style-type: none"> • Teachers and administrators - reflecting diversity of the teaching workforce • Students- Majority are African American with 10-15% representation of Hispanic Students 	N/A	Karen Harper (BEST) (301)825-3277 karen.harper@bestworkforce.org	High degree of engagement and satisfaction confirmed by teachers and students <ul style="list-style-type: none"> • Howard University • McKinley Tech Middle School, DC • UDC • Amadon Elementary, DC • Prince George’s County

Department/Agency: DoD

High Priority Performance Goal or Program Goal 2: K-12 EDUCATION – Teacher Recruitment and Education

Other Programs/Projects/Initiatives:

Objective 2.2.5: Data, Grant and Funding Models – Identify grant opportunities, programs, etc...benefitting educators and school districts such as Teacher Incentive Grant, with a specific focus on those benefitting HSI's.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
2. Troops to Teachers Program: assist eligible military personnel to transition to a new career as public school teachers in “high-need” schools. A network of state offices has been established to provide participants with counseling and assistance regarding certification requirements, routes to state certification, and employment leads.	N/A	. In FY14, approximately 12,500 registering for the program with 1,050 hires	<ul style="list-style-type: none"> For FY 2014, 8% of Troops to Teachers participants who have become teachers are Hispanic. 	The law caps the funding at \$15M annually. No more than \$5M can go to the States to help execute and the other is for operations, stipends, and bonuses (bonuses go to those in the high-needs, critical school category).	Thomas L. Langdon, Ed.D. Director, State Liaison & Educational Opportunity OUSD(P&R), Military Community & Family Policy (MC&FP) Off: 571.372.5321 Thomas.L.langdon.civ@mail.mil	<ul style="list-style-type: none"> There has been over 18,200 go from uniform to class room since program inception.

Department/Agency: DoD / ASD(R&E) Research Directorate/Basic Research Office

High Priority Performance Goal or Program Goal 3: POST-SECONDARY

Other Programs/Projects/Initiatives:

<u>Objective 3.1.6: Funding and Grant Opportunities</u> - Identify funding and grant opportunities, federal level resources (e.g. student aid efforts,) available to HIS's and Hispanic families.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. DoD HBCU/MI Research and Education Program (REP)	Annual Solicitation	HBCUs and MSIs	Hispanic-Serving Institutions as defined by Dept of Education are encouraged to submit applications for grant awards.	FY2013 DoD REP awarded 63 grants totaling \$22 million.	Mrs. Evelyn Kent DoD HBCU/MI Program Manager (571)372.6546 Evelyn.W.Kent.civ@mail.mil	All Hispanic-Serving Institutions serving STEM students

Department/Agency: DoD / Air Force

High Priority Performance Goal or Program Goal 3: POST-SECONDARY

Other Programs/Projects/Initiatives:

Objective 3.1.6: Funding and Grant Opportunities - Identify funding and grant opportunities, federal level resources (e.g. student aid efforts,) available to HIS's and Hispanic families.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Research Interests of the Air Force Office of Scientific Research (AFOSR General Broad Agency Announcement), Multidisciplinary University Research Initiative (MURI), Defense University Research Instrumentation Program (DURIP)	Annual	Applicants from academia and industry are eligible to submit proposals.	AFOSR does not collect information by population group.	Research Grants: Variable DURIP: 50K -1.5M	Contact information for program officers in each technical are listed in broad agency announcements on Grants.gov.	a. Foster and fund research to ensure the transition of research results to support U.S. Air Force needs b. Acquisition of major equipment by U.S institutions of higher education to augment current or develop new research capabilities to support research in technical areas of interest to the DoD

Department/Agency: DoD / Missile Defense Agency (MDA)

High Priority Performance Goal or Program Goal 3: POST-SECONDARY

Other Programs/Projects/Initiatives:

Objective 3.1.6: Funding and Grant Opportunities - Identify funding and grant opportunities, federal level resources (e.g. student aid efforts,) available to HIS's and Hispanic families.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Missile Defense Agency Science and Technology for Advanced Research (MSTAR) Broad Agency Announcement (BAA)	Ongoing	Open nationally	Data not available for each of the 10 ongoing contracts in FY14. University of Texas at El Paso (identified as an HSI) is a subcontractor on a current contract.	\$200,000 per contract per year with a maximum of 3 years for a total contract ceiling of \$600,000 Fiscal year budgets vary	Keil Oliver (256)450-2638 Keil.oliver@mda.mil	a. The MSTAR program funds relevant advanced technology research and demonstration work at accredited domestic colleges, universities or institutions of higher learning and to provide support for training of future scientists and engineers in the field of missile defense. b. This BAA is a recurring, competitive solicitation and contract vehicle enabling MDA to identify and acquire emerging technologies, innovative concepts, and advanced algorithms for improving BMDS capability and filling technology gaps.
2. Advanced Technology Innovation (ATI) Broad Agency Announcement	Ongoing	Open nationally	Data not available for each of the 6 ongoing contracts in FY14. University of Texas at El Paso (identified as an HSI) is a subcontractor to on a current contract.	Limited and varies per year	Keil Oliver (256)450-2638 Keil.oliver@mda.mil	a. MDA instituted the ATI Program to identify and develop innovative concepts, stimulate technology innovation, and exploit breakthroughs in science to offer robust technology improvements to all elements of the BMDS. b. ATI is a competitive science and technology research program, which consists of forefront advanced research and development technology, concepts, and approaches acquired through scientific and technological investigation.

Department/Agency: DoD / ASD(R&E) Research Directorate/Basic Research Office

Objective 3.1.7: Internship and Fellowships - Identify internship and fellowship opportunities available to HIS's and Hispanic students.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>1. Science, Mathematics, and Research for Transformation (SMART) Scholarship Program is a scholarship-for-service program designed to produce the next generation DoD S&T Leaders. smart.asee.org.</p>	<p>Annual</p>	<p>a. The SMART Scholarship is open to all US Citizens. b. Applicants must be at least eighteen years of age. Applicants for undergraduate awards must be currently enrolled in a U.S. college or university. c. Applicants must have a GPA of 3.0 on a 4.0 scale. d. Applicants must be pursuing a degree in, or closely related to, one of the approved STEM disciplines with interest in research. e. Awardee must be eligible to receive and hold a security clearance. f. Post-degree service commitment is commensurate with the length of the scholarship awards.</p>	<p>2014 Cohort – 7 Scholarships out of 151 (4.64%) were awarded to students attending HSIs</p>	<p>a. Stipends of \$25,000 - \$38,000 per year depending on prior educational experience b. Full tuition and related education expenses c. Health insurance reimbursement allowance d. Book allowance e. Summer internships (multi-year participants)</p>	<p>Chris Deckard SMART Program Manager OUSD(AT&L) 4800 Mark Center Dr., Room 17C08 Alexandria, VA 22350 (571)372-6487 christina.j.deckard.civ@mail.mil</p>	<p>a. The SMART Scholarship for Services Program improves the flow of new, highly skilled technical personnel into DoD facilities and agencies, while enhancing the technical skills of the workforce already in place. b. Summer internships at DoD Labs and Agencies. Upon graduation, SMART award recipients are placed in civilian jobs in DoD Laboratories and agencies.</p>

Department/Agency: DoD / Army

Objective 3.1.7: Internship and Fellowships - Identify internship and fellowship opportunities available to HIS's and Hispanic students.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>1. College Qualified Leaders Army Educational Outreach Program (AEOP) that matches talented college students and recent graduates (herein referred to as apprentices) with practicing Army Scientists and Engineers (Army S&Es, herein referred to as mentors), creating a direct apprentice-mentor relationship that provides apprentice training that is unparalleled at most colleges.</p>	<p>Ongoing</p>	<p>260 students / 260 mentors</p>	<p>5% participation (13% survey response rate where participants self-identified as Hispanic or Latino)</p>	<p>\$2.4M (\$66K administration; \$2.3M student stipends)</p>	<p>Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil</p> <p>Tim Donovan (202)649.3833 Armycql@asee.org</p>	<p>a. To nurture interest and provide STEM research experience for college students and recent graduates contemplating further studies;</p> <p>b. To provide opportunities for continued association with the DoD laboratories and STEM enrichment of previous SEAP, GEMS, and other AEOP participants as well as allow new college students the opportunity to engage with DoD laboratories;</p> <p>c. To outreach to participants inclusive of youth from groups historically underrepresented and underserved in STEM;</p> <p>d. To increase participant knowledge in targeted STEM areas and develop their research and laboratory skills as evidenced by mentor evaluation and the completion of a presentation of research;</p> <p>e. To educate participants about careers in STEM fields with a particular focus on STEM careers in DoD laboratories;</p> <p>f. To acquaint participants with the activities of DoD laboratories in a way that encourages a positive image and supportive attitude towards our defense community; and</p> <p>g. To provide information to participants about opportunities for STEM enrichment and ways they can mentor younger STEM students through GEMS, eCYBERMISSION, and other AEOP opportunities.</p> <p>Full and comprehensive assessment available at: http://www.usaeop.com/eval/2014Reports/CQLFY13_ArmySubmission_02142014_rev.pdf</p>

