

Office of Fellowships & Scholar Programs
May 26, 2011 – Division Performance Blueprint
Revised, June 2, 2011

Mission: The Office of Fellowships and Scholar Programs provides an enhanced University experience for the Carolina and McNair Scholars (a group of approximately 180 recipients of USC's most prestigious undergraduate scholarships including automatic admissions to the Honors College) and coordinates the process for academically talented students to apply for nationally prestigious fellowships such as Rhodes, Truman, Marshall, Rotary, NSF, Fulbright, Udall and Goldwater. The ultimate goal is for University students to be awarded a national scholarship; however, the application process – preparation, application and advisement - is designed to be a valuable learning experience.

Vision: Carolina and McNair Scholars will reach their full potential as academic achievers, leaders and ambassadors during their undergraduate tenure and beyond. Academically talented students will see participation in national scholarship competitions as an enriching academic experience, advancing to the optimal level of achievement.

Unit Overview

In 1994 USC's Office of Fellowships and Scholar Programs (OFSP) was established. At this time, the University took a risk when it organized this new office for advising. Senior faculty and administrators recognized the potential for success of Carolina students in national fellowship competitions, but without a centralize office for advising and coordination; students were not submitting competitive applications. A national network of fellowship offices has since emerged. The first mission of OFSP is to identify, recruit, and train our finest undergraduates for such prestigious national fellowships as the Rhodes, Truman, Rotary International, Goldwater, Fulbright and NSF. University students have now earned 533 awards totaling \$15.2 million since 1994. Over the 17 year history, South Carolina Honors College students have won 69% of these awards and students from the State of South Carolina have won 67% of these awards. Before the office was established, USC averaged 2.5 national scholarship winners per year. Our 17 year average is now 31 national winners a year.

Equally important is the unit's charge to serve as the institutional home base and to create a community among the approximately 175 enrolled Carolina Scholars and McNair Scholars as well as finalists. The Carolina Scholars Program was developed in 1969 and through generous financial support the program has expanded from nine students in 1969 with the 42nd class entering in fall 2010. Scholars Programs was created in 1994 to support this group of academically talented undergraduates through a series of mentoring programs and activities designed to complement their academic experience. McNair Scholars were added to this mission in 1998 as a part of the University's Bicentennial Campaign. The McNair Scholarship for out-of-state students was created with a generous gift of \$20 million from University alumnus Robert C. McNair and his wife Janice. Pleased with the results of the program, the McNair's supplemented with another \$10 million on the 10th anniversary in part due to the success of the McNair Scholar program and McNair alumni. The University welcomed its 13th class of McNair Scholar in the fall of 2010. First-year Scholars build community starting with a retreat, and they are also paired with University faculty members who serve as mentors during the year. Sophomores receive one-on-one advisement to assist with academic and co curricular planning. All scholars have a full schedule of programs each semester, which includes socials, formal dinners, lectures, and invitations to special campus events. Given their outstanding academic and leadership profiles and potential, they are prime candidates for national fellowships; however, they are not required to apply.

Engaging faculty to support these primary missions as First Year Scholar mentors, members of national fellowship committees, nominators and letter writers is central to efforts and key to the success of this unit. Working closely with the Vice Provost for Undergraduate Studies, appointments are made for mentors and service on national fellowship committees, many of which coordinate the campus nomination process for the most prestigious of national fellowships. Annually, the office averages more than 300 faculty contacts serving

in a vast array of teaching activities that facilitate an integrated learning process for the student population served.

Current staffing includes a director, associate director, fellowships coordinator (10.5 months), administrative coordinator and administrative assistant. This year the Associate Director received the Outstanding Freshman Advocate Award and the Fellowships Coordinator was a finalist for the Ada B. Thomas Advising Award. After 13 ½ years of being housed in Harper College along with the Honors College, the office was relocated to Legare College in January 2008 along with the Office of Undergraduate Research and Study Abroad where it is currently located. The relocation has resulted in a reduction of SCHC student participation in national fellowship competitions, as applicants and winners. Advisors offer drop-in hours weekly in the new Honors Residence Hall that opened in fall 2009. The unit is funded primarily through state funds (A funds). Additional critical funding is a portion of the SCHC student user fee for each Carolina and McNair Scholar provided per Scholar each semester. An Educational Foundation account was established in the spring of 2009 to support Carolina and McNair Scholar programs as needed. OFSP is a part of the Academic Support unit in Student Affairs and works closely with the Vice Provost of Undergraduate Studies and SCHC.

