

Morning Session 1- Putting it together independently: Rewarding Character and Achievement with Scholarships

Overview of Scholarship Programs

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Attributes That Matter Conference:
Beyond the Usual in College Admission and Success
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National Snapshot and Context

According to the 2005 IHEP study, *Private Scholarships Count*:

- 5000 private scholarship providers
- \$3.1-3.3B in private scholarships awarded (middle range estimate)
- 7% of undergraduates receive private scholarships (average amount: \$1982)
- 5% of graduate students (average amount: \$3091)
- 10% of professional students (average amount: \$5029)
- 30-50% of recipients underrepresented or students of color

National Snapshot and Context

Other key findings from the study:

Aid from private scholarship providers stands out from government and institutional aid because:

- ***It helps students who slip through the cracks of other aid programs.***
 - ***It facilitates choice and affordability for students of varying income levels.***
 - ***It provides a testing ground for new approaches to student financing and support.***
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- ✓ Additionally, many private scholarship providers go “above and beyond” in their selection and support efforts, to ensure student success.
 - ✓ These are often higher dollar scholarships with some level of “wrap around” support before, during, and/or after college.

National Snapshot and Context

- Most scholarship providers recognize the need to “go beyond” traditional measures, particularly those whose missions are to support and select at-risk students.
- Many have incorporated interview and essay questions designed to capture non-cognitive abilities.
- Some engage with or select students prior to college-entry and have the opportunity to assess risk, observe student behavior, and to bridge gaps students may have before matriculating.
- Others incorporate more specific diagnostics before students enroll in college (and while enrolled) in order to provide the appropriate levels of support to keep students on track to graduation.

Program Highlights

Both need-based and merit-based programs factor in non-traditional measures.

Highlights from a select group of programs follows:

- Daniels Fund Scholarship Program (need-based)
- Ron Brown Scholars (merit and need)
- Dell Scholars (need-based)
- Horatio Alger Scholars (need-based)
- Denver Scholarship Foundation (need-based)
- Kauffman Scholars (need-based)
- Coca Cola Scholarship Foundation (merit)

Example: **Daniels Fund Scholarship Program** (CO, NM, UT, WY)

Selection criteria: [Bill Daniels wanted kids with “moxie”]

- Willingness to give back to the community; leadership potential; academic performance or promise; strength of character; well-rounded personality. (Nominations/referral)
- Launching a new in-house application and selection formula (algorithm) to help screen applications based on non-cognitive variables.

On-going support

- Daniels Staff Liaison assigned to every student
- While in college, Scholars participate in the Daniels Scholar Enrichment Program, a series of workshops led by local and national experts on topics including Ethics, Character, Patriotism, Civics, Free Enterprise, Entrepreneurship, Leadership, Critical Thinking, and Etiquette.

Example: Ron Brown Scholars (national)

Selection Criteria

- Academic Achievements
- Leadership and Service
- Recommendations
- Essays
- Financial Need and Hardships
- Special Qualities/Unusual Merit (optional, but allows room for those “non-cognitive” variables as determined)

All are high-achieving students (by gpa, rank, test scores). It is the “other” variables that distinguish students with extra points and consideration by selection committee (challenges overcome, geographic barriers, testimonials).

Support services

- The program assists students throughout college and in finding pre-professional internships.
- Robust alumni and networking program post-college.

Example: **Dell Scholars** (national)

A comprehensive college completion program focused on helping the most at-risk students achieve a 4-year degree.

One of first major/national scholarship programs to use EQ as part of selection.

First of its kind: Student Assistance Program (SAP), 24 hour day/365 year access to counseling services and variety of other help (financial, work/life, legal) [partnership with Aetna].

Newly developed Scholar Risk Indicator (SRI) – administered during summer before college enrollment. “Triage” of sorts to identify level of risk and provide early intervention (scale issue).
Over time, the aggregate data/lessons learned will be incorporated into selection.

Example: Horatio Alger Scholars (national)

- Released Dec. 2012 Horatio Alger Association Success Study (U of Chicago) – Commissioned to advance understanding of scholar resilience (from pool of HA Scholars) and to uncover the causes and consequences of **resilience**.
- Examination of the attitudes and behaviors of HAA Scholars (while in college and as alumni), individual attributes, support structures, and educational experiences that affect students' ability to overcome adversity and to achieve educational and life success.

According to the study, highly resilient students:

- ✓ Mentally reframe their experiences with adversity by viewing challenges as positive life experiences rather than debilitating misfortunes.
- ✓ Take action to remediate or counteract adversity (taking responsibility of lives)
- ✓ Possess the motivation to endure sacrifice and hard work to ensure a future free of adversity (foregoing immediate work/income for future benefit)

Results from the study will inform future selection of HA scholars from pool.

Study Phase II: Role of Mentoring and Academic Motivation & Self-efficacy.

Denver Scholarship Foundation

(Denver Public Schools, “promise” program)

Future Centers

Physical space within 16 DPS high schools that serves as a hub for all college-related programming.

Each staffed with a College and Financial Aid Advisor who helps students and their families with every part of the college application process, from filling out enrollment and scholarship applications to completing college essays and complex financial aid forms.

An additional “roaming” advisor who provides the same valuable assistance to all other DPS high schools.

MOUs with every enrolling college/university – to identify needs and support scholarship recipients in partnership with DSF.

Example: **Kauffman Scholars**

(Kansas City, MO & Kansas City, KS)

2003-2012 (predecessor program called Project Choice)

- 300+ students selected in 6th grade. Enter the program in 7th grade with assurance of college scholarship (assuming program requirements met).
- Criteria: C or better; qualified for FRLP; No more than ONE out of school suspension during 1st semester of sixth grade year.

Diagnostic Assessment at point of application.

Once selected:

- Academic Coaching, Life Coaching, High School and College Coaching; Career Planning; Summer and other Enrichment Programs; College Visits; After School Enrichment Academies, and more.

Scholar Village Network – other caring adults in students' lives identified as liaisons to Kauffman Scholars staff.

With six years in advance of college enrollment, significant time to identify non-cognitive attributes that would enhance or impede college success.

Example: **Coca Cola Scholars**

(national, merit)

- Early adopter of EQ in helping students heighten their self-awareness and “go beyond” quantitative measures (nearly every Coke Scholar is top 5%, valedictorian, and has done extensive community service).
- Tool used: EQ-I 2.0 (out of Canada); 133 questions, report shared with the scholars and the foundation.
- Done after selection and to help students as they consider careers, job interviews, emotional strengths/weaknesses, suggestions to improve effectiveness.

Future Research and Partnership Opportunities

- Scholarship programs represent “test grounds” and complements to the support services of colleges and universities.
- Excellent opportunities for partnerships and lessons-learned
- Many programs collect longitudinal data with ample opportunity for further study and research.
- You will now learn more about two of the premier scholarship programs in the country (Gates Millennium and Morehead-Cain)

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