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ABSTRACT

This directory lists educational and work-study projects that are available to minority students. It lists programs targeted for students, their parents, guidance counselors, and supervisors to help with the search for the appropriate educational or training assistance vehicle. Programs are grouped in the following categories: (1) internships; (2) scholarships; (3) precollege programs; (4) sources of information; and (5) efforts of the National Urban League. Each entry explains what the program does, who is eligible, and how to apply. A summary index assists in locating the programs. (SLD)

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CAREER PATHS

Guide to Business and Other Internships, Scholarships and Career Development Opportunities for Minority Students

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How to Use This Book

CAREER PATHS is designed to provide handy and usable information for students as well as their advisors. Information for each listing in the book has been provided by the organization itself. Each listing also indicates the purpose of the organization under WHAT WE DO; the eligibility requirements under WHO IS ELIGIBLE, and the procedure for becoming involved under HOW TO APPLY.

All listings in the book are grouped into one of five categories and listed alphabetically within these categories. The five categories are: INTERNSHIPS, SCHOLARSHIPS, PRE-COLLEGE, INFORMATION and THE NATIONAL URBAN LEAGUE.

In addition, for easy reference, consult the SUMMARY INDEX. This index lists all programs by category, area of INTEREST, primary LOCATION, ELIGIBILITY, requirements and on what PAGE they can be found in the book.

CAREER PATHS

Guide to Business and Other Internships, Scholarships and
Career Development Opportunities for Minority Students
Produced by National Urban League, Inc. and Continental
Insurance The Continental Corporation Foundation

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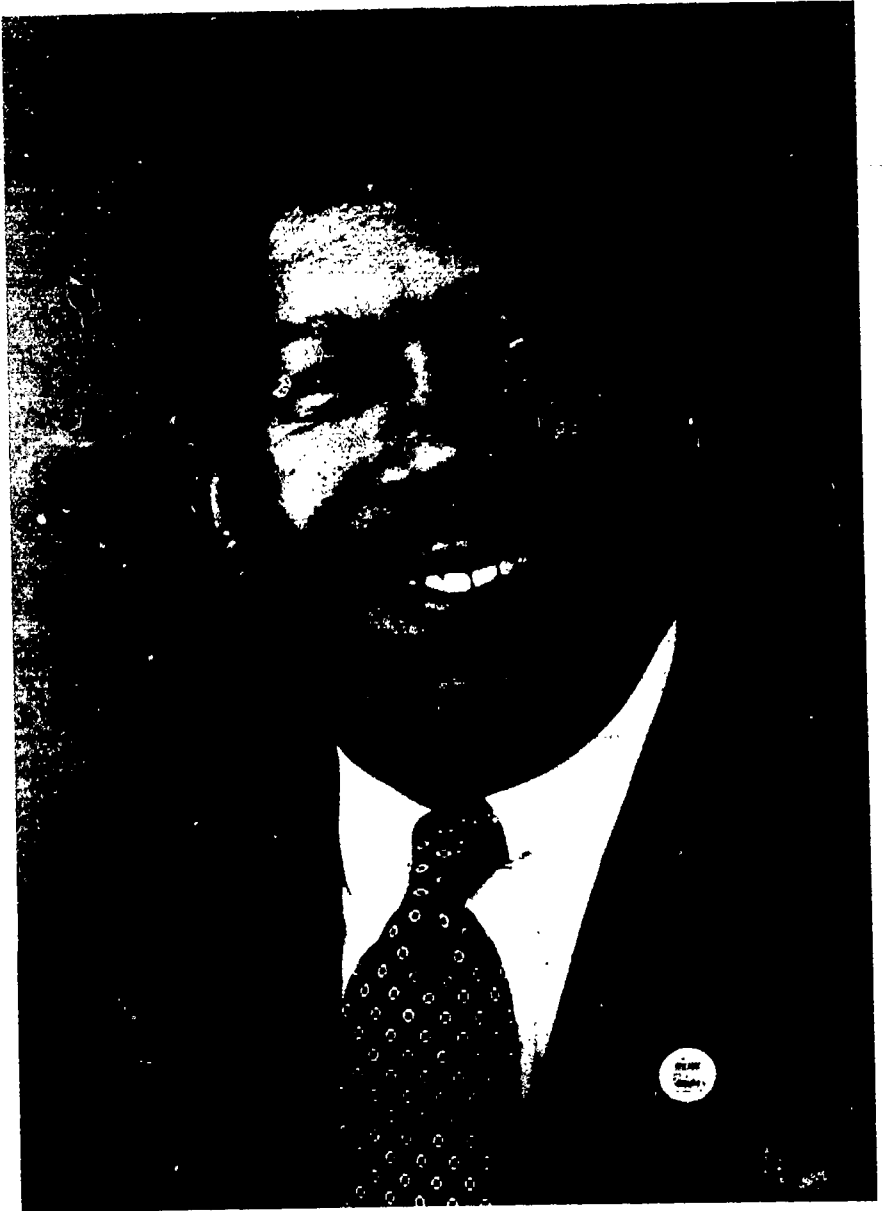


