



Reward Student Accomplishments: Start a Scholarship at Your Library!

Tennessee Library Association
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Hello!

I'm Wendy Doucette

Graduate Research & Instruction Librarian
East Tennessee State University





Hello!

I'm Rebecca Tolley

Research & Instruction Coordinator

East Tennessee State University



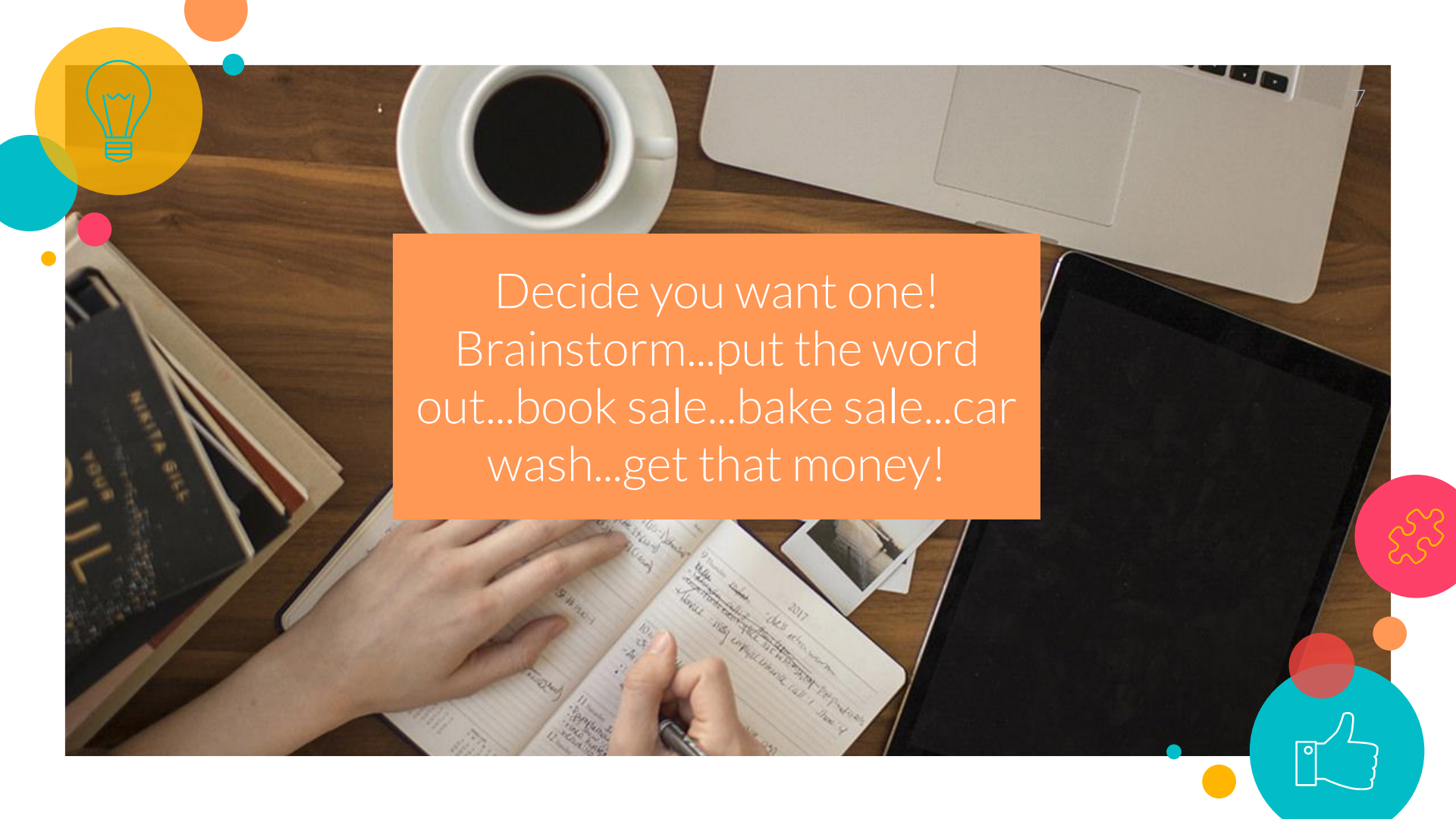
Why have a scholarship program?



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





Establishment

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





Committee Issues

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



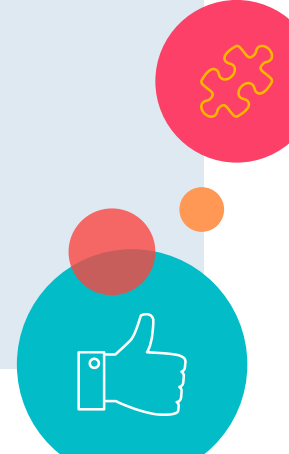


two-way nomination process for quality





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



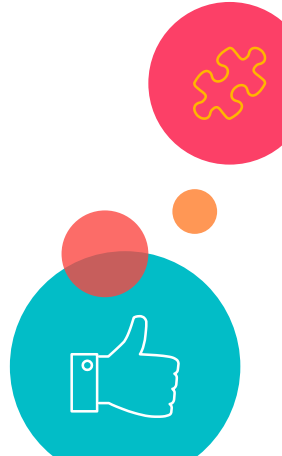


Student statistics

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

The image features a hand holding a pencil, poised to draw on a piece of paper with a blue and white cloud pattern. A large, vibrant teal circle is centered over the word 'Funding', which is written in a clean, white, sans-serif font. Surrounding this central circle are several smaller, semi-transparent circles in various colors (yellow, orange, red, white) containing icons: a lightbulb, a puzzle piece, and a thumbs-up gesture. Additional solid-colored dots in yellow, orange, red, and white are scattered around the composition, creating a dynamic and creative visual theme.



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



Credits

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by [SlidesCarnival](#)
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