

NOTES SCHOLARSHIP COMMITTEE 11/18/24

1. **ATTENDEES:** Bob Miller, Sherrie Hansen, Alice Lau, Walter Barr, Lynda Caputo, Carol Caputo, Wayne Wiegand, Peter Yang, Steve Batill, Barb Walker, Patsy Sharaf, Judy Leckonby, Melody Silberstein
2. **KALEIDOSCOPE (K):** Peter Yang reported that K updates and testing are on schedule for K to go live on 12/2 for RSF scholarship applications. Final testing is in process. A more comprehensive description of the scholarship qualification requirements and other key information has been added to the RSF website links to K and to the initial descriptions within the K online application. Barb Walker volunteered to act as a student applicant for testing purposes.
3. **RSF WEBSITE:** A new feature implemented by Steve Batill entitled the “**Scholarship Application Process**” has been added to the Trustee Portal on the RSF website. Its goal is to provide trustees with easy access to key information. It will include the following folders that will continue to be updated as new information becomes available:
 - RSF Important Dates
 - Scholarship Committee
 - Interview Teams
 - Information Packet
 - Interview Packet
 - Flyers (Barb Walker is redesigning the various RSF flyers to include a QR code that links the user directly to the RSF website. They will be available shortly)
4. **GRF SCHOLARSHIPS:** Based on the background information regarding GRF and RSF scholarships provided to the committee, as well other information provided by Patsy Sharaf, the committee discussed the qualifications required of GRF employees and their children to be eligible for scholarships. It was noted by Patsy that all previous GRF recipients met the RSF minimum 3.00 GPA standard and were a mix of employees and children of employees although disproportionately children. There was a general feeling among committee members that a 3.00 GPA standard was appropriate and that we should not overly complicate the application process. The committee agreed by vote, that for GRF employees and the children of eligible employees to qualify for GRF scholarship consideration, they must have a minimum GPA of 3.00 and a maximum SAI of \$32,000. It was also agreed that this GRF requirement will be reevaluated as part of a review of the RSF scholarship qualification and

evaluation criteria that's based on 2 years of history from the new participating schools. This review will occur upon completion of the 24/25 scholarship cycle.

- 5. APPLICATION EVALUATION FORM/QUESTIONS:** The committee discussed the Economic Need criteria. Some members find them confusing and are unsure how they should be applied. Bob Miller indicated that he believed there are 2 relevant factors. The economic capacity of the family to financially support a student's advanced education and whether a student works or has significant support obligations within the family. The former is represented by the SAI, which is derived from the adjusted gross income (AGI) of the parents and children. For example, RSF's maximum \$32K SAI threshold for a family with 1 student dependent is based on an AGI of approximately \$150K. For a family with 2 student dependents the AGI is \$160K and increases with each additional dependent. The higher the SAI (greater financial capacity of the family) the lower the RSF SAI evaluation score. So, a student who works and whose income is included in the AGI will increase the SAI and result in a lower RSF evaluation score for that student. If a student works or has substantial support obligations within the home, that time commitment may compromise the student's academic performance and/or ability to participate in school clubs and community activities. The result is a potentially lower GPA, less academic rigor and less involvement in school/community activities all which would result in lower RSF evaluation scores in those categories. There would seem to be potential "multiple evaluation scoring jeopardy" for a student who works or provides substantial support within the family. The question then arises, how to fairly balance the competing factors described above which potentially affect over 50% of the RSF evaluation criteria. After some discussion, it was agreed that Miller would make a recommendation for the committee's consideration.
- 6. TRAINING:** The committee discussed the design of the training for student applicant interviewing and evaluation scoring currently scheduled for 1/20/25. The goal is to increase equality of student scoring/ranking across different teams both within and among schools. It was agreed to use previous mid-range and higher range student applications (anonymously) along with interview narratives for the training. Whether the interview narratives will be recorded will be explored. Trustees will be asked to perform their evaluations before the training and the results will be tabulated for a discussion of scoring consistency, identification of evaluation/scoring criterion that need further definition or focus and techniques that can be used by the evaluation interview teams. Wayne and Barb respectively have agreed to provide a "hard ass" and "softy" reviewer perspective. The training will also include a brief tutorial on SAI which is not well understood i.e. what is it, how is it derived and relates to AGI, and how is it used by and the implications for RSF.

7. **NOTICE TO SCHOOL COUNSELORS:** K scholarship applications are scheduled to go live on 12/2/24. It is suggested that each team remind their school counselors of this start date. Bob and Sherrie will provide each team with some suggested information and links to include in their notice.
8. **THANKS:** Thanks to Peter, Steve and Barb for all their work and time spent in improving the tools and applications employed by RSF to make them more effective.