“When in doubt, place your bets on people.”

Ronald L. Smith
Chief Executive Officer
Harris Hospital Systems,
Ft. Worth, Texas

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John E. Jacob
President and Chief Executive Officer
National Urban League, Inc.



National Urban League, Inc.

The National Urban League takes pride in having the best track record among national nonprofit organizations in serving the education, employment and training needs of blacks and others who are economically disadvantaged.

This pride is tempered, however, with the awareness that some of those who need education, training and employment do not know where to begin to seek assistance.

Thus, the League is pleased to collaborate with The Continental Corporation Foundation in presenting this directory of educational and work-study projects available to minority students.

Inside these covers are programs targeted for students, their parents, guidance counselors and supervisors who help with the search for the appropriate educational or training assistance vehicle. Such a vehicle is critical as we enter the 21st Century.

As our society becomes more and more technologically-complex and sophisticated, we realize that the least-skilled jobs will disappear and the most highly-skilled jobs will grow rapidly. The Labor Department says that there will be 25 percent fewer young adults entering the work force than there were in the early '80's. The 21st Century, little more than a decade away, will require at least rudimentary technical skills for survival. We face a shortage of people to fill the growing number of jobs required to remain competitive in a global marketplace. Up to one-third of new workers will be minority, that part of our work force most at-risk today.

Some of the organizations listed function especially and exclusively for one disadvantaged group or another. They are included for two reasons: because their members will want to find help and because the innovations involved in most of the programs can be of some help to all educators.

Some of the sources listed are run by government agencies, others by business corporations and nonprofit, private groups.

This directory represents the League's attempt to light a candle in an area of great importance: the future of many disadvantaged American youth. And I would hope that all of us have the compassion and the human concern to want to do something about children who might otherwise face bleak futures without jobs, homes — without hope. The League will not relax its efforts until African Americans have achieved an equitable position in the nation's economic mainstream.

John E. Jacob
President and Chief Executive Officer
National Urban League, Inc.



John P. Mascotte
Chairman, The Continental Corporation
and
Chairman, The Continental Corporation Foundation



180 Maiden Lane
New York, NY 10038

Knowing the right thing to do is often difficult. Knowing how to do it is even harder, especially if you are a teenager in school and about to enter the world of work.

This real life question faces many able and ambitious minority teenagers. Continental is proud to dedicate this guide to each of you and to the individuals who advise you.

CAREER PATHS is designed to help by providing a roadmap to programs that prepare minority young people for business or other careers through internships, work-study and related career-development opportunities.

We hope the young people who use this guide will find new ways to gain an early start in achieving success in their work and personal lives. An early start can provide the competitive edge that minority teenagers can use in a changing workforce in which they will play an increasingly important role.

This guide is a joint venture of The Continental Corporation Foundation and the National Urban League. It underscores our commitment to work together with community organizations to make a difference.

