**ABSTRACT**

Hispanic students represent 37% of Cal Poly Pomona undergraduate enrollment and 28% of graduate enrollment. By eliminating institutional gaps that inhibit graduate school entry, retention, degree attainment, and post-graduate employment—as well as acceptance into Ph.D. programs—MENTORES will expand existing services/products to produce a talented pool of professionals and leaders for the STEM workforce. Though MENTORES will focus on California’s acute need for a skilled workforce, specifically trained in water/energy infrastructure development, it can include other urgent multidisciplinary issues requiring STEM solutions. The Colleges of Engineering, Science, Agriculture, Environmental Design, Letters, Art, and Social Science will participate in this project. Key personnel will come from the departments of civil engineering, geological sciences, biology, chemistry, and urban/regional planning. Collaboration with the Lyle Center for Regenerative Studies (the university’s premier sustainability project), along with a new Environmental/Water Resources graduate, will serve as ideal prototypes for this project.

**MENTORES will:**
- Identify talented Hispanic, URM, and low-income students;
- Assist students to enter master’s degree programs;
- Assist students to successfully earn master’s via mentoring/services;
- Develop/prime pipeline of Hispanic, URM, and low-income students into competitive Ph.D. programs, such UC Berkeley, Cornell, MIT;
- Educate faculty about cultures and needs of students;
- Expand Learning Resource Center to serve graduate students;
- Expand Maximizing Engineering Potential (MEP) and Science Educational Enhancement Services (SEES) programs;
- Expand Library/Writing Center services to serve graduate students;
- Strengthen and broaden relationships with industry and government agencies via Career Center via paid research/internships;
- Provide financial aid, research stipend, travel support for students;
- Upgrade existing laboratory facilities to support specialized research;
- Develop online courses to optimize access to graduate students.

**PROJECT OBJECTIVES**

- **Objective #1:** Increase year-to-year admit yield of Hispanic low-income students in STEM graduate programs 5% over previous year for each year of five-year period.
- **Objective #2:** Increase proportion of Hispanic low-income students who enroll in STEM graduate programs from 16% to 25% over course of five-year period.
- **Objective #3:** Increase proportion of full-time graduate students at Cal Poly Pomona from 65% to 85% over course of five-year period.

**HISPANIC-SERVING INSTITUTIONS (HSIs)**

![Map of Northern California with an outline of the United States highlighting Hispanic-serving institutions (HSIs)]

**HISPANIC-SERVING INSTITUTIONS (HSIs)**

- **Cornell University (Ithaca, NY)**
- **Massachusetts Institute of Technology (Cambridge, MA)**
- **Massachusetts Institute of Technology Lincoln Laboratory (Lexington, MA)**
- **Rensselaer Polytechnic Institute (Troy, NY)**
- **University of Michigan (Ann Arbor, MI)**
- **University of California, Berkeley (Berkeley, CA)**
- **University of California, Irvine (Irvine, CA)**
- **University of California, Riverside (Riverside, CA)**

**DOCTORAL/RESEARCH UNIVERSITY PARTNERS**

- **Dr. Behnam Bahr, Principal Investigator**
- **Lily Gossage, Associate Dean, Graduate Studies & Research**
- **College of Engineering**
- **Dr. Willy Dong, Director, Maximizing Engineering Potential: Center for Gender, Diversity & Student Excellence**
- **College of Engineering**
- **Dr. Winny Dong, Director, Office of Undergraduate Research**
- **College of Engineering**
- **Dr. Kyle Brown, Director, Lyle Center for Regenerative Studies**
- **College of Environmental Design**
- **Dr. Anthony Ocampo, Director, Science Educational Enhancement Services**
- **College of Science**
- **Dr. Anthony Ocampo, Assistant Professor, Psychology & Sociology**
- **College of Letters, Arts, and Social Sciences**

**INDUSTRY PARTNERS & SUPPORT NETWORK**

- **Cordoba Corporation**
- **City of Los Angeles, Bureau of Sanitation**
- **Southern California Gas Company**
- **Disadvantaged Communities**
- **The National GEM Consortium**

**PARTICIPANT DEMOGRAPHICS**

<table>
<thead>
<tr>
<th>IPEDS Ethnic Group</th>
<th># Undergrad</th>
<th>% Undergrad</th>
<th># Grad</th>
<th>% Grad</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>41</td>
<td>0%</td>
<td>5</td>
<td>0%</td>
</tr>
<tr>
<td>Asian</td>
<td>5,215</td>
<td>25%</td>
<td>270</td>
<td>17%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>674</td>
<td>3%</td>
<td>49</td>
<td>3%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>7,765</td>
<td>17%</td>
<td>431</td>
<td>29%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>59</td>
<td>0%</td>
<td>10</td>
<td>1%</td>
</tr>
<tr>
<td>White</td>
<td>4,505</td>
<td>22%</td>
<td>457</td>
<td>29%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>910</td>
<td>4%</td>
<td>136</td>
<td>9%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>813</td>
<td>4%</td>
<td>34</td>
<td>2%</td>
</tr>
<tr>
<td>Unknown</td>
<td>963</td>
<td>5%</td>
<td>166</td>
<td>11%</td>
</tr>
</tbody>
</table>

**Expected Family Contribution (EFC)**

- 48% (n=10,800) students low-income
- 49% (n=9,043) URM
- 800 grad students

**FUNDING**

$2.5 million Title V grant | U.S. Department of Education | Promoting Post-baccalaureate Opportunities for Hispanic Americans (PPOHA) fund.

**CONTACT INFORMATION**

Dr. Behnam Bahr, Principal Investigator | BBahr@cpp.edu | (909) 869-2600
Lily Gossage, Co-Principal Investigator | LGGossage@cpp.edu | (909) 869-2482