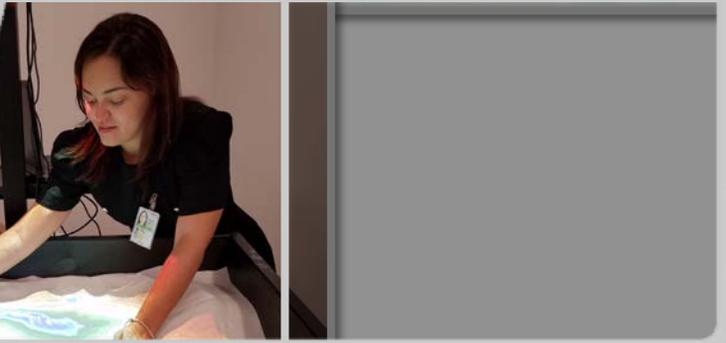




A Framework for Successful Educational Outreach while Enhancing Diversity

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Evolution of ERDC and UPRM Partnership

- **1985 – U.S. Army Corps of Engineers, Waterways Experiment Station first visit to the UPRM Job Fair (proactive effort to hire Hispanic engineers, nearly non-existent at the time)**
- **1986 – Recruitment trip to the university – success- three job offers made and two accepted by civil engineering majors from the University of Puerto Rico, Mayagüez (UPRM)**
- **1987 to 1990 - Subsequent recruitment visits (led by the civilian laboratory Director) had limited success.**
- **1991 - Initiation of Summer Research Internships (evolved to Education and Research Internship Program) with UPRM Department of Civil Eng. and Surveying**
- **1999 - Education and Research Partnership Agreement (Title 10, Section 2194 of United States Code)**
- **1999 to Present – program strength and interest expanded to many more majors at the university and at federal laboratory locations in various states in the USA.**

Metrics and Benefits of Framework

| Major Partnership Activities | Metric | UPR-M Benefit | ERDC Benefit |
|--|-----------------------------|---------------|--------------|
| Hispanic Summer Research Internships (1991-2018), 27 years | 586 (21.7/year) | ++ | + |
| Hispanic Engineer/Scientists hired (1986-2018), 32 yrs. | 72 (2.25/year) | + | ++ |
| Hispanic hires retained at Labs | 47 (65.3%) | + | ++ |
| Hispanic retained by Corps | 54 (75%) | + | + |
| Faculty research at Lab (1993-2018) | 13 (1.1/year) | ++ | + |
| Lab researchers on Committees (2001-2018) | 13 (1.1/year) | + | + |
| Lab researchers assigned to university (2001-2018) | 52 months (3.2 mo./year) | + | + |
| Institutionalization of Partnership (1999) | ERPA | ++ | ++ |

Best Practices Outcomes

- Serves as model for Laboratory/MSI partnership
- Sustained leadership commitment
- Sustained recruitment of graduates
- Retention increased by Intern Recruitment
- Laboratory is part of academic enterprise
- MSI is part of laboratory enterprise
- Trust builds over time and becomes the norm



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Lessons Learned

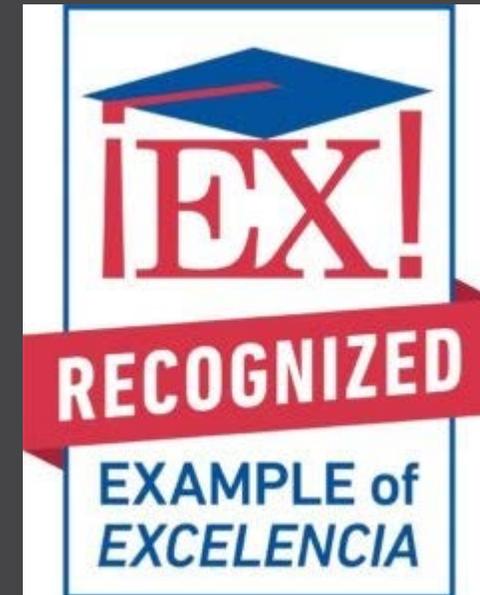
- Recruiting graduates is necessary but not sufficient
- Research Internships build trust
- Support group beneficial for summer interns
- Alumni team members very helpful



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ERDC-UPRM Education & Research Partnership Agreement

**Human Capital
Management
Defense Most Innovative
Recruiting Program**



Mutually Beneficial Partnership Expected to Endure in Perpetuity

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- Many other key contributors over 3 decades

