



Scholarship Review Workshop

Larry Maxey | Charlie Lieu | Hai Hoang



TRAINING AGENDA

- Scholarship Data – Hai Hoang
- Equitable Outcomes – Larry Maxey
- Review Process – Charlie Lieu



The numbers



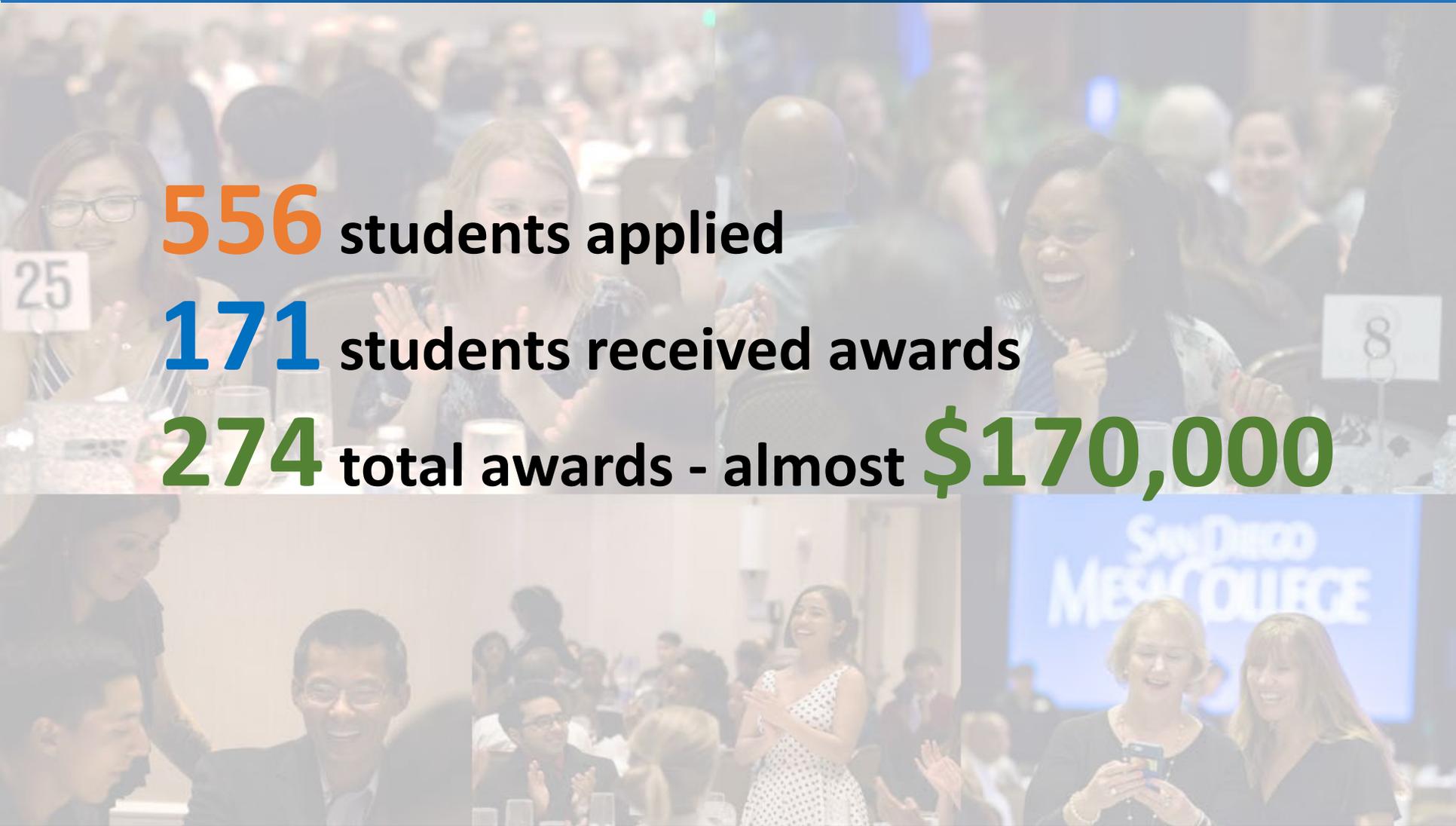


Overall

556 students applied

171 students received awards

274 total awards - almost **\$170,000**





Overall

On average:

1 out of **3** applicants received an award

Each award was **\$620**

Each student received **\$994**

Odd of Winning the Lottery

1 out of **302,600,000**



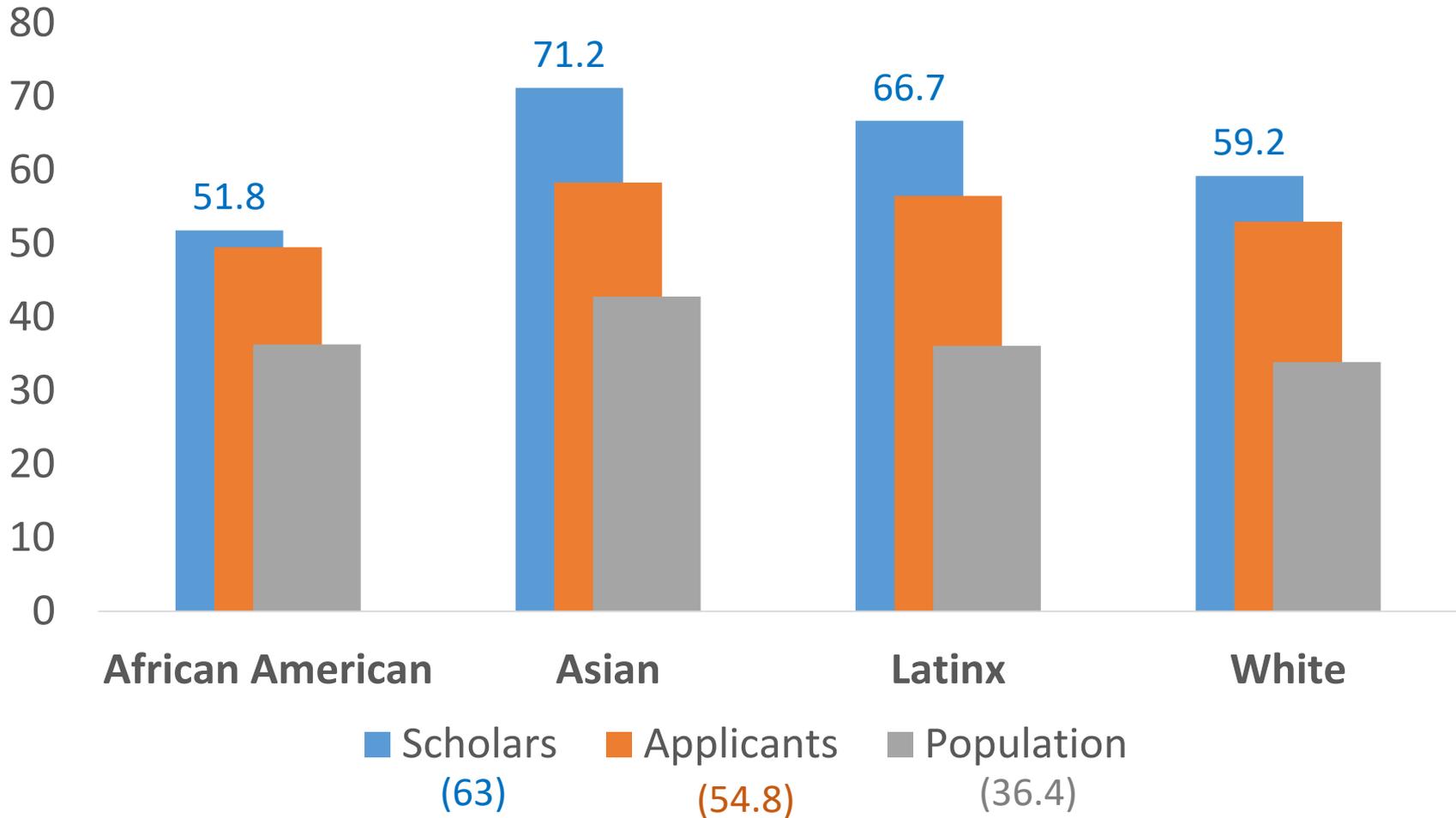


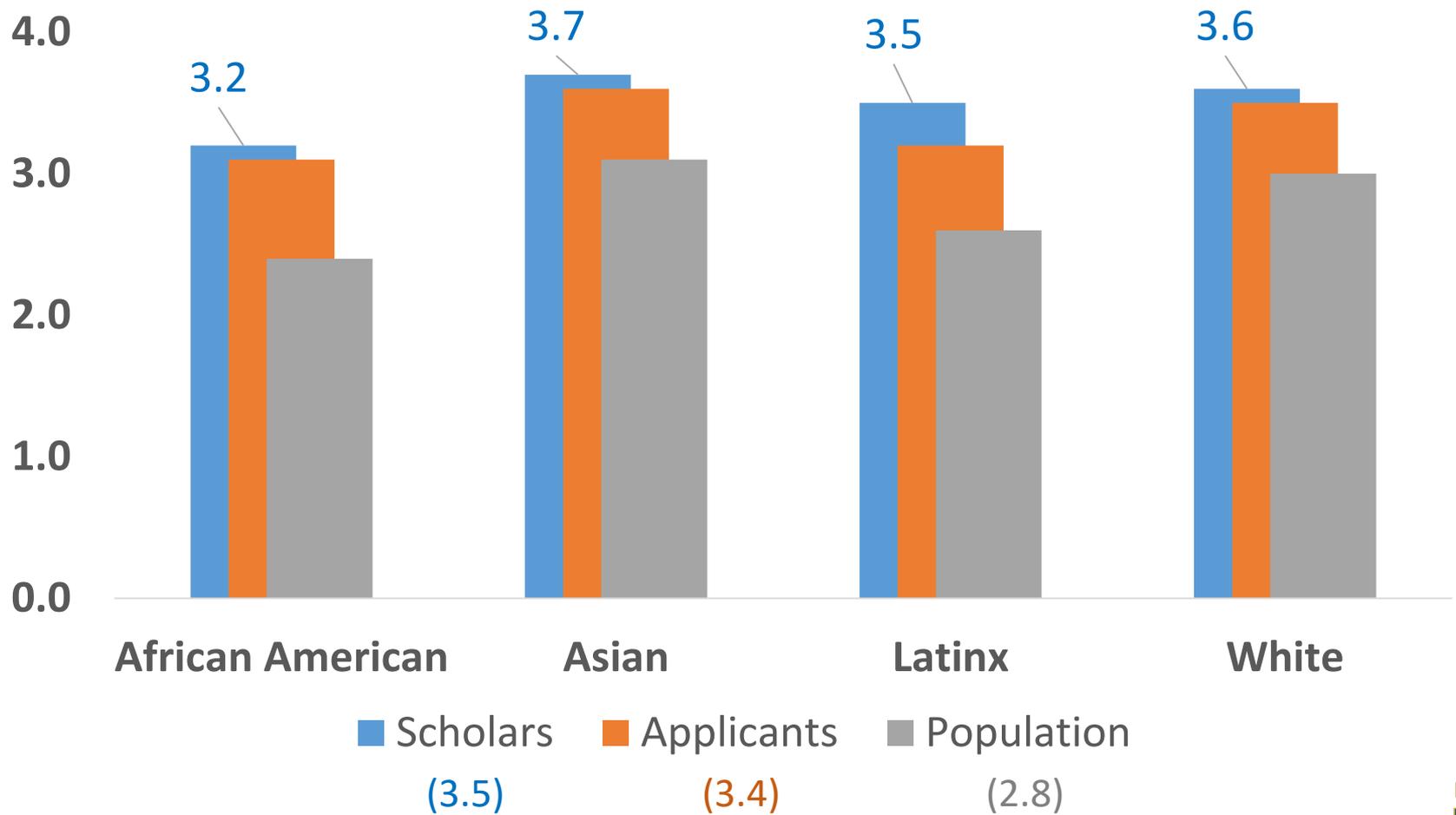
But, there is more ...