John P. Mascotte
Chairman, The Continental Corporation
and
Chairman, The Continental Corporation Foundation



AT&T

ASPIRA
National Newsletter of the ASPIRA Association, Inc.

Congressional
 Hispanic
Caucus
Institute, Inc.

ANPA
FOUNDATION



INTERNSHIPS



"I believe all the tools we need to help today's young people in the long-term battle to overcome the grim statistics for urban and minority problems can be found in one bag, one word: education."

Roy S. Roberts
Vice President, Personnel
Administration and Development
General Motors Corporation

ACADEMY OF TELEVISION ARTS & SCIENCES STUDENT INTERNSHIP PROGRAM

3500 W. Olive Ave. #700
Burbank, CA 91505
(815) 953-7575

Chairman, Awards Committee: *Lynne Gross*
Director, Educational Programs and Services: *Price Hicks*

WHAT WE DO: The Academy of Television Arts & Sciences' Internship Program is designed to give college students in-depth exposure to professional facilities, techniques and practices during an eight-week summer period in Los Angeles. Twenty-seven internships are offered in 23 areas of the television industry.

Sponsors (or hosts) for each category are working professionals who agree to take one intern for the summer session, and serve as mentor and supervisor of the intern's work.

Each intern's schedule is set by the sponsor to coincide with production schedules that provide the broadest possible exposure to the category. Interns must work a full 40-hour week and may not be otherwise employed during the internship period. The Academy pays each intern a stipend of \$1,600 for the eight weeks plus a \$300 travel allowance if he or she resides outside Los Angeles County.

WHO IS ELIGIBLE: The competition is announced nationwide with materials sent to more than 800 colleges and universities. Students enter the competition by sending resumes to ATAS, along with transcripts of all college work, letters of recommendation and an essay on their personal and professional goals.

Each intern signs a contract with the Academy which defines the terms of the internship agreement. Each intern must submit a written report about the internship experience to the academy upon completion of the internship.

HOW TO APPLY: Contact the office listed above.

ALABAMA CENTER FOR HIGHER EDUCATION

2328 Second Ave., North
Birmingham, AL 35203
(205) 324-7887

Project Director: *Colette L. Monroe*

WHAT WE DO: A consortium of the seven predominantly-Black senior colleges in the State of Alabama, the Alabama Center for Higher Education (ACHE) enables member institutions to expand and enrich their educational programs and, where feasible, to economize their operations through cooperation of the institutions involved.

The consortium has developed 10-to-16-week internship models for students in the member schools to experience first hand the role, structure and function of community agencies throughout the state of Alabama. This involvement includes bringing faculty and students into direct contact with persons, agencies, organizations, institutions and programs that blend together to form communities.

The student learns by doing, experiences the real world of work, and becomes familiar with the purpose and function of the agency.

WHO IS ELIGIBLE: An applicant must be in good standing at his or her school, be recommended by a major department and participate in the internship as a part of the educational program for the degree being pursued.

HOW TO APPLY: Students seeking an internship placement through the Center should submit an application to the Internship Coordinator at ACHE and a typewritten resume.

The seven member schools are: Alabama A & M University, Huntsville; Alabama State University, Montgomery; Miles College, Birmingham; Oakwood College, Huntsville; Stillman College, Tuscaloosa; Talladega College, Talladega and Tuskegee University, Tuskegee.

CITY VOLUNTEER CORPS

838 Broadway
New York, NY 10003
(212) 475-6444

Executive Director: *Toni Schlegel*

WHAT WE DO: The City Volunteer Corps (CVC) is New York's urban "Peace Corps," enrolling 16 to 20 year olds to complete human service and environmental conservation projects to benefit New Yorkers. While they serve, Corpsmembers continue their formal education through classes arranged by CVC, receive a weekly stipend, and after a year are eligible for a scholarship or cash award.

Each City Volunteer is a member of a team of 10-15 young people, and completes several projects while in the Corps, which might include working with the elderly, tutoring children, conducting public education campaigns, and restoring and conserving New York's parks and gardens. City Volunteers complete over 200 projects per year, giving 400,000 hours of service. Through working together on teams, Corpsmembers learn about people from a wide variety of racial, educational, religious, and economic backgrounds, and learn to cooperate to carry out important project goals.