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
<p>2. University Research and Apprentice Program: a commuter program for undergraduate students who demonstrate an interest in science, technology, engineering, or mathematics (STEM) to work as an apprentice in an Army funded university research laboratory.</p>	<p>Mid-January 2015</p>	<p>47 students / 42 mentors</p>	<p>8% participation (77% survey response rate where participants self-identified as Hispanic or Latino)</p>	<p>\$200,000</p>	<p>Andrea Simmons 703.617.0202 Andrea.e.simmons.ctr@mail.mil</p> <p>ReShockie Smith 919.549.4339 Reshockie.r.smith.ctr@mail.mil</p>	<p>a. Provide authentic research experience to undergraduates in science and engineering majors</p> <p>b. Introduce students to the Army’s interest and investment in science and engineering research and associated educational and career opportunities available through the AEOP and Department of Defense</p> <p>c. Provide participants with experience in developing and presenting scientific research</p> <p>d. Provide participants with experience to develop an independent research program in preparation for research fellowships, graduate school, and careers in science and engineering research</p> <p>e. Benefit from the expertise of a scientist or engineer as a mentor for professional and academic development purposes</p> <p>Full and comprehensive assessment available at: http://www.usaeop.com/eval/2014Reports/FY13%20URAP%20ArmySubmitted4.7.2014.pdf</p>

Department/Agency: DoD / Navy

Objective 3.1.7: Internship and Fellowships - Identify internship and fellowship opportunities available to HIS's and Hispanic students.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. The Summer Faculty Research Program provides science and engineering faculty members from institutions of higher education the opportunity to participate in research of mutual interest to the faculty member and peers at U.S. Navy Laboratories for a 10-week period.	10 weeks - Summer	2014 280	240 26	TBD	Anthony Smith, ONR (703) 696-4590 Anthony.c.smith@navy V. Nadine Daniel (703)696 4358 Clarence Brown cbrown@tmtgroupinc.com	N/A
2. The Sabbatical Leave Program provides fellowship appointments to science and engineering faculty members from institutions of higher education to participate in research of mutual interest to the faculty member and peers at U.S. Navy Laboratories for a minimum of one semester to a maximum of one year.	A minimum of one semester to a full year	2014 2	2014 2	N/A	Anthony Smith, ONR (703)696-4590 Anthony.c.smith@navy V. Nadine Daniel, ONR (703)696 4358 Clarence Brown, TMT cbrown@tmtgroupinc.com	N/A

Department/Agency: DoD / Missile Defense Agency (MDA)

Objective 3.1.7: Internship and Fellowships - Identify internship and fellowship opportunities available to HIS's and Hispanic students.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Missile Defense Career Development Program (MDCDP)	Ongoing	Open nationally	Data not tracked by specific population	MDA Mission Funding	Margaret Haack (256)450-5459 Margaret.haack@mda.mil	a. Recruit, develop, and retain a high-performing acquisition workforce. b. Provide structured training that combines formal education, diverse rotational assignments, and extensive on-the-job-training all focused on the individual's specific career field.