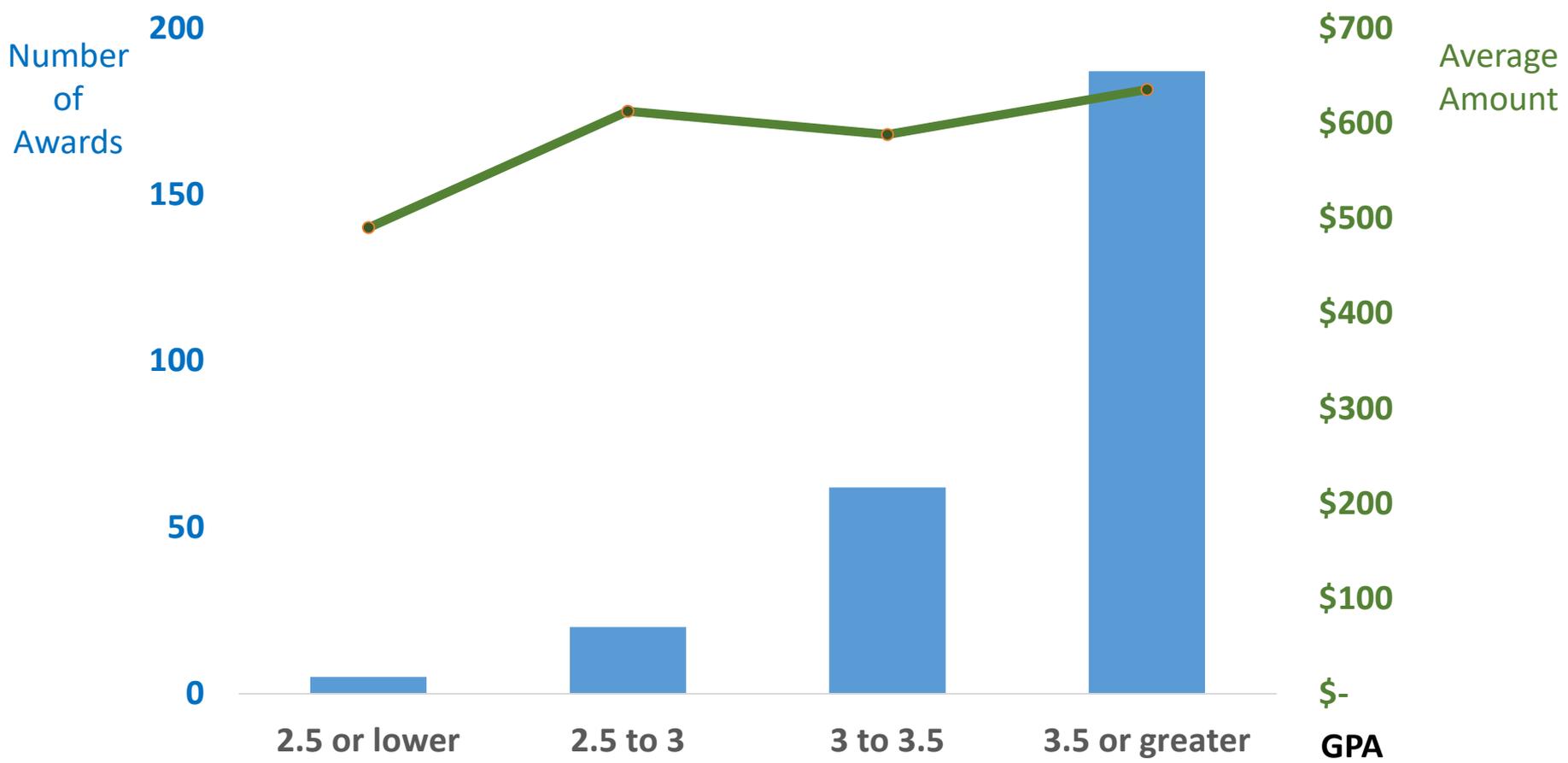
Cumulative Units







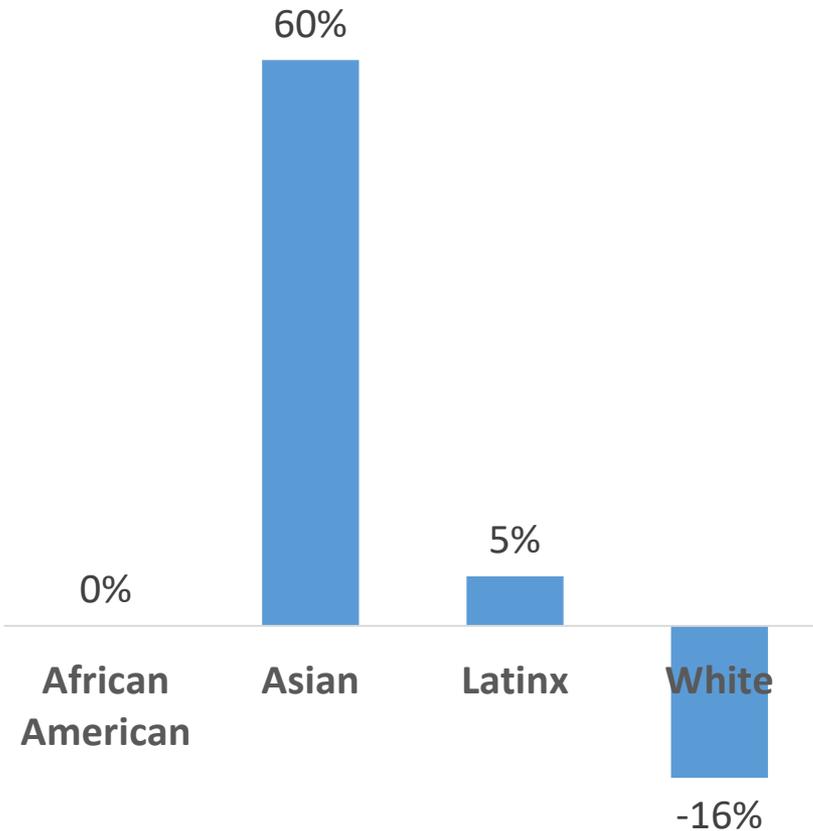
GPA, Awards, and Amount



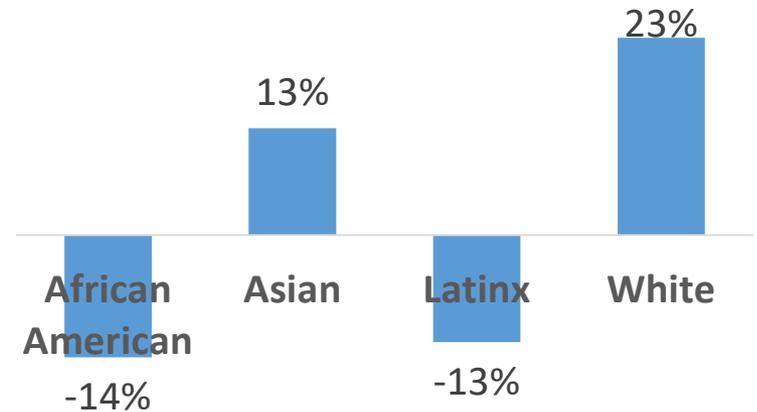


Headcount

Applicants vs. Populations (Weighted Application Rate)



Scholars vs. Applicants (Weighted Award Rate)





Headcount, Awards, and Amount

	Headcount	Awards Received	Award Received %	Average Number of Awards
African American	11	14	5%	1.3
Asian	31	54	20%	1.7
Latinx	59	99	36%	1.7
White	55	83	30%	1.5

	Headcount	Amount Received	Average Amount Per Award	Average Amount Per Headcount
African American	11	\$ 7,305	\$ 522	\$ 664
Asian	31	\$ 31,250	\$ 579	\$ 1,008
Latinx	59	\$ 60,245	\$ 609	\$ 1,021
White	55	\$ 54,640	\$ 658	\$ 993



