Reward Student Accomplishments: Start a Scholarship at Your Library!

Tennessee Library Association
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Hello!
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East Tennessee State University
Why have a scholarship program?
Funding a scholarship is a great opportunity to involve your Friends, board of trustees, or other cooperative partners in furthering the professional development degree goals of your organization. Many of us have highly motivated workers who are seeking a degree. Awarding student scholarships can help allay their loan burdens while raising the library’s profile as an active agent in supporting education.
How do you start a scholarship program?
Decide you want one! Brainstorm...put the word out...book sale...bake sale...car wash...get that money!
Our Scholarship Programs
Sherrod Library Student Employee Scholarships
Undergraduate Student Worker Scholarship
2013: former Dean of Libraries learned of practice from Library Marketing & Communications Conference in St. Louis, MO

Goal was fundraising with donors for specific program that heightened visible student need. Also, affecting student workers’ lives and creating connections between donors and students.

Convened a group of staff and faculty to draft guidelines for eligibility after looking at internal (ETSU) scholarships
1. Can students apply and win multiple times?

2. May create imbalanced power dynamic between donor & student within “patronage” system wherein student feels coerced to fill a grandchild/child role in donor’s life?

3. Establish process for avoiding conflict of interest between library supervisor & student employee.
Eligibility

Currently enrolled undergraduate with current GPA 3.0
Employed at least one semester prior to application
Currently employed by the library at time of award
Student process

- Have supervisor complete evaluation form
- Complete application form
- Include current transcript
- Answer 300-500 word essay (as Word doc):

How has working at Sherrod Library affected your work ethic? Please give at least one example, per year you’ve worked here, demonstrating the evolution of your work ethic.
Applicant questions

1. Do we mean institutional or cumulative GPA?
2. Is former student worker who is now temp contract employee eligible?
Stipulations

1. All rules/decisions made by committee must be equally applied to all students.
Awards

$500 scholarships awarded in...

2014 to 3 students (Inaugural year)
2015 to 3 students
2016 to 4 students
2017 to 3 students
2018 to 3 students
2019 to 5 students
Tweaks

Altered deadline due to inclement weather

Questions to answer for essay changed, Originally, students chose to answer 1 of 4 questions:

- What have you learned about yourself working in Sherrod Library?
- How has the library helped you in your academic work?
- Discuss a resource (e.g. book, video, or artwork) you discovered in Sherrod Library that has affected you and how?
- Share your most memorable or challenging experience working in the library
Outstanding Graduate Assistant Scholarship
$500 award deposited to ETSU Bursar
Funded by donors
2016: 1 winner
2017: 1.5 winners
2018: 4 winners
Open to all Graduate Assistant Workers

- Employed 1+ full semester(s)
- Currently employed at Sherrod Library
- GPA 3.0 or better
- 300-500 word essay on “How has working at Sherrod Library affected your work ethic?”
Sherrod Library Graduate Student Scholarship for Excellence in Research
- currently enrolled graduate student in good standing
- the sole author of a research paper (close readings, case summaries, and book or literature reviews are not eligible)
- submitted for ETSU course credit during previous 3 semesters
- between 10 and 20 pages in length
- containing a minimum of 10 sources, more than 50% of which are peer-reviewed
- nominated by the professor of record for the course in which the paper was submitted
- graduate coursework prior to capstone, thesis or dissertation
two-way nomination process for quality
Student application must include

- an essay of 300-500 words describing student mastery of research strategy and its successful execution using Sherrod Library resources employed in the paper. The essay must be uploaded as a file.
- the final version of the research paper uploaded as a file.
Essay requirements

You must reference concrete examples of your

- utilization of Sherrod Library online and/or physical collections to support an original argument or idea
- steps, execution and evolution of a personal research plan to locate primary and secondary research resources
- strategy for evaluating the suitability and effectiveness of resources selected
- method for surmounting unexpected roadblocks and other challenges

This thoughtful reflection on your evolution and process of locating and applying academic research will be given the most weight in the judging process.

Essays will be compared against the final version of the paper submitted by the instructor to verify that the resources referenced by the student are evident within the work.
Our winners

2017: Ifeoma Ozodiegwu, Department of Epidemiology and Biostatistics, “The relationship between maternal obesity and neonatal mortality in sub-Saharan Africa: A pooled cross-sectional analysis of 33 countries”

2018: Narges Sareh, Department of Early Childhood Education, “Gender differences in preschool teachers’ math talk with children”
Our awards overview

**Student Worker (UG)**
- Up to five $400 winners
- Essay
- GPA
- Transcript, etc.
- Manager appraisal

**Graduate Assistant (GA)**
- Four $500 winners
- Unofficial transcript
- Essay
- Manager appraisal

**Excellence in Research**
- One $500 winner
- Open to all grads
- Beginning coursework only
- Sources (+10 peer-reviewed)
- Essay
- Professor appraisal
Mechanics
Student statistics
Student essay
Employer rubrics
Committee review and discussion
Notification

Internal communication by direct supervisors to student workers

Notification of winners by Dean of Libraries (formerly notified by Chair of committee via phone, e-mail, etc.)

Starting in 2019, Dean of Libraries also notified non-winners by e-mail
Promotion
Process resides on library webpage alongside job listings
Registered with the ETSU Scholarship Office
Call for submissions on University Newsletter
In-house ceremony
Photography and publicity press releases to
○ ETSU newspaper
○ Johnson City Press
○ Hometown newspaper

Grad School awards (Excellence winner)
A brochure for donors featuring student photos & quotes would be effective (but we haven’t gotten anyone to make one yet)!
Awards Ceremony

Featuring students, parents, donors, guests, stories, and cake!
Things we learned
○ Use JotForms, not Dynamic Forms!
○ Have a post-mortem meeting
○ Make changes immediately before everyone forgets next year
The committee can only do so much--delegation and cooperation by many partners is necessary for this project to succeed.

Most people will gladly help if you ask. This is a “feel-good” project all around.
Funding
Our experience with working with Advancement has evolved.
Offered initial help with wording of guidelines.
Informed committee Chairs about funding amounts annually.
Ideas for soliciting donors
The Dean and our Advancement officer collaborate on soliciting potential community donors to underwrite scholarships.

Advancement officer IDs and cultivates donors with special interest in libraries.

Only advancement officer is allowed to investigate & follow up on giving due to potential donor fatigue.

Dean’s role is to cultivate relationship by inviting to library events, recognizing them at events, and sending holiday and/or quarterly updates on library activities.
Thanks!

Any questions?

We are doucettew@etsu.edu and tolleyst@etsu.edu
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- Presentation template by SlidesCarnival
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