Full-time City Volunteers, aged 17-20, join CVC for up to a year and earn a weekly stipend of \$100 to cover expenses. They also take classes arranged by CVC to meet each volunteer's educational needs, whether English as a Second Language, Adult Basic Education, GED, college preparatory courses, or college classes. After a year in the Corps, full-timers choose between a \$5,000 scholarship for college and \$2,500 in cash.

Part-time volunteers, aged 16-20, are high school and college students who enroll in CVC full-time in the summer and after school during the academic year, earning a weekly stipend and up to \$1,875 for college.

The City Volunteer Corps (CVC) enrolls 700 young people each year. As the nation's largest urban national service corps, CVC helps groups across the country develop their own service programs and works to promote federal support of national service.

WHO IS ELIGIBLE: New York City residents ages 16 through 20 are eligible for the City Volunteer Corps.

HOW TO APPLY: Call CVC at (212) 475-6444 and ask to speak with a Recruiter.

CONGRESSIONAL BLACK CAUCUS FOUNDATION, INC.

1004 Pennsylvania Avenue, S.W.
Washington, DC 20003
(202) 675-6730

President: *Congressman Julian Dixon (CA)*
Executive Director: *Cheryl Cooper*

WHAT WE DO: The CBCF is a non-profit, tax-exempt institution engaged in public policy analysis, education and research.

The CBCF offers a summer internship for undergraduate students, a nine-month fellowship for graduate students and faculty members interested in public policy and the "Congressional Black Caucus Spouse's Scholarship" for undergraduate students.

HOW TO APPLY: Students interested in applying for the internship or fellowship should contact the Fellowship Coordinator at the Foundation.

Students interested in applying for the CBC Spouse's Scholarship should contact their local congressional district office.

CORPORATION FOR PUBLIC BROADCASTING

Minorities' and Women's Training Programs
1111 16th Street NW
Washington, DC 20036
(202) 955-5100

President: *Donald E. Ledwig*

Vice President: *Rozanne Weissman*

WHAT WE DO: The Corporation for Public Broadcasting makes the Minorities' and Women's Training Grants (M/WTG) available to local public radio and television broadcasting stations to train minorities and women in official, managerial, technical and professional jobs in public broadcasting.

This project provides opportunities for trainees to learn broadcasting skills on the job with the assistance of a mentor, and through experiences such as workshops, courses, seminars, observation, varied tasks and, when practical, participating in projects and productions of the organization.

Public broadcasting organizations may apply for funding to train individuals in any aspect of broadcasting. The corporation provides up to 50 percent of the trainee's salary and training costs. One year is the standard training period. All trainees must be full-time employees of the grantee organization during the period of the grant. A trainee does not have to be a station employee at the time he or she submits an application to the program.

The Corporation For Public Broadcasting is the primary national organization charged with the growth and development of public radio and television in the U.S. Its mission is to provide high-quality, educational, informational and cultural programming for all Americans.

WHO IS ELIGIBLE: The programs are open to minorities and to women.

HOW TO APPLY: All applicants for trainee positions should contact public broadcasting stations in their communities. Broadcasting stations sponsoring the training programs may give priority to applications that address specific public broadcasting needs.

COX ENTERPRISES

P. O. Box 105357
Atlanta, GA 30348
(404) 843-5328

Manager of Human Resources Department: *Booker Izell*

WHAT WE DO: Cox Enterprises, a communications corporation, offers several scholarships and internships in the communications fields. These opportunities are independent of one another and spread throughout the widely dispersed print and electronics communications units that makeup the Cox Enterprises.

Headquartered in Atlanta, Ga., Cox Enterprises has newspaper holdings in Arizona, Colorado, Florida, Georgia, Ohio, Texas and a bureau in Washington, DC.