2010-11 was another successful year for Fellowships & Scholar Program, meeting and exceeding most targets as noted in the blueprint document. 201 national fellowship applications were submitted resulting in 43 awards earned and \$1,299,135 for advanced academic study. While the overall student contacts, national fellowship applications submitted, and awards won has increased, the participation of our most academically talented students in the Honors College has continued to decline to an all time low. The Scholars Community continues to thrive with 88 Carolina Scholars from 37 cities in SC and 87 McNair Scholars representing 19 states. This year as we welcomed 45 First year Scholars, supported sophomores, and built community with traditional offerings and events. The Scholars development and contributions were noted nationally as fellowship winners and on campus receiving the most prestigious awards again this year, as well as participating in undergraduate research and study abroad, among other beyond the classroom opportunities. Scholars and OFSP work to support the recruitment of incoming Carolina and McNair Scholars with more than 65 students involved. OFSP staff members are pleased to make students and their stories available for University events and publications, including the publication of “True Scholar” an award winning booklet celebrating the 2009-10 Carolina and McNair Scholars. Scholars Programs hosted the 2010 USPAA Conference, June 2-4, 2010. This conference was the largest to date for the organization and included 41 participants from 22 different colleges and universities. Faculty involvement and support remains strong and constant and their satisfaction with the experiences and the office continue to be very favorable. Engaging faculty to support the national fellowship process, holistic review process, Sophomore Septembers, are just a few of the examples of the unit’s offering and approaches that are designed to support a students’ integrative learning. Assessment results again this year support these processes as very effective in helping students integrate their learning and beyond the classroom experiences. Strengths of the unit include the personalized nature of programs, the ability to recruit and retain faculty as key partners, the flexibility to respond quickly and professionally to requests for student information and stories from, including but not limited to, Offices of the President and Provost, Media Relations, University Creative Services, Admissions and SCHC. Challenges include the need to stay high touch with students while improving and expanding technology to support communications, the need to increase participation of SCHC students as national fellowship applicants, and better awareness of the national fellowship advising and processes among deans.

Fellowships and Scholar Programs Contextual Statement

Core Functions:

1) Recruit and support students in national fellowship competitions

- 201 national fellowship applications submitted during 2010-11 (38% SCHC students, 11% Capstone Scholars, 10% graduate students, and 40% general students). This is the most applications ever submitted and substantially exceeds the average of 166 national fellowship applications submitted over the past three years.

- To date, of the 201 national fellowship applications submitted, 43 awards and \$1,299,135 for advanced academic study have been won. 43 Scholars include: 9 Gilman, 5 Hollings, 4 Critical Languages, 4 NSF, 3 Freeman ASIA, 3 Fulbright, 2 Goldwater, 2 Petters, 2 Rotary, 2 Udall, 1 Boren Grad, 1 DAAD, 1 Javits, 1 Knowles, 1 Pickering Grad, 1 R. Gene Richter, 1 SMART.
- The average GPA of 2010-11 national fellowship winners GPA is 3.887. This does not include Gilman Scholars whose average GPA is 3.4.
- Student Voice surveys were sent to assess the satisfaction and learning outcomes of national fellowship applicants in 23 national competitions with 61 respondents, representing an 11% increase in respondents from last year.
- Workshop attendance has held steady with 227 students at 30 workshops during the 2010-11 academic year, 228 during the 09-10 academic year, and 216 in 08-09 academic year.
- The profile of Carolina's national award winners has changed as reflected in the following past five year averages: the five year average number of national fellowships won is 43 awards with a drop to only 52% of these winners being SCHC students, and only 58 % of these winners are from SC.

See **Appendix A “Annual Summary of National Fellowship Winners”** for these and more details.

2) Optimize the intellectual and personal development of Carolina and McNair Scholars

The University seeks to promote academic excellence, in part, by providing opportunities to build community among scholars and facilitate their involvement in high-impact educational endeavors.

- The 2010-11 Carolina and McNair scholars' community is comprised of 175 students: 45 First-Year Scholars (41 scholars plus two Carolina finalists and two McNair finalists) and 134 upperclassmen. All Scholars receive automatic admission to the SCHC, representing 13% of the population. By Admission's design, this population has remained approximately the same over the past 5 years.
- 29 programs were executed professionally during the year including the fall reception/cultural event, etiquette dinner, and spring graduation dinner with scholarship donors, among others.
- For the 12th year, the Carolina Scholars Association sponsors the popular Last Lecture Series hosting three lectures by prominent faculty each semester. Over the 12 years, a total of 68 faculty have participated. Attendance was strong again this year.
- Carolina and McNair Scholars leadership contributions and academic success continue to be recognized as national fellowships winners and also on campus. Highlights this year include two Goldwater Scholars, an Udall Scholar, a Javits Fellow, a NSF GRF Fellow, both Homecoming King and Queen, an Algernon Sydney Sullivan Award recipient, the Outstanding Woman of the Year, and 41 scholars and finalists were recognized for 64 achievements at Awards Day.
- 100% of the First-Year Scholars participated in at least one program offered this fall.
- 37 scholars and finalists, or 84% of the sophomore scholars participated in “Sophomore September” advising to reflect on their first year and brainstorm plans for their second year and beyond.
- Of the 95 Honors students presenting at Discovery Day, 22 were scholars and finalists (or 23%). Eight scholars placed first or second – an even split with four Carolina Scholars and four McNair Scholars.