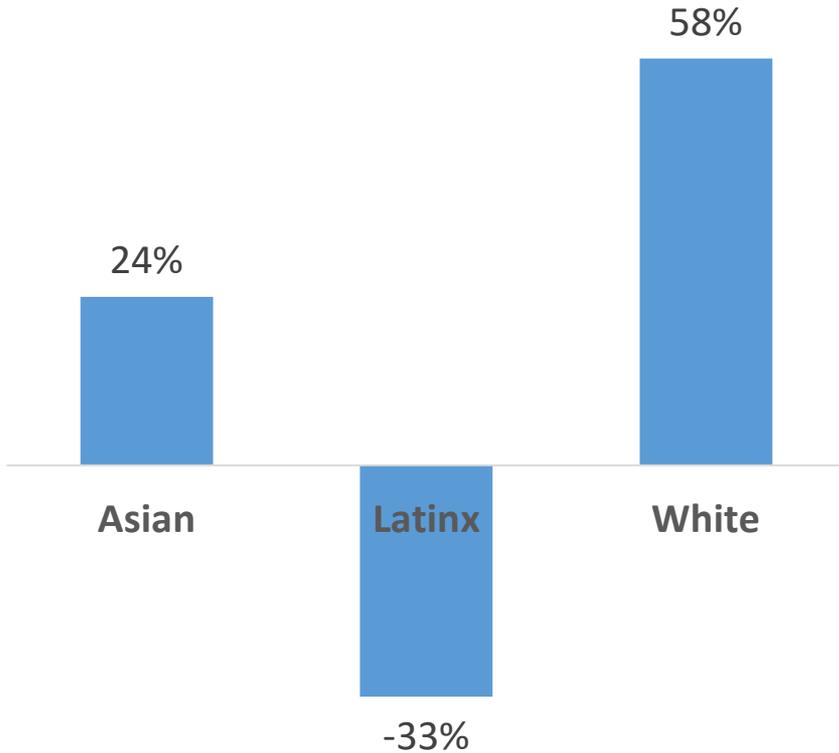
Headcount, Awards, and Amount

	Headcount	Awards Received	Amount Received	Average Award per Headcount	Average Amount per Award	Average Amount per Headcount
Female	121	188	\$114,255	1.55	\$ 608	\$ 944
Male	50	86	\$ 55,685	1.72	\$ 648	\$ 1,114