Its television and radio outlets are located in California, Florida, Georgia, Illinois, Michigan, Missouri, New York, North Carolina, Ohio and Pennsylvania.

The Cox Enterprises cable television outlets are located in California, Connecticut, Florida, Georgia, Illinois, Iowa, Louisiana, Michigan, Nebraska, New York, Ohio, Oklahoma, Rhode Island, South Carolina, Texas, Virginia and Washington.

WHO IS ELIGIBLE: Students interested in various aspects of the print and/or electronic news media.

HOW TO APPLY: Interested students should contact the corporate headquarters for names of contact persons and of programs in their geographical locations.

DEPARTMENT OF HUMAN SERVICES INTERNSHIP PROGRAM (DHS-IP)

DHS-IP Coordinator
Office of Postsecondary Education,
Research and Assistance (OPERA)
1331 H Street, NW, Suite 600
Washington, DC 20005
(202) 727-3685

Chief, OPERA: *Eloise C. Turner*

WHAT WE DO: DHS-IP places students enrolled at Washington, DC, colleges and universities in positions as interns with administrative and operational units in the department of human services. The purpose of the program is to provide students at local colleges and universities with the opportunity to gain work experience in urban government while earning college credit.

WHO IS ELIGIBLE: In order to qualify for the program, an applicant should be a full-time junior, senior or graduate student at an accredited college or university in Washington, DC.

HOW TO APPLY: Applicants must obtain approval from university officials to take part in the internship program and the school must be willing to give academic credit for the student's participation.

EXECUTIVE INTERN PROGRAM

State of South Dakota
Bureau of Personnel
Pierre, SD 57501
(605) 773-3148

Intern Coordinator: *Laska Schoenfelder*

WHAT WE DO: South Dakota State Government's Executive Intern Program provides administrative internships to college students to foster knowledge and understanding of the governmental process and to provide assistance to the executive branch of the government.

Internships will typically run January through May; May through August or September through December; however, other arrangements can be made. Exact starting and termination dates will be arranged between the intern and the supervisor.

Interns are paid \$5 per hour. In some cases, college credit may be awarded for internship experiences.

WHO IS ELIGIBLE: Any student currently enrolled and in good academic standing in a college or university is eligible for selection to the Intern Program. Preference will be given to those students who are residents of South Dakota or who are attending an institution of higher education within the state.

HOW TO APPLY: Contact the Bureau of Personnel at Pierre, SD.

INDIAN RESOURCE DEVELOPMENT

New Mexico State University
P.O. Box 31RD
Las Cruces, NM 88003
(505) 646-1347

WHAT WE DO: Indian Resource Development is a program designed to encourage Indian students to major in agriculture, engineering, business or the sciences. These areas are important in natural resource and economic development.

In addition, IRD develops summer jobs, co-ops, and internships for Native American college students and publishes annually a "Sources of Financial Aid Available to Indian Students," booklet.

For high school students, IRD conducts pre-college career seminars on the campus of New Mexico State University; sponsors Native American student's attendance at Business Awareness Week also at NMSU; and publishes a newsletter designed to be helpful to college-bound students.

The organization also offers tutorial services to college students majoring in technical fields.

WHO IS ELIGIBLE: The IRD functions especially to encourage the educational pursuits of Native Americans.

HOW TO APPLY: Contact the Indian Resource Development offices in Las Cruces, NM.

INROADS, INC.

1221 Locust, Suite 410
St. Louis, MO 63103
(314) 241 7330

WHAT WE DO: The mission of **INROADS** is to develop and place talented minority youth in business and industry and prepare them for corporate and community leadership.

Staffed by professionals, the **INROADS** program assists minorities in entering the doors of corporate America and also helps to equip these individuals with the necessary skills for long-term corporate survival and growth.

Started by Frank Carr, a Chicago businessman, in 1970, **INROADS** placed 25 youths in internships with 17 companies during its first year. By 1987, the program had grown to more than 2,500 students interning at more than 800 companies in cities around the U.S.