Department/Agency: DoD / Army

Objective 3.1.8: Workforce Diversity – Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes															
1. Army National Guard (ARNG) Direct mail with an education benefits message were sent	Summer 2013	8.44M high school juniors and seniors	~15% were sent to Hispanic students	N/A	MAJ Mark Burns (703)607-3916, mark.a.burns30.mil@mail.mil	Over 20% of responders were Hispanic															
2. ARNG Hispanic Accessions	1 Oct 13 – 30 Jun 14	N/A	4,156 (10.49%) YTD Hispanic enlisted accessions	N/A	N/A	The diverse event and advertising campaigns have assisted with over a 3% increase of Hispanic enlistments in the ARNG over the past 14 years.															
3. Army Active Duty and Army Reserve advertising	FY14	N/A	N/A	<table border="1" data-bbox="936 756 1323 1081"> <thead> <tr> <th data-bbox="936 756 1062 797">Media</th> <th colspan="2" data-bbox="1062 756 1323 797">FY14 Dollars</th> </tr> <tr> <th data-bbox="936 797 1062 911">Target</th> <th data-bbox="1062 797 1188 911">Prospect (Hispanic Men 18-24)</th> <th data-bbox="1188 797 1323 911">Influencer (Hispanic Adults 35-54)</th> </tr> </thead> <tbody> <tr> <td data-bbox="936 911 1062 967">TV</td> <td data-bbox="1062 911 1188 967">\$1.5MM - \$2.2MM</td> <td data-bbox="1188 911 1323 967">\$4.0MM - \$4.5MM</td> </tr> <tr> <td data-bbox="936 967 1062 1024">RADIO</td> <td data-bbox="1062 967 1188 1024">\$500K - \$1.0MM</td> <td data-bbox="1188 967 1323 1024">\$300K - \$600K</td> </tr> <tr> <td data-bbox="936 1024 1062 1081">DIGITAL</td> <td data-bbox="1062 1024 1188 1081">\$800K - \$1.3MM</td> <td data-bbox="1188 1024 1323 1081">\$200K - \$400K</td> </tr> </tbody> </table> <ul data-bbox="936 1081 1323 1195" style="list-style-type: none"> • FY14 ranges based on the latest Purchased. Radio - FY14 markets were Los Angeles, Miami, New York 	Media	FY14 Dollars		Target	Prospect (Hispanic Men 18-24)	Influencer (Hispanic Adults 35-54)	TV	\$1.5MM - \$2.2MM	\$4.0MM - \$4.5MM	RADIO	\$500K - \$1.0MM	\$300K - \$600K	DIGITAL	\$800K - \$1.3MM	\$200K - \$400K	N/A	N/A
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Department/Agency: DoD / DON / Marine Corps

High Priority Performance Goal or Program Goal 3: POST-SECONDARY

Objective 3.1.8: Workforce Diversity – Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Marine Corps Leadership Seminar (MCLS). The objective of the MCLS is to showcase the significant leadership opportunities that the U.S. Marine Corps has to offer young college students and graduates. It is the MCLS mission to foster and grow a positive impression of the Marine Corps by connecting with and communicating a message of ethical leadership to a diverse population of students, faculty, and community influencers who may otherwise have very little or no familiarity with the Corps. In order to achieve its objectives in support of the specified Line of Operation (LOO), the MCLS focuses its efforts on select colleges, universities, and other education-based and community-focused organizations with sizable minority populations.	Ongoing	703 students; 1,063 influencers to-date	In support of the Hispanic Engineer National Achievement Awards Corporation (HENAAC)/Great Minds Conference, 6 -7 October 2011 Orlando, FL, MCLS hosted 21 students and 90 influencers. There is no requirement to track participants by demographic though our audiences are very diverse.	FY15 budget: \$50,000	Dr. Kenneth Dunn, Director, (703)784-9371, Kenneth.dunn@usmc.mil ; Maj Christopher Litty, OpsO, (703)784-9509, Christopher.litty@usmc.mil	a) Promote Marine officer corps as a highly competitive option for top-performing graduates. b) Grow a more diverse officer corps by establishing trust-based relationships in communities where access to segments of the eligible population has previously been severely limited. c) Showcase the Corps as a viable and highly competitive option to young college students and graduates by highlighting its leadership opportunities, principles, and methods with the intent of attracting potential officer candidates from the school's top performers while enhancing the positive image of the Marine Corps and continuing to foster relationships and connectedness among influencers within specific communities.
2. Society of Hispanic Professional Engineers (SHPE); marketing relationship	Ongoing	2,000	100%	FY15 budget: \$41,750	LtCol Brian Proctor, Chief, MCRC Office of Diversity Engagement, (703)432-9165, brian.proctor@marines.usmc.mil	Empower the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development.
3. Latinos in Science and Engineering (MAES); marketing relationship	Ongoing	500	100%	FY15 budget: \$32,000	LtCol Brian Proctor, Chief, MCRC Office of Diversity Engagement, (703)432-9165, brian.proctor@marines.usmc.mil	Promote, cultivate, and honor excellence in education and leadership among Latino engineers and scientists.