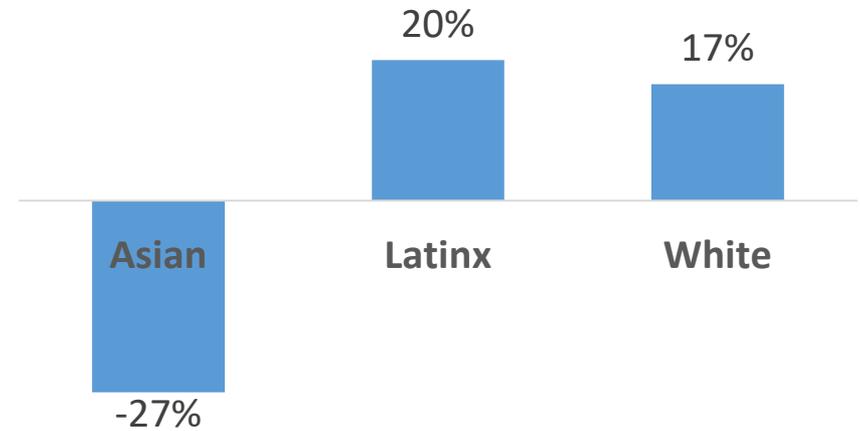


Primary Language is Not English

Applicants vs. Populations



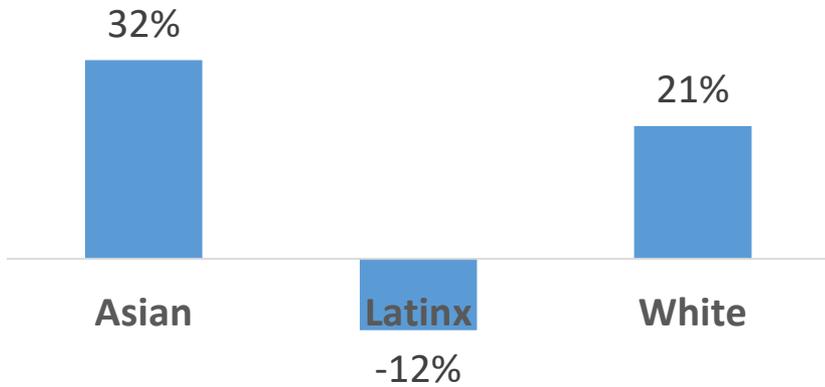
Scholars vs. Applicants



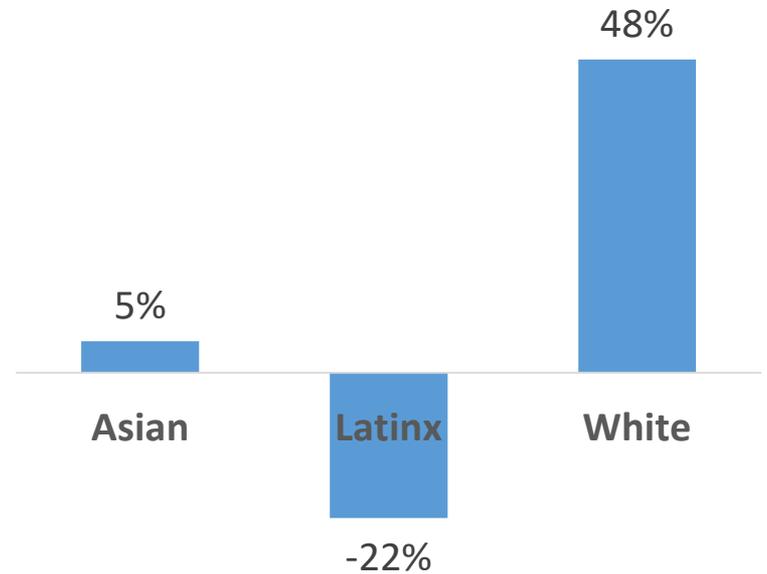


First Generation

Applicants vs. Populations



Scholars vs. Applicants





Thoughts?





EQUITABLE OUTCOMES

Larry Maxey

Questions to ponder:

- Do we see equitable outcomes within the data?
- Are we ok with the outcomes that we see?
- Are we as reviewers holding to the intent of the originator/funder?



AGENDA

- Ratify Assumptions
- Understanding Equity vs Equality
- Identify barriers within the scholarship selection process
- Opportunities for equity minded process



Assumptions

- All scholarship applicants should have equal opportunities for to be awarded
- We want to serve ALL students well
- We acknowledge that the current outcomes do not reflect equity



Equality

- e·qual·i·ty Dictionary result for equality
- /ə'kwälədē/Submit
- noun
- the state of being equal, especially in status, rights, and opportunities.
- "an organization aiming to promote racial equality"
- synonyms: fairness, justness, equitability, impartiality, even-handedness, egalitarianism, equal rights, equal opportunities, nondiscrimination; justice, freedom, emancipation



Equity

- eq·ui·ty Dictionary result for equity
- /'ekwədə/ Submit
- noun
- 1. the quality of being fair and impartial.
- "equity of treatment"
- synonyms: fairness, fair-mindedness, justness, justice, equitableness, fair play; impartiality, even-handedness, lack of discrimination/bias/prejudice/bigotry, egalitarianism; honesty, integrity, rightness, rightfulness, rectitude, uprightness, righteousness, properness, decency, goodness, honorableness, scrupulousness, conscientiousness; reasonableness, sensibleness; disinterest, disinterestedness, neutrality, objectivity, balance, open-mindedness



