FUNDING PRIORITIES FOR ENGINEERING EDUCATION

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(The segments in italics are annotations and serve as the bridges between the overheads in the presentation)

This presentation will provide:

1. An overview of Alcoa Foundation
2. A portrait of our educational funding
3. A sketch of emerging Alcoa Foundation trends
   a. University relations -- our educational factors
   b. Women in engineering initiatives
   c. Education in general
ALCOA FOUNDATION

SLIDE 1

Alcoa Foundation's mission is to enhance and strengthen educational opportunities, health and medical services, cultural endeavors and the overall quality of life for people primarily in communities where Aluminum Company of America, "Alcoa," operates facilities. In this way, Alcoa offers a community more than an economic presence.

SLIDE 2

Separate non-profit corporation -- incorporated in 1952

Largest asset-based corporate foundation in U. S.

- Assets of $268 million
- Grants only from earnings on assets -- not Alcoa profits

Granted $12.1 million in 1992
Alcoa Foundation

SLIDE 3

1,350 new grants
2,550 paid grants/gifts

1992 Alcoa Foundation Grants
$12.1 million

Civic and Community 9%
Cultural 11%
Health & Welfare 28%
Youth 4%
Other 2%
Education 46%

This chart demonstrates our diverse and varied portfolio with international and domestic grants. It also represents the significant demands on Foundation resources.
**ALCOA FOUNDATION**

**SLIDE 4**

Education is largest single grant category -- 46% of grant dollars

- $5.6 million
  - $1.9 million for non-discretionary programs
    - Employee Gift Matching -- 2 for 1 match; $1.5 million
    - Sons & Daughters Scholarships
  - $3.7 million for Alcoa location and direct requests
    - 65% recommended by Alcoa locations

*Prefer to receive requests through field locations to forge linkages*

*Board meets monthly; February devoted to education -- 400+ grants approved*

**SLIDE 5**

Education Grants in 1992:

- 77% to higher education
- 38% targeted for minorities, women
- 38%, or $1.38 million, aided engineering
  52% funded minority/women engineers

*Scholarships -- at 81 institutions -- roughly 238 scholarships*

*Our grants open doors, build relationships, enhance pipeline, and reward excellence through many mechanisms:*

  - Student support -- scholarships, chapters -- SWE
  - Faculty support -- ATC research, faculty excellence/incentive or mini grants
  - Curriculum, program and skills development
  - Capital and equipment
  - National associations -- NACME, WEPAN, NAMEPA
  - Pre-college programs
ALCOA FOUNDATION

SLIDE 6

Educational Factors -- set context for university relationships

1. Academic Excellence
2. Potential Source of Females & Minorities
3. Recent Hiring Trends -- Light Metals Industry
4. Training Ground for Current Alcoans
5. Proximity
6. Historic and Current Linkages
7. Alcoa Technical Center R & D Support
8. Past Alcoa Foundation Support

Launched educational factors 24 months ago
Now funding 130 schools; down from 160
Explicitly state what Foundation values in higher education
Have metrics for each factor

SLIDE 7

Educational Factors

Enhancing the nation's talent pool is the goal

1. Academic Excellence
   Engineering disciplines: Aerospace, Ceramic, Chemical, Electrical,
   Industrial, Manufacturing, Materials/Metallurgical,
   Mechanical, Process, Systems
   Applied Math/Statistics/Operations Research
   MIS, Computer Science/Engineering

2. Potential Source of Females & Minorities -- recognizes institutions
   graduating large numbers of women in disciplines above
   Supports diversity and institutions preparing 21st century
   workforce
   Recognizes disciplines above -- framework for our support of women
   in engineering

WOMEN IN ENGINEERING CONFERENCE: INCREASING ENROLLMENT AND RETENTION

1993 WEPAN National Conference
**ALCOA FOUNDATION**

**SLIDE 8**

Snapshot -- Women in Engineering Support

**Pre-College**

Experiential
- Summer camps/introductions
- Mentoring
- Linkage programs — leverage multiple approaches in one program
- National Education Goals — math and science initiatives

**College/Post-Graduate**

- Merit Awards/Scholarships
- Program support — Women in Engineering Programs
- Student chapters
- Research fellowships

A snapshot because this represents an evolving program area.

**SLIDE 9**

**Other Educational Trends** — Grew from a conviction that we need to work earlier in educational and life experiences to plant seeds and skills necessary for personal fulfillment and participation in technologies of tomorrow.

- Earlier intervention/prevention
- National Education Goals
  Emphasizing:
  - School Readiness
  - Math & Science
- Fueling the pipeline — women and minorities

This is work in progress.
The Foundation is open to new ideas; committed to collaboration.
Can't start too early or too humbly in a student’s career to enhance the nation’s talent pool.

WOMEN IN ENGINEERING CONFERENCE: INCREASING ENROLLMENT AND RETENTION
1993 WEPAN National Conference