WHO IS ELIGIBLE: **INROADS** recruiters look for talented African-Americans, Hispanics and Native Americans who have a scholarship average of 3.0 or better or a ranking within the top 10 percent of their high school class. A strong desire on the part of the applicant to prove himself, his family and his community are traits sought by **INROADS**.

On the logic that business and engineering degrees open many opportunities in Corporate America, most students in **INROADS** pursue degrees in general business administration, data processing, marketing, retailing, accounting and the sciences. **INROADS** occasionally receives requests from corporations for students who major in liberal arts.

HOW TO APPLY: Interested students should apply to an **INROADS** office. Those accepted compete with others for placement as interns with corporate sponsors.

INROADS offices are located in: Atlanta, GA; Baltimore, MD; Charleston, W. VA.; Boston, MA; Charlotte, NC; Chicago, IL; Cincinnati, OH; Cleveland, OH; Columbus, OH; Dallas, TX; Denver, CO; Fairfield, CT and Westchester County, NY; Houston, TX; Jacksonville, FL; Indianapolis, IN; Kansas City, MO; Los Angeles, CA; Memphis, TN; Milwaukee, WI; Minneapolis/St. Paul, MN; Nashville, TN; Newark, NJ; New York, NY; North Carolina Triangle (Chapel Hill, Durham, Raleigh); Philadelphia, PA; Pittsburgh, PA; San Francisco, CA; St. Louis, MO and Syracuse, NY.

INSURANCE INFORMATION INSTITUTE

110 William Street
New York, NY 10038
(212) 669-9200

President: *Mechlin D. Moore*

WHAT WE DO: The Insurance Information Institute is a nonprofit, educational, fact-finding and communications organization dedicated to improving public understanding of the property and casualty business.

The Institute sponsors three to four interns each year.

WHO IS ELIGIBLE: Applicants should have an interest in and some knowledge of the insurance business.

HOW TO APPLY: Individuals should contact the Institute directly.

J.P. MORGAN & COMPANY, INC.

23 Wall Street
New York, NY 10015
(212) 483-2323

Vice President of Corporate Recruiting: *Michelle O. Woody*

WHAT WE DO: J. P. Morgan offers this broad summer experience to about 30 students between their first and second year of business school who are interested in global securities. The program is designed for U.S. citizens or permanent residents.

Summer Associates are assigned to one of seven groups: Corporate Finance, Mergers and Acquisitions, Treasury, Private Banking, Financial, Credit Policy or J.P. Morgan Securities, Inc. Placement is based on the participant's interests and skills, and on the firm's needs.

The program is designed to give summer associates on-the-job experience and a broad exposure to J.P. Morgan's commercial and investment banking activities. Each associate is assigned to a specific manager, and may work on transactions or other projects. Through weekly meetings with senior officers, associates gain a broad overview of the firm's business and philosophy. Exposure to Corporate Office members and junior officers is also an integral part of the program.

Each associate is assigned a mentor, typically an MBA from his school with several years of experience at Morgan, who acts as an informal guide and information source. Associates are encouraged to make use of all Morgan officers and resources, and to learn more about the company and the areas they would like to explore further.

WHO IS ELIGIBLE: Students between their first and second year of business school.

HOW TO APPLY: Contact the Corporate Recruiting office of J.P. Morgan.

KENTUCKY STATE GOVERNMENT

Department of Personnel
Room 280
New Capitol Annex
Frankfort, KY 40601
(502) 564-8030

Personnel Counselor Advisor: *Gladys T. Johnson*

WHAT WE DO: The state of Kentucky offers a one-semester co-op program in which students work for State agencies and earn academic credit and salaries. The time period may be extended to a maximum of three years.

Duties vary in this program, depending upon the student's course of study and the agency to which the student is assigned.

WHO IS ELIGIBLE: High school, college and graduate students are eligible provided they are residents of Kentucky or attend a school in the State.

Students must have a 2.0 G.P.A. and be approved for a co-op program by the school which they are attending.

HOW TO APPLY: Applications and information are available through the Department of Personnel in Frankfort.