3) Engage faculty to provide an integrated learning experience for national fellowship applicants and Scholars

Faculty involvement is at the heart of national fellowship advisement and a core component of the First Year Scholar Mentoring program: their involvement in both areas of our mission is, again, extraordinary this year.

- OFSP has had 312 faculty contacts through committees, mentoring programs, and other special activities as detailed below. This is slightly less than the target of 321, the average number of faculty contacts over the previous two years (288 contacts in '08-09 and 354 in '09-10). These faculty represent a wide range of colleges, schools and departments on campus.
- 45 faculty served as First-Year Scholar Mentors to Carolina and McNair Scholars and finalists.
- 494 students were nominated by 70 nominators. This is a 67% increase in nominations and a 27% increase in nominators in the second year using a more targeted nomination process.

- In April, the faculty/staff partner satisfaction survey administered to 207 key faculty and staff resulting in 54 responses of 26% in April 2011. For both years, 80% agreed that with “I would describe the national fellowship advising processes as an integrated learning experience.” This year 98% of the respondents as opposed to 89% of last year’s respondents agreed that “I believe students can better explain their academic and career goals as a result of the process.”

Concise description of unit highlights:

Scholars Programs hosted the 2010 USPAA(Undergraduate Scholars Program Administrators Association) Conference, June 2-4, 2010. This conference was the largest to date for the organization and included 41 participants from 22 different colleges and universities; 12 educational sessions presented by 23 presenters as well as five USC scholars. Jan Smoak, Associate Director, did an outstanding job of leading the planning as Vice President of USPAA. Admissions and Capstone Scholars were also sponsors and all units worked closely together and helped fund parts of the meeting.

SCHC launched a new website in April 2010 which changed the method of electronic information delivery to SCHC students. Rather than the targeted emails (which provided flexibility for national fellowships on deadlines and opportunities), the new website and information delivery method moved to a weekly newsfeed on the new SCHC website. This meant creating a weekly webpage embedded in their newsfeed on the OFSP website. The result was a decline in the number of outreach emails/opportunities shared via the weekly newsfeed as well as the number of views of the OFSP information once sent.

OFSP collaborates extensively with a number of other units in SA/AS and throughout the University. A daily working relationship exists with the **South Carolina Honors College (SCHC)** as this is the primary target group of students served by OFSP. The director attends weekly SCHC staff meetings, OFSP announcements are woven into weekly SCHC newsfeeds, and the budgetary support from SCHC is a key component as noted earlier. The Director meets monthly to be advised by the **Vice Provost of Undergraduate Studies**, particularly on the involvement with faculty and integrated learning experience opportunities. Sharing the same building with Undergraduate Research and Study Abroad facilitates many opportunities for collaboration. Other key units that OFSP works closely with include, but are not limited to: Admissions, Special Events, President’s Office, Development, Educational Foundations, Provost Office, Capstone Scholars, TRIO Programs, Gamecock Guarantee, University Creative Services, and Media Relations.

A new South Carolina Honors College Dean in 2011 will ideally provide an opportunity for closer collaboration between OFSP and SCHC. The programs and services OFSP offers SCHC students should be presented as an opportunity for a new Dean. There are several excellent ideas we could revisit, such as an independent study course for Marshall, Rhodes, Truman-type applications (this is a SCHC 399 course already on the books) and also the possibility of seminars for applicants. Historically the director, and later dean of the Honors College, has served as the Rhodes advisor and chair of the nomination committee. This is a critical role for the student applicants and the institution and is currently vacant while the search is completed.

Analysis of OFSP Goal No. 1: Provide an integrated learning experience for national fellowship applicants leading to national award winners.

To date, 201 applicants have been submitted in 26 national fellowship competitions. This is a significant increase over the previous three year average of 166 applications submitted. The 201 applicants are comprised of 38% SCHC students, 11% Capstone Scholars, 10% graduate students, and 40% general students. Of these 201 applicants, 9 were selected as finalists, 14 as alternates, five won internships and 43 were selected as scholars securing \$1,299,135 for advanced academic study. University students have now earned 533 awards totaling \$15.2 million since 1994.

Honors College students continue to be the primary target group for national fellowship applicants and reflect the majority of the students on our database. SCHC students submitted 77 applications, or 38% of the applications, the lowest percentage in the 17 year history. Of these 43 award winners, only 39.5% are SCHC students. The profile of Carolina's national award winners has changed as reflected in the following past five year averages: the five year average number of national fellowships won is 43 awards; with a drop to only 52% of these winners being SCHC students, and only 25 % of these winners to be from SC. See **Appendix A "Annual Summary of National Fellowship Winners"** for these and more details.

The average GPA of national fellowship winners GPA is 3.887. This does not include Gilman Scholars, of whose average GPA is 3.4. Forty-five students applied for the Gilman Scholarship which is 22% of the applications submitted and 9 were awarded the scholarship, or 21% of our winners. This is a good example of the source of the increase of student contacts and applicants since the move from Harper. While the increased participation in study abroad scholarships such as the Gilman is good, overall these applicants are not competitive for the next level of national fellowships such as the NSF, Rhodes, Marshall, and Fulbright.

