

SECTION IV

Focus

Initiatives for Recruitment & Retention



Elizabeth Pulliam—Future Teachers of Color Promise
Scholarship Recipient—pg. 116
Woodring College of Education
Photo by Carole Teshima Morris



Photo by WWU Publishing Services

*We all live
with the objective
of being happy;
our lives are
all different
and yet the same.*

~ Anne Frank

Focus on campus inclusion

AMERICAN SOCIETY OF WOMEN ACCOUNTANTS (ASWA) SCHOLARSHIP

(College of Business and Economics)

Target Group: Women

Program Description: A scholarship given by the North Cascades chapter of the American Society of Women Accountants (ASWA) current amount is \$1,000.

One of the goals of ASWA is to enable women to achieve their personal, professional, and economic potential. By offering scholarships, ASWA contributes to the future development of the accounting profession. ASWA also is able to mentor the professions of future members.

This scholarship is offered to students who have declared accounting their major, have junior status, are enrolled full time and demonstrate academic excellence and financial need.

Contact: Julie Lockhart, Professor, Accounting
Phone: (360) 650-3202 Email: Julie.Lockhart@wwu.edu

ASSOCIATION FOR WOMEN GEOLOGISTS

(College of Science and Technology; Geology Department)

Target Group: Girls and Women Interested in Science and Practicing the Geosciences

Program Description: **AWG Mission Statement**

The Association for Women Geoscientists exists to promote the professional development of its members, to provide geoscience outreach to girls, and to encourage women to become geoscientists.

Overall Strategic Goals

1. Become the focal organization for assisting employment offices in complying with Affirmative Action regulations by putting AWG forward as the principle instrument for reaching women geoscientists through Gaea and its electronic publication venues.
2. Promote the professional development of our members by promoting women in the profession, by nominating them for key professional positions and awards, by providing leadership opportunities, resume writing guidance and review, an up-to-date directory, field trips, information on issues of interest to professional women, electronic and print announcements of job opportunities, and employment possibilities through partnerships with other organizations.
3. Educate ourselves on current public issues that impact the geosciences or women in the geoscience profession, and take an educated and public stand on these issues.
4. Encourage girls and women to become scientifically curious and to become geoscientists by actively working with them in the field, particularly in partnership with schools, science fairs, Girl Scouts, and other appropriate organizations.
5. Enhance the image of women geoscientists in society by interacting with the general public on geoscience topics and issues through local, regional, national or international programs, venues, and governments.

For further information and application materials, please contact:

Association for Women Geoscientists

P. O. Box 30645
Lincoln, NE 68503-0645

Contact: Scott Babcock, Department Chair
Phone: (360) 650-3592 Email: Randall.Babcock@wwu.edu

FINANCIAL AID OFFICE

(Student Affairs)

Target Group: Students

Program Description: The primary focus of the Financial Aid Office is to assist students in obtaining available financial assistance. Financial Aid offers a variety of programs that are designed to increase diversity on WWU's campus.

Scholarships: WWU offers several scholarships in the area of diversity. Below are some of its offerings:

- **2007-08 Woodring Diversity Committee Scholarship:** This scholarship is intended to support students in fields related to education and/or human services who have a commitment to working against injustices based on ethnicity, race, gender, age, disability, sexual orientation, language, socio-economic status, and/or religion.
- **Associated Students Diversity Scholarship:** Three \$500 scholarships are awarded to students who have made significant efforts to promote activism, awareness, and enthusiasm for diversity issues.
- **Bellingham Herald Diversity Scholarship:** The Bellingham Herald sponsors a scholarship for WWU students who have a record of service to diversity issues, have worked with underrepresented populations and communities, and have been enrolled at WWU for one year.
- **Future Teachers of Color Promise Scholarship:** Scholarships are available to support students of color whose career goal is to become a classroom teacher. Students who accept this award must join with Woodring in a "promise" agreement to maintain eligibility and enroll in one of Woodring's three teacher education programs as soon as they have fulfilled the requirements for admission.
- **Multicultural Achievement Program (Continuing) MAP Scholarship:** MAP Scholarships are available to new freshman and transfer applicants who demonstrate solid academic abilities, strong leadership qualities, and a commitment to multicultural issues and activities in school or the community. Priority will be given to students with financial need.
- **Nahbi Ram Joshi Scholarship:** This scholarship was established in memory of Nahbi Ram Joshi, a foreign student who attended WWU over 90 years ago. Qualified applicants must be full-time undergraduates.
- **U.S. Bank Minority Scholarship:** These scholarships are awarded to students who are declared majors in the College of Business and Economics, a member of an ethnic minority group, have a permanent residence in a community served by U.S. Bank, and demonstrate strong academic merit and potential.
- **Willis Ball Memorial Scholarship:** This scholarship honors Willis L. Ball, class of 1956, the first African American to graduate from WWU and is for an undergraduate student of color who is majoring in physical education, health education, or recreation.
- **Non-Traditional Student Scholarship:** Students eligible to apply for this scholarship include displaced homemakers, college re-entry, dislocated workers, students with dependents, students with disabilities, and students who were foster children at any time prior to the age of 18.

Additional information on these scholarships and others is available on the Financial Aid website at <http://www.finaid.wvu.edu/scholarships/>

Contact: Clara Capron, Director, Financial Aid
Phone: (360) 650-2422 Email: Clara.Capron@wwu.edu

FUTURE TEACHERS OF COLOR PROMISE SCHOLARSHIP

(Woodring College of Education)

Target Group: Selected Students of Color Whose Career Goal is to Become a Classroom Teacher.