LEGAL SERVICES CORPORATION

400 Virginia Avenue, S.W.
Washington, D.C. 20024-2751
(202) 863-1820

President: *John H. Bayly, Jr.*

WHAT WE DO: The Legal Services Corporation was established by an Act of Congress in 1974 to provide high-quality legal assistance to those who would be otherwise unable to afford adequate legal counsel.

The corporation also has been active in developing law school clinics as an additional source of legal assistance for the poor.

A significant achievement of these clinics is their ability to educate law students in substantive law and professionalism while providing a service to clients in their local communities.

Students learn by doing because they actually perform legal services for their clients under the supervision of a law school instructor.

The corporation currently funds 284 basic field offices which provide services to indigent persons throughout the 50 states, Puerto Rico, the Virgin Islands, Guam and Micronesia. Thirty-two clinics receive special grants to provide services to Native Americans. Forty-two programs also receive funds to provide services to migrant workers. Recipient programs are staffed by full-time and part-time attorneys, paralegals, and support personnel.

WHO IS ELIGIBLE: Third-year law students are generally preferred although the criteria for acceptance are normally set by the law school.

HOW TO APPLY: Law school students interested in participating in the LSC's law school clinics should contact their student advisor.

MMEYERHOFF FUND

65 22nd Avenue N.E.
Minneapolis, MN 55418
(612) 781-6819

President: *Fred H. Black*

WHAT WE DO: The Meyerhoff Fund was founded in Minneapolis in 1987. Its purpose is to provide school-to-work internships for minority students attending college.

The Meyerhoff Fund for the first year of its internship program will utilize 6-8 participants providing its interns with stipends. The Fund hopes to expand this program in the future to utilize more interns.

WHO IS ELIGIBLE: At present the Meyerhoff Fund is local, serving students in the twin cities, (Minneapolis/St. Paul).

HOW TO APPLY: Interns are screened and selected by staffs at colleges and placed in individually-designed internships in the non-profit sector (ie. community centers, American Indian centers, etc.)

For further information about the Meyerhoff Fund contact the program at the above address.

NATIONAL ASSOCIATION OF BLACK JOURNALISTS (NABJ)

Box 17212

Washington, DC 20041

(703) 648-1270

President: *Dwayne Wickham*

Executive Director: *Carl E. Morris*

WHAT WE DO: The National Association of Black Journalists was founded in 1975 to create a professional organization for black print and broadcast journalists. The NABJ offers scholarships and internships to college students interested in media careers.

WHO IS ELIGIBLE: The eight scholarships are awarded to black students who are majoring in print journalism, photography, radio or television, or who are planning a career in one of those fields. The applicant must plan to be a student, undergraduate or graduate, the following academic year.

The internship competition is open to African-American undergraduate students who are completing their sophomore or junior year, and are enrolled in an accredited college or university. Applicants must be majoring in print or broadcast journalism or planning a career in the communications field.

HOW TO APPLY: Interested persons should contact the NABJ headquarters for details on how to win scholarships and internships with the Association.

NATIONAL BROADCASTING COMPANY (NBC) CORPORATE INTERNSHIP PROGRAM

30 Rockefeller Plaza
New York, NY 10112
(212) 664-4444

WHAT WE DO: The National Broadcasting Company's Corporate Internship Program is open to matriculating college students. In addition, WFAN (formerly WNBC Radio) offers an internship program to college students. Both programs are designed to give students practical, on-the-job training and experience in the broadcast industry.

WHO IS ELIGIBLE: Among NBC's requirements for interns, student's school must recognize the internship as a learning experience and grant college credits. Students must also be able to be present at NBC a minimum of three full days per week. The intern's school must be willing to grant college credits for this program.

HOW TO APPLY: Interested students should contact the Corporate Internship Program at the NBC headquarters in New York City.

NATIONAL LAWYERS GUILD SUMMER PROJECTS PROGRAM

55 Avenue of the Americas
New York, NY 10013
(212) 966-5000

President: *Harwood Brown*
Executive