During the 2010-11 academic year, Student Voice surveys were sent to assess the satisfaction and learning outcomes of applicants in 23 national competitions with 61 respondents. This is an 11% increase from 2009-10 in respondents to the same number of surveys. Once again, responses validated the integrated learning that is provided in a national fellowship process. Examples include: 94% strongly or moderately agreed that they can better explain academic and career plans as a result of the process. 92% strongly or moderately agreed that they plan to use or implement ideas or insights as a result of the process. 94% strongly or moderately agree that they would recommend OFSP to other students.

A new initiative, 15 students participated in an in depth Holistic Review Process with former SCHC Dean Emeritus Peter Sederberg in spring 2011. Most of the participants were sophomore and junior Carolina and McNair Scholars and strong prospects for the most competitive of scholarships including Truman, Rhodes, Marshall, Mitchell, Fulbright, among others. Assessment of participants indicated the process was overwhelmingly positive and extremely helpful to integrating their learning and experiences as they move forward in their undergraduate and graduate careers.

The first assessment of an alumni population, Goldwater Scholars, was done with a 62.5% response rate and exceptional feedback on the benefits of application and interview process as an integrated learning opportunity. Consideration is being given to developing a proposal to share this assessment model with the Goldwater Scholarship Foundation to serve as a national model. Surveys to Truman Scholar alumni and Fulbright Scholar alumni are planned for the summer 2011.

OFSP Initiative 1A: The number of competitive applications submitted for national fellowship competitions will meet or exceed the three-year average.

1A KPI:

- To date, 201 applications have been submitted in 36 national fellowship competitions. During the 2009-10, 159 applicants for 30 competitions, in 2008-09, 156 applicants for 36 competitions, in 2007-08 171 applications were submitted.
- SCHC students submitted 77 applications, 38%. Of those, 4 were nominated, 13 advanced to a finalist status, four won internships, and 17 were selected as scholars or 39.5% of scholars. Twenty-two Capstone students applied, or 11% of applicants one was nominated, three were selected as finalists and four were selected as scholars or 9% of scholars. Graduate students submitted 21 applications and comprised 10% of the applicants leaving the largest group of 81 applicants and 40% of the group as general students.
- The average GPA of national fellowship winners GPA is 3.887. This does not include Gilman Scholars, of whose average GPA is 3.4. Forty-five students applied for the Gilman Scholarship which is 22% of the applications submitted and 9 were awarded the scholarship, or 21% of our winners. This is a good

example of the source of the increase of student contacts and applicants since the move from Harper. This competition is advised by Study Abroad staff and is reflects a different profile of a competitive candidate. This increase of applicants can be attributed to the synergy of OFSP and Study Abroad in Legare.

OFSP Initiative 1B: Facilitate a process for self reflection and academic and career planning for national fellowship applicants involving OFSP staff, scholarship committees, and faculty mentors.

1B KPI:

- During the 2010-11 academic year, Student Voice surveys were sent to assess the satisfaction and learning outcomes of applicants in 23 national competitions with 61 respondents. Last year, there were 55 respondents to 23 national competition surveys. This is an 11% increase in respondents to the same number of surveys. Again this year, responses validated the integrated learning that is provided in a national fellowship process. Examples include: 94% strongly or moderately agreed that they can better explain academic and career plans as a result of the process. 92% strongly or moderately agreed that they plan to use or implement ideas or insights as a result of the process. 94% strongly or moderately agree that they would recommend OFSP to other students.
- Indirect assessment of the processes gathered via conversations with the advisors, written correspondence from students, and email exchanges from students and alumni is recorded. Examples are noted in **Appendix B, Student Stories of Integrated Learning**.
- A new initiative, 15 students participated in an in depth Holistic Review Process with former SCHC Dean Emeritus Peter Sederberg in spring 2011. Most of the participants were sophomore and junior Carolina and McNair Scholars and strong prospects for the most competitive of scholarships including Truman, Rhodes, Marshall, Mitchell, Fulbright, among others. Assessment of participants indicated the process was overwhelming positive and extremely helpful to integrating their learning and experiences as they move forward.
- An assessment of Goldwater Scholar alumni provided outstanding feedback with 62.5% responding (32 contacted, 20 responded) on their growth and development as a result of the Goldwater process. 75% reported the “process clarified my desire to pursue a career of research” as well as “facilitated conversations with faculty about research and career options I might not have otherwise had.”

Analysis of OFSP Goal No. 2: Increase the number of national fellowship applicants through identification and recruitment of academically talented students and educate the University community on these awards.

The methods, quality and quantity of outreach efforts to entice students to consider and apply for national fellowship continue to be diverse and effective this year. The total number of student contacts increased in 2010-11 to 2,077, from the average of the past two years of 2044. Student contacts consist of advisement appointments, workshop and information session attendance, and participation in special events such as the Welcome Week Orientation Session brought in a record crowd in August. During 2010-11, a total of 30 fellowship or personal statement workshops were held with 227 students attending. There were 11 information sessions held with 60 students attending. Attendance numbers remain steady with a slight increase.