Program Description: The steadily increasing number of minority students in Washington State's public schools has created a critical shortage of minority teachers. State educational agencies, the governor, and school districts have all designated the recruitment of minority teachers as a top priority for teacher education programs.

Woodring awards \$1,500 per student. Students who accept this award join Woodring in a "promise" agreement to maintain eligibility and enroll in one of Woodring's three teacher education programs as soon as they have fulfilled requirements for admission. In exchange, Woodring will guarantee priority admission to qualified students, a mentor, a faculty-assigned academic advisor, a drop-in center, a facilitated connection with student support services, a chance to meet the scholarship donor and invitations to special student activities. A report on the progress of each recipient is provided to the scholarship donor.

One of the profiles of a student recipient stated: Elizabeth was one of the first seven Promise Scholars. She majored in elementary math and maintained a 3.56 overall GPA graduating in 2005. Her leadership abilities were evident in her involvement with WWU's Step Team, which she started as a way to promote diversity by creatively demonstrating that people could work well together regardless of ethnic background, age or other differences. The team performed at events and worked on community service projects, such as International Night, Relay for Life, half-time at basketball games and the Migrant Student Leadership Conference. She was featured in the 2004 President's Report.

Contact: Michael Henniger or Carole Morris
Phone: (360) 650-3979 or (360) 650-4419 Email:
Michael.Henniger@wwu.edu or Carole.Morris@wwu.edu

KRISTINE WORLAND MIS SCHOLARSHIP

(College of Business and Economics)

Target Group: Women

Program Description: Scholarship donated by Kristine Worland for a female student in management information systems; current amount is \$1,500.

Contact: Angela Edwards, Assistant to Dean
Phone: (360) 650-3896 Email: Angela.Edwards@wwu.edu

STUDENT OUTREACH SERVICES

(Student Affairs)

Target Group: Underrepresented Students

Program Description: The mission of Student Outreach Services (SOS) is to assist traditionally under-represented students achieve their academic goals

The primary focus of SOS is on working with low-income students, first generation students, students of color, and other underrepresented groups to help them achieve the goals they have established for themselves. In order to achieve these goals SOS has developed numerous programs, some of which are highlighted below:

- **Access Program:** SOS, in partnership with the Office of Admissions, works to identify high achieving, at-risk students to participate in the program. Approximately 24 students per year participate in a program that is designed to ease the transition from high school to college.
- **The Washington State Achievers Program:** The Washington State Achievers Program was established by the Bill and Melinda Gates Foundation to identify and reduce financial barriers for talented, low-income students who have overcome difficult circumstances and who are motivated to attend college.
- **Northwest Indian College Transfers:** This program is designed to orient new students from the Northwest Indian College, one of 32 tribal colleges in the country. SOS provides students with a working knowledge of the campus and its resources.
- **LEAP:** The Latino/a Education Achievement Project is designed to improve access to education for Latinos/Latinas in Washington State. The main focus for SOS has been getting in-state tuition for undocumented students (also called 1079 students).
- **Women of Color Empowerment Dinner:** The Women of Color Empowerment Dinner is an annual event, which celebrates the professional accomplishments and personal successes of women of color throughout our community and raises scholarship funds for women of color students at WWU.
- **Community Outreach:** SOS performs a variety of outreach to the greater community, including the Whatcom Hispanic Organization, Lummi Tribe, Northwest Indian College, Skagit Valley College, and Calling All Colors.

Contact: Tom Nerini, Director
Phone: (360) 650-3843 Email: Tom.Nerini@wwu.edu

US BANK MINORITY SCHOLARSHIPS

(College of Business and Economics)

Target Group: Minority Students

Program Description: Five scholarships donated by US Bank for minority students; the current amount is \$2,000 each

Contact: Angela Edwards, Assistant to Dean
Phone: (360) 650-3896 Email: Angela.Edwards@wwu.edu

WESTERN WASHINGTON FOUNDATION - SCHOLARSHIPS

(University Advancement; WWU Foundation)

- Target Group: All Students
- Program Description: The WWU Foundation encourages, accepts and manages scholarships to support diverse students. Last year the Foundation gave 27 scholarships totaling \$43,398
- Contact: Stephanie C. Bowers, VP University Advancement
Phone: (360) 650-2055 Email: Stephanie.Bowers@wwu.edu
Or
Mark Bagley, Senior Director, Advancement Services
Phone: (360) 650-3612 Email: Mark.Bagley@wwu.edu

WOODRING COLLEGE OF EDUCATION DIVERSITY COMMITTEE SCHOLARSHIP

(Woodring College of Education)

- Target Group: Students (who have been admitted to the Woodring College of Education who demonstrate a personal and professional commitment to alleviating social injustice)
- Program Description: The Woodring College of Education Diversity Committee offers a \$1,500.00 scholarship each academic year to a student who has demonstrated a capacity for working against systemic social injustice based on ethnicity, race, gender, age, disability, sexual orientation, language, socio-economic status, national origin, or religion. Scholarship applicants must demonstrate past and future commitment by documenting the work that has been done and by discussing in an essay the insights gained as well as their plans for future endeavors. In addition, applicants must submit letters from at least two individuals that discuss the impact the applicant's work has had on others.
- This scholarship is funded by donations from Woodring faculty and staff as well as from community members committed to ending social injustices. Donations are collected either through payroll deduction, electronic funds transfer, or a one time contribution to the scholarship fund.
- Contact: Dr. Trula Morehead Nicholas
Phone: (360) 650-6872 Email: Trula.Nicholas@wwu.edu