

Alaine M. Allen, EdD

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Collaborative, strategic, and results-oriented leader with a commitment to equity and justice. Extensive experience in the development and implementation of educational programming with a focus on student retention and success, as well as college, career and graduate school preparation. Committed to creating an inclusive environment that allows students, staff and faculty from all backgrounds to thrive.

Professional Experience

University of Pittsburgh,

August 1994- Present

Director, K-12 Outreach and Community Engagement, Swanson School of Engineering

November 2018 – Present

- Lead a team of educators who support the pre-college work of the school through the INVESTING NOW Pre-College Diversity Program
- Work with faculty, staff and students to develop outreach initiatives to broaden participation in the field of engineering
- Serve as the Swanson School of Engineering liaison to support the University of Pittsburgh Community Engagement Centers
- Serve as a Co-Principal Investigator on a \$300,000 National Science Foundation (NSF) INCLUDES Design and Development Launch Pilot designed to increase access of underrepresented students to urban research universities as science, technology, engineering or mathematics (STEM) majors
- Serve as a member of the Pittsburgh Admissions Collaborative Advisory Committee
- Serve as a committee member and trainer for the University of Pittsburgh, Office of Diversity “A Campus of Difference” Committee
- Serve as a doctoral dissertation committee member with a focus on higher education equity disparities and retention issues

Director- Pre-College and Undergraduate Diversity Programs, Swanson School of Engineering

February 2009 – October 2018

- Built an exceptional team of professionals - two associate directors, an academic counselor, two program coordinators, an office coordinator and graduate student interns - to develop student-focused nationally recognized diversity and inclusion programs for college and pre-college students
- Tracked and reported the academic performance of underrepresented engineering students
- Increased the percent of minority engineering students with a cumulative GPA of 3.0 or higher from 35.7% in 2011 to 62.2% in 2018
- Managed a program budget of over \$830,000, which consists of multiple accounts
- Worked with the Office of Alumni and Development Relations to raise over \$25,000 per year in supplemental funds to cover the expenses of new program initiatives
- Created the Female Empowerment Mission (FEM) in collaboration with higher education graduate students. FEM is a forum that empowers high school girls to be their authentic selves and exposes them to role models in science, technology, engineering and mathematics (STEM)
- Co-taught an Engineering for Social Change course in South Africa
- Partnered with the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE) to support the leadership and professional development of students and previously served as the advisor of NSBE and SHPE

Director – Pitt EXCEL Program, Undergraduate Diversity Program, Swanson School of Engineering

February 2006 - February 2009

- Counseled students on academic, career, financial and personal issues to their student success
- Worked with team to develop, implement and assess year-round academic, career exposure, graduate school preparation and community building activities for undergraduate engineering students

- Mentored engineering undergraduates participating in summer research experiences
- Coordinated an engineering research living learning community for college sophomores
- Served as a member of the committee that developed the University of Pittsburgh Out of Classroom Curriculum
- Established connections with alumni, corporate representatives, engineering organizations and faculty to support the recruitment, retention, graduation and success of students.

Program Coordinator to Assistant Director – INVESTING NOW

August 1994 - February 2006

- Advised high school students regarding academic, college preparation and social issues
- Developed, implemented, and assessed year-round academic and college preparation activities
- Developed job shadowing program designed to expose eleventh and twelfth graders to professional careers, especially careers in STEM fields
- Mentored high school students participating in small group or individual summer research experiences
- Instructed high school students in the subjects of physics, math and computer science
- Assessed youth serving organizations as a representative of the Community Quality Institute

Education

Doctorate of Education in Higher Education Management, *University of Pittsburgh*, Pittsburgh, PA

Masters of Education in Policy, Planning and Evaluation Studies, *University of Pittsburgh*, Pittsburgh, PA

Bachelor of Science in Physics Education, *Lincoln University*, Lincoln University, PA

Awards and Honors

- Lottie P. Edwards Community Award for STEM, Mt. Ararat Community Center, September 2016
- Honorary Member, Omicron Delta Kappa, National Leadership Honor Society, November 2014
- NSBE Golden Torch Award, Minority Engineering Program Director of the Year, March 2012
- University of Pittsburgh Chancellor's Affirmative Action Award, June 2011
- Pitt Division of Student Affairs, Advisor of the Year for work with NSBE, April 2009

Professional Affiliations

- American Educational Research Association (AERA)
- American Society for Engineering Education (ASEE)
- Association for the Study of Higher Education (ASHE)
- National Association of Multicultural Engineering Program Advocates (NAMEPA)

Leadership and Service

- Lincoln University Industrial Advisory Board for Engineering Science Program, May 2018 – Present
- Planning Committee, The Inaugural Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, October 2017 – May 2018
- Vira Heinz Program for Women in Global Leadership Selection Committee, 2015 – Present
- Omicron Delta Kappa Senior of the Year Selection Committee, 2012 - Present
- National Association of Multicultural Engineering Program Advocates, January 2007 – Present
 - Region A Chair (November 2018 – Present)
 - Region A Chair-Elect (July 2017 – November 2018)
 - National Secretary (July 2015 – June 2017)
- Board Member, Pitt African American Alumni Council, June 2008 – July 2015