Currently there are 919 undergraduates and 80 graduate students on our databases. Within the databases, the students' interest in particular fellowships are noted, majors, year in school, etc, to allow for targeted outreach and follow-up. It should be noted there is a need for an office/staff expertise on national fellowships for advanced graduate students continues to be seen via student requests and drop-ins to the office.

Electronic communication continues to be the primary method of outreach to students, via our website, our electronic newsletter (The Candidate), and multiple emails targeted to specific groups of students depending on the fellowship eligibility and requirements. The OFSP website had increased traffic again this year and new features included Google calendars, student and alumni blogs, and Perfect Interview. The OFSP Facebook page has seen an increase in traffic and visibility with now over 200 fans. Additionally, periodic status updates

provide targeted deadline information and encouragement to visit our office. The annual OFSP Technology Communication Survey was conducted for the third consecutive year in April with a 11% response rate which is up slightly from 9% last year. Student responding were engaged in the office in one or more ways and provided supportive feedback on the website, format and timing of The Candidate newsletter, OFSP Facebook information, and general methods of communication.

While the overall student contacts, national fellowship applications submitted, and awards won has increased, the participation of our most academically talented students in the Honors College has continued to decline. SCHC student are the target population for national fellowship applicants and many methods and activities are used to encourage them to engage with the office. The challenge of enticing Honors College students to visit the office and apply for national fellowships prevails, despite numerous outreach efforts attempted to bridge the physical gap between the honors college office in Harper and OFSP offices in Legare, as well as providing advisors weekly in the Honors Residence Hall. Although student contacts are up, student visits to the HRH satellite office declined more than 50% from last year. Of the 919 students on the undergraduate database, 546 are SCHC students or 59%, however the number and percentage of applicants and award winners continues to decline. This is particularly regrettable given the increased size and ability of the Honors College population which more closely mirrors the competitive profile necessary for the most prestigious of national fellowships (Rhodes, Marshall, NSF, Mitchell, Soros) which are also reflected in methodologies for national rankings, such as the Forbes Electronic communication via SCHC weekly newsfeeds resulted in a decreased number of contacts and fewer links from the SCHC website to OFSP. This decline has been seen since SCHC launched a new website and moved to the weekly newsfeed to students. Additional campaigns via SCHC advisors have been initiated to encourage SCHC students to engage with the office, without much success. OFSP staff will continue to work with SCHC in recruiting students, but recognize the communication methods within the college and the physical separation of fellowship advisors from SCHC students are core issues that are beyond the scope of what the unit can address.

OFSP Initiative 2A: Develop and communicate opportunities that encourage students with a competitive profile to engage with the Office of Fellowships & Scholar Programs.

2A KPI:

- The total number of student contacts for the 2010-11 academic year was 2,077 (1112 in the fall and 965 in the spring). This is an increase over the two year average of 2004 contacts when an expanded formula for student contacts was put into place: 1,990 contacts in 2009-10 and 2017 contacts in 2008-09.
- During the 2010-11, 299 students participated in special events such as Orientation Session, Hot Cookie Friday, National Signing Day, Year End Reception, MOSAIC and Holistic Review. The Orientation Session yielded 104 participants, a 30 % increase of 80 attendees at the 2009 session.
- During the 2010-11, a total of 30 fellowship or personal statement workshops were held with 227 students attending. There were 11 information sessions held with 60 students attending. In 2009-10, there were 20 workshops held with 228 students attending. In 09-10, there were 14 information sessions held with 37 attending. In the 2008-09, 20 workshops were held with 216 students attending. Workshop attendance has held steady with 227 students during 2010-11, 228 during the 09-10, and 216 in 08-09.
- There have been 34694 total page views to the OFSP website. This is a 4% increase compared to 6% last year. The number of first time visitors increasing remains steady. This year we had 41% new site visitors compared to 43% increase last year. New this spring was the addition of scholar and alumni blogs and a change of the Scholars Spring Calendar and the OFSP Calendar of Deadlines to Google calendars. Compared to traffic last spring, the new Google Calendar format showed a 59% increase.
- There are 231 fans of OFSP on Facebook. This is a 47% increase from this time last year.
- The annual OFSP Technology Communication Survey was conducted via Student Voice for the third consecutive year in April with a 11% response rate which is steady compared to 9% last year. The survey indicates that 38% of the respondents intend to apply for a national scholarship/fellowship during the '11-'12 year. This indicates the respondents are clearly students that are engaged in the office and gives credibility of their responses. 60% of the respondents attended a drop-in session with an OFSP

Advisor this year. And 79% of the respondents felt the OFSP website was easy to navigate compared to 99% last year. Email is still the preferred method of communication.