Equality



Equity



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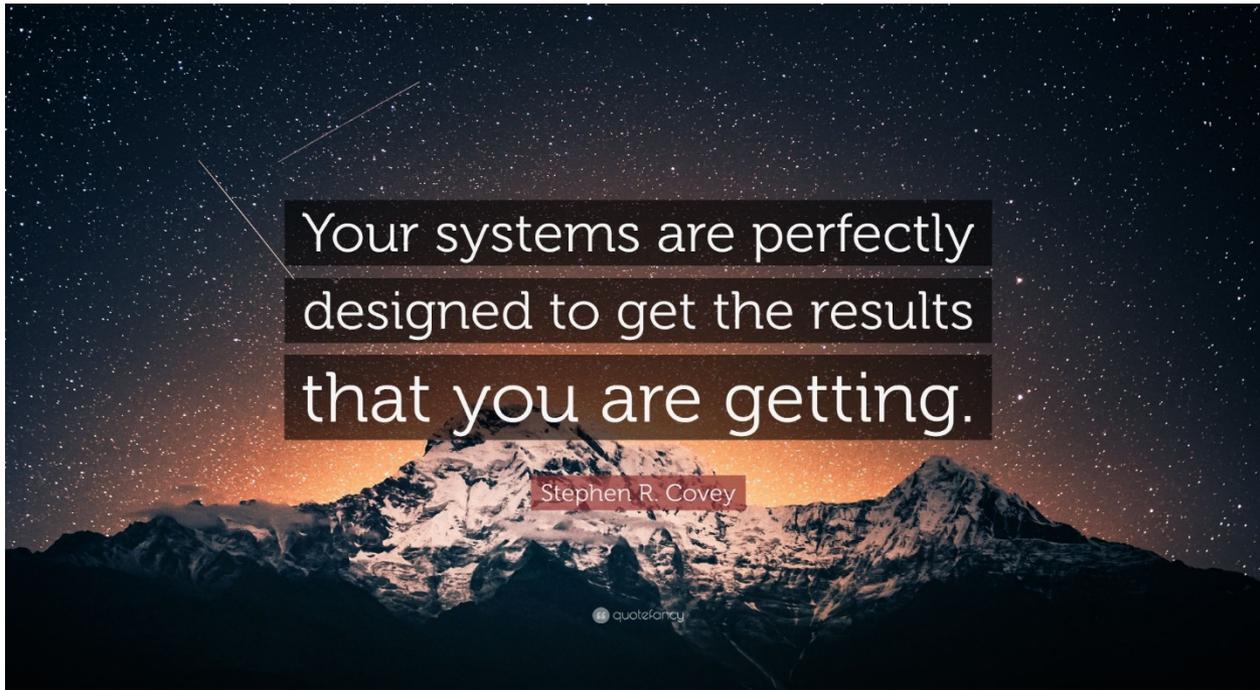


Discussion

- What are the advantages of an equality driven mindset within the scholarship awarding process?
 - What are the disadvantages?
-
- What are the advantages of an equity driven mindset within the scholarship awarding process?
 - What are the disadvantages?



EQUITY BARRIERS





Potential Barrier Points

- High GPA requirement
- Essay requirement
- Community Service requirement
- Minimum unit requirement
- Letters of recommendation
- Poor Timing
- Are there any barriers to equitable outcomes that you have noted within the process?



Potential Opportunities

- Lower GPA requirement
- Minimum community service requirement
- Special populations and circumstances
- Service to others
- Review process:
 - Redact student names
 - Allow for a video presentation or in person presentation rather than essay



REVIEW Process

Charlie Lieu



Agenda

- Review Group Best Practices
- How to Navigate Academic Works



Review Group Best Practices

- Pre-meeting: Schedule meeting with reviewer group to discuss review group members, grading rubric, validation of applicant qualifications, and evaluation of applicant general application
 - Delegate # of scholarships to evaluate (all, split, alphabetical)
 - Post Evaluation Discussion: Talk about top scores/applicants
 - Determine a winner(s) and alternates
 - Send to mesascholarships@sdccd.edu
- **Feb. 18:** Scholarship and references close
 - **Feb. 18:** Link to verify Review Group and grading rubric
 - **Feb. 24 – March 6:** Review period
 - **March 6:** Last day to select winner.
 - **April 20:** Scholarship Award Banquet



Accessing Academic Works

- Log-in notification on Monday, 2/24 ([Sample email](#))
- Use Firefox or Chrome (Avoid Internet Explorer)
- Use previous account, if new, establish an Academic Works account
- Enter system through the “References and Reviewers” tab
- Contact Student Affairs team for assistance: 619-388-2699

<https://sdmesa.academicworks.com/>



Viewing applications

- Assigned Reviews – Scholarships assigned for you to evaluate
System qualifications check
**Keep in mind it is still the duty of each committee and its members to review the unofficial transcripts or any supplemental information attached to each application for validity (GPA, courses taken, unit status)*
- Opportunity Details – View description of the scholarship and important dates
Note: *Number of awards and award amount is set at (minimum number), discuss with review chair for actual number of awards and amount*
- Various review screens
 - Review – This screen has your scoring rubric and the responses to the questions
 - Application – Allows you to view the general application information
 - Side-by-side – This view allows you to see both tabs on one screen



Making the final Choice

- Scholarship Chair will receive an email to report the winner(s) of your scholarship
- Following your post discussion meeting, select a winner or winners. Indicate the amount for each winner
 - Due: Friday, 3/6/2020
- Remember to also select alternates
 - A student can only win a max of 3 scholarships
- Upon receipt of this final determination, we will go into the system and notify the recipient that they have received a scholarship award offer