4. MAES Leadership Academy; marketing relationship	Ongoing	73 student-category; 50 influencer-category	100%	FY15 budget: \$8,700	LtCol Brian Proctor, Chief, MCRC Office of Diversity Engagement, (703)432-9165, brian.proctor@marines.usmc.mil	Unique opportunity for professionals, students, and recruiters to participate in job training, mentor students and develop leadership, communication, and team-leading skills.
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Department/Agency: Navy

Objective 3.1.8: Workforce Diversity – Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Partnership with the SHPE Foundation to strengthen and expand two of SHPE Foundation's flagship initiatives, Noche de Ciencias and the SHPE Jr. Chapter Program. Through a subcontract with the Applied Research Laboratory at Penn State University (ARL Penn State), NAVAIR provides the funding and support for the implementation of 20 Noches de Ciencias.	10 months	Establishment of 20 SHPE Jr. Chapters in SHPE Regions 2 and 7.	Recruiting	\$100K	Naval Air Systems Command (NAVAIR)	Through the partnership with NAVAIR and ARL Penn State, the SHPE Foundation looks forward to making a lasting impact on the lives of future Hispanic STEM innovators and their families.
2. SSP participates in the STEM (Science, Technology, Engineering, Math). Pathways Program with NAVSEA.	4 yrs	10 Students	N/A	N/A	Strategic Systems Program (SSP)	N/A
3. Naval Special Warfare Command Community outreach events designed to promote NSWC as an employer of choice for people of all ethnic backgrounds.	Year-round	27,336 participants in 625 events.	~ 35% of attendants were members of minority populations. Example: 250-300 high school students in predominant Hispanic communities in LA and San Diego participated in "mental toughness and physical readiness" training.	~ \$2.3 million	Mei-Ling Marshall (619)537-1157 mei-ling_marshall@navsoc.soc.om.mil	Recruiting events were held at high schools with predominately Hispanic or African-American populations, historically Black colleges and Hispanic Serving Institutions, NJROTCs, Boy Scouts of America events, wrestling and swimming camps, and regional diversity outreach events. Events highlight military career opportunities as well as exposure to the civilian component of NSW. Expected increase in diversity of future NSW and Special Operations Forces (SOF), future civil service candidates (former SOF) and interest in civilian positions supporting SOF.

Department/Agency: DoD / Civilian Personnel Policy/Defense Civilian Personnel Advisory Service

Objective 3.1.8: Workforce Diversity – Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Student Training and Academic Recruitment Program – student peer-to-peer recruiting by DoD-sponsored on-campus representative – promotes DoD employment opportunities	Ongoing program; Student Ambassadors work during the academic year	Numerous; all US citizens who meet eligibility requirements	Currently, four colleges and universities; one is an HSI	>\$100K/year	DoD, Defense Civilian Personnel Advisory Service; daao@cpms.osd.mil	Enhanced applicant pool of persons from diverse backgrounds for DoD employment opportunities
2. DoD Hiring Heroes Program – works with wounded warriors, transitioning service members and veterans seeking civilian employment following military service	Ongoing program; 6-8 events held each year at or near military treatment facilities in the U.S.	Numerous; all US citizens who meet eligibility requirements	Hispanics are in the transitioning service member and veteran population	>\$100K/year	DoD Defense Civilian Personnel Advisory Service; hiringheroes@cpms.osd.mil	Enhanced applicant pool of persons from diverse backgrounds for DoD employment opportunities

Department/Agency: DoD / OFFICE OF DIVERSITY MANAGEMENT AND EQUAL OPPORTUNITY

Objective 3.1.8: Workforce Diversity – Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.						
Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. League of United Latin American Citizens (LULAC)	5 days	2200 students, influencers	-Awareness -Pipeline -Workforce Development -2200 students and professionals	\$19K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Promote DOD as a model employer b. Support diversity objectives c. Increase representation of Hispanics in DOD d. Workforce development
2. National Organization of Mexican American Rights (NOMAR)	4 days	300 HS students, influencers	-Awareness -Pipeline -Workforce Development -300 students and professionals	\$19K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Promote DOD as a model employer b. Support diversity objectives c. Increase representation of Hispanics in DOD d. Workforce development
3. Latina Style Magazine	12 months	650K Hispanic Homes and Businesses	-Military Hispanic Female Awards -200 attendees -Wide coverage in Hispanic market	19K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Promote DOD as a model employer b. Support diversity objectives c. Increase representation of Hispanics in DOD positions
4. USHLI	12 months	3000 college students & influencers	-Awareness -Pipeline -3000 students and professionals	\$18.5K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Promote DOD as a model employer b. Support diversity objectives c. Increase representation of Hispanics in DOD positions