OFSP Initiative 2B: Educate and recruit incoming and returning groups of academically talented students with academic and leadership profiles competitive for national fellowships.

2B KPI:

- Of the 919 students on the undergraduate database, 546 are SCHC students or 59%. Since August, 144 new SCHC students have been added to the database (45 FYS, 61 at Welcome Week Orientation, and 38 through drop-ins, attendance at workshops, and treasure hunt campaign). Of the 919 on the undergraduate database, 146 are Capstone Scholars, or 16%. During the 2010-11, 51 new Capstone students have been added to the database.
- There have been 18 issues of The Candidate, which is the same number as last year. Based on Communications Survey results, 88% of the respondents felt the frequency was just right.

Analysis of OFSP Goal No. 3: Optimize the intellectual and personal development of Carolina and McNair Scholars and nurture the development of their community through planned events and advising.

Carolina and McNair Scholars enter the University with exceptional academic records with high expectations for their academic success, leadership potential and service contributions. They receive automatic admission to the SCHC, the most academically elite group of Carolina students. In fall 2010, the 20 Carolina Scholars who enrolled as freshmen last August had an average SAT of 1476 with an average high school class rank in the top 1%. Seven of these 20 were valedictorians. This brought the size of the Carolina Scholars to 88 scholars from 37 cities. Men comprise 35% of Carolina Scholars and women 65%. Similarly, the incoming McNair Scholars had an average SAT score of 1503 and average high school class rank in the top 20%. Four of the 21 McNair Scholars were valedictorians. The 87 McNair Scholars represent 19 states and are 33% men and 67% women. The institution is investing greatly in the Carolina and McNair scholars' community which is comprised of 175 students: 45 First-Year Scholars (41 scholars plus two Carolina finalists and two McNair finalists) and 134 upperclassmen.

While academic advising is provided via their home department and the SCHC, Scholars Programs provides both individual support and group development opportunities to enhance the overall development of this important group of students. This is accomplished through personal interaction with OFSP staff, participation in CSA and MSA student organizations, participation in programs offered via Scholar Programs such as the First Year Retreat and Faculty Mentors. Complementing course work with out-of-classroom experiences, these young men and women are achieving in four years what many of dream of doing in a lifetime. Their accomplishments are not reached individually, but collectively, as faculty, staff, students, donors, alumni, family member and others walk with each of the scholars along their journey.

In order to nurture this group of high-achieving students, communication is key. Thirty-two weekly emails were sent with another 81 emails sent this year. First-Year Scholars were welcomed by their faculty mentors and assimilated into the Carolina Community through carefully orchestrated programs and activities. The work was well done as reflected in the 100% participation of FYS in one or more fall programs and their satisfaction with the offerings. Assessment results indicate that 90% of the respondents "have been able to connect with one or more staff members of the OFSP," while 92.5% indicated they have connected with one another. In the fourth year, 37 scholars or finalists, or 85% of the sophomore scholars participated in "Sophomore September" advising to reflect on their first year to plan for their second year and beyond. 100% of students indicated that they would use or implement the information or insight gained from the meeting, up from 96.4% last year. See **Appendix B, Student Stories of Integrated Learning** for personal examples.

Recognizing that our scholars develop intellectually and personally in various ways, we offer a few examples of their achievements this year. The number of scholars winning Magellan scholar awards increased; scholars continue to apply for national fellowships in significant numbers; scholars continue to study abroad during

some point of their undergraduate career, scholars were recognized in top campus awards and had significant levels of participation in undergraduate research. The student groups, CSA and MSA, enjoyed more organization and involvement this year. CSA's Last Lecture Series had a very positive year.

OFSP Initiative 3A: Communicate opportunities for rewarding student-centered activities and information for academically-talented students to reach their full potential and distinguish themselves on campus and beyond.

3A KPI:

- This year 44 Scholars have studied abroad, 26 in summer, 6 in fall and 12 in the spring in 16 different countries. One scholar completed a multi-country experience, adding another two countries to the overall list for 17. The summer and spring numbers are down, while the fall numbers are up. This is attributable to the elimination of the Summer Study Fellowship starting with the scholars entering the University during fall 2009.
- 14 scholars received Magellan Scholar research awards, an increase from six scholars last year.
- 24 scholars and two scholar alumni applied for 17 national fellowship or internship competitions. The results are: one national Rhodes finalist, one national Truman finalist, and one award winner of the Gilman, Goldwater (two scholars), Javits, NOAA Hollings (two scholars), NSF, Udall, DAAD Rise (two scholars) and one SURE internship recipient. These numbers are slightly down from last year.
- Scholars continue to serve in primary campus leadership positions. Selected groups include: Student Media (one, Gamecock), Student Government (one senator and one cabinet member), Greek Life (three), Carolina Service Council (three officers), Student Success Center (one tutor), University Ambassadors (four), Emerging Leaders (one emerging leader and two upperclassmen served as ELP mentors), Honors Council (two of five), and Carolina Judicial Council (three). In addition, we had a scholar sweep: One Carolina Scholar was crowned Homecoming King, and a McNair crowned Queen.
- This year, 41 scholars or finalists were recognized for 64 achievements at Awards Day.

OFSP Initiative 3B: Assist in the transition of First-Year Scholars and the continued success of Sophomore Scholars through information and programs, as well as through OFSP serving as their institutional home base.

3B KPI:

- The associate director conducted brief meetings with First Year Scholars in the spring. This year, 31 chats were held of the 45 FYS or 70%, which is seven percent lower than last year.
- 90% of the FYS responded to a Student Voice survey regarding their assimilation to the University. The results indicate that 90% of the respondents "have been able to connect with one or more staff members of the OFSP," while 92.5% indicated they have connected with one another. To a lesser extent the respondents have connected in one way to their faculty mentor – 82.5%.
- 37 scholars and finalists, or 84% of the sophomore scholars participated in "Sophomore September" advising to reflect on their first year and brainstorm plans for their second year and beyond. The three-year average of 79% participation was met.

OFSP Initiative 3C: Enhance the University experience of scholars through a balanced calendar of programs hosted and/or advised through OFSP.

3C KPI:

- Fifteen programs were planned and executed professionally in fall 2010 and another 14 programs in spring 2011. The September Social was an afternoon reception during Parents Weekend, attended by 60- 70, and 19 attended the October Social.
- CSA and MSA are functioning student organizations with advisement of 10 leaders via OFSP. New to the spring semester were monthly officers meetings for both groups.
- Last Lectures were sponsored by Carolina Scholars and well executed by three student coordinators for the 12th year. Three lectures were held each semester: fall semester saw 151 attendees, averaging 50 per

lecture and the spring lectures yielded a total of 68 attendees, an average of 22. We exceeded the three-year average of overall yearly attendance of 162 with our attendance of 210.

Analysis of OFSP Goal 4: Facilitate learning and student development through engaged faculty in the integrated learning processes of national fellowship advisement and as mentors for Carolina and McNair Scholars.

Faculty partnering with OFSP is at the heart of national fellowship advisement and a core component of the First Year Scholar Mentoring program. Again this year's survey of faculty's assessment with OFSP indicated the value they place on their involvement in both areas of our mission. This is especially commendable as they give of their talents and time on top of their other academic responsibilities. These individuals participated closely in the national fellowship advising processes (scholarship, advisory and interview committees, and letter writers for key nomination competitions). This year 98% rather than last year's 85% agreed that "I found supporting students' construction of a competitive application packet a rewarding experience." The respondents both this year (78%) and last (79%) agreed that "I perceive the preparation, application, and/or interview process as teaching activities." Careful consideration is given by the Associate Provost of Undergraduate Studies regarding the appointment and recognition of faculty involved with these efforts. The target was to keep faculty involvement at the same or increase over the average faculty contacts from the last two years. Faculty contacts had a decrease of 12 because there were 12 fewer First Year Mentors, thus reducing the number of faculty contacts. In addition, Our Rhodes candidate was abroad so practice interviews were replaced by electronic support which is not recorded. As characterizes OFSP history, faculty came from a wide range of disciplines colleges and schools on campus with undergraduate programs providing students with rich interactions and developmental opportunities.

A source of recruitment of students to consider national fellowships is the process of requesting nominations of outstanding students from faculty and staff and then providing a personal invitation to visit the office. In 2010-11, 494 students were nominated by 70 nominators (228 students were nominated by 31 faculty and staff in the fall and 266 students were nominated by 39 faculty and staff in the spring). There was a 67% increase in nominations and a 27% increase in nominators for our second year using a more targeted nomination process. Students who have been encouraged by a faculty member to apply for a national fellowship are more likely to do so as reflected in assessment of both applicants and faculty mentors.

Students evaluated the learning that occurred in the interactions with the faculty involved in their preparation for national fellowship competitions via the application and interview processes.

OFSP Initiative 4A: Continue a coordinated effort to recruit and recognize student-oriented faculty to participate in OFSP programs and services.

4A KPI:

- 312 faculty contacts in 2010-11 through committees, mentoring programs, and other special activities. The average number of faculty contacts over the previous two years (288 contacts in '08-09 and 354 in '09-10).
- These faculty contacts represent 9 colleges and schools on campus that have undergraduate programs as well as the School of Medicine and the School of Law. Representatives have come from 22 of the departments and institutes in the College of Arts and Sciences and dozens of other departments including South Carolina Honors College, the English Programs for Internationals, Undergraduate Admissions, Study Abroad, the Nano Center, and Undergraduate Research.
- For the 2010-11 academic year, 494 students were nominated by 70 nominators (228 students were nominated by 31 faculty and staff in the fall and 266 students were nominated by 39 faculty and staff in the spring). There was a 67% increase in nominations and a 27% increase in nominators for our second year using a more targeted nomination process. In 2009-10, 296 students and 55 nominators.
- The faculty/staff partner satisfaction survey administered to 207 key faculty and staff resulted in 54 responses or 26% with positive support of the processes and OFSP. These individuals participated closely in the national fellowship advising processes (scholarship, advisory and interview committees,

and letter writers for key nomination competitions).committee members. For both years, 80% agreed that with “I would describe the national fellowship advising processes as an integrated learning experience.” This year 98% of the respondents as opposed to 89% of last year’s respondents agreed that “I believe students can better explain their academic and career goals as a result of the process.” Likewise, there was an increase from 89% last year to 96% this year of the respondents who agreed that “I found OFSP staff and resources helpful in facilitating my role in the process” and an increase from 84% last year to 100% this year who agreed that “I would encourage other faculty to serve on OFSP national fellowship committees.” Again, there was agreement, 95% last year and 98% this year, that “I would encourage other faculty to direct qualified students to OFSP.”

- The 45 First-Year Scholar mentors were polled regarding their perception of interaction with OFSP and involvement with their First-Year Scholars with a 55% response rate. This represented a 12% increase from last year. Program feedback was positive.

Analysis of OFSP Goal No. 5: Strengthen institutional academic stature resulting in heightened distinction and humanistic awareness of the entire University community.

OFSP continues to facilitate the sharing of student achievements both in personal appearances, in media outlets, and in student outreach for recruitment in a number of avenues. OFSP staff quickly and professionally accommodate unanticipated requests for information on outstanding students’ achievements. Annual support is given to many units on campus including but not limited to SCHC, Development, Advancement, Media Relations, University Publications, and Admissions. Personal relationships with students and detailed records including press release forms on all Carolina and McNair Scholars and FYS as well as national fellowship finalists and winners provide an accurate resource for responding to these special requests. For example, OFSP staff provided to the Provost’s Office profile and contact information on the majority of the students featured in the USC Connect campaign launched this spring for the SACS reaccreditation visit. OFSP staff were involved in Carolina and McNair recruitment programs in the spring semester. The annual development and distribution of “*True Scholar*” highlighting Scholars, donors and program activities continues to be an award winning publication serving a variety of audiences. The 2009-10 True Scholar: Carolina and McNair Scholars Report was recognized with an Award of Excellence in the “Institutional Publications” category at the Council for Advancement and Support of Education (CASE), 2011 District III Advancement Awards. It is the central piece used in the recruitment packets for Carolina and McNair Scholar finalists.

An alumni database of all national scholarship finalists and winners and Carolina and McNair Scholars is maintained. Contact with these alumni continues on an informal basis with an annual outreach email as well as providing current students with connections to alumni for internship, national fellowship and/or graduate school support. For example, our 2004 Truman Scholar met with our Truman Scholar Finalists in DC prior to his national interview and our 2002 Pickering Fellow did the same with one of the three Pickering Finalists, providing both current students with extra insight and preparation beyond what could be provided on campus.

OFSP Initiative 5A: Enhance the recognition of the university through the promotion of national fellowship winners and Scholars within the campus community as well as on a city, state and national level.

5A KPI:

- Alumni data base of national fellowship winners and Carolina and McNair Scholars maintained; scholar alumni database has 490 names with another 44 to be added soon, and the national fellowship winners and finalists database contains 508 names to date.
- Carolina and McNair Scholar alumni will receive greetings from office and an update request annually; email was sent in December 2010, and another in May 2011.
- Press releases and photography on national fellowship winners were developed and distributed broadly to University administrative and academic units and used to feature stories on the University website, hometown newspapers, University publications such as USC Times, Carolinian, and SCHC AHA.

OFSP Initiative 5B: Document and share Scholar achievements to heighten visibility and recognition of the Carolina and McNair Scholar experience for current students and donors as well as recruitment efforts of future students and potential donors while building community among the current Scholars.

5B KPI:

- Developed and published *True Scholar 2009-2010 annual report* which features Scholars, donors and program activities; *True Scholar Stories* is distributed electronically monthly to keep campus constituents apprised of scholar news; nine issues were emailed internally during the academic year.
- *True Scholar Times*, a booklet of news items on Scholars was compiled and distributed internally.

OFSP Initiative 5C: Support Enrollment Management recruiting efforts for Carolina and McNair Scholars and other high achieving students via recruitment weekends and Scholars Day, and provide copies of True Scholar and information on activities of current Scholars and national fellowship winners.

5C KPI:

- Again this year, OFSP had an increased role in Spring CS and MS Recruitment Weekend in February presenting a 45-minute session each weekend on “What is a Carolina/McNair Scholar” including Director, Associate Director and Carolina Scholars (Emily Padget and Jackie Parnell) and McNair Scholars (Trey Gordner and Gerry Koons). Also staff attended the reception and dinners during both recruitment weekends.
- Current Carolina and McNair Scholars were again central to the recruitment process of future scholars. The number of scholars volunteering for the weekend exceeds 60 recorded students because many additional scholars assisted with the hospitality room at the Inn at USC, and those numbers were not available to us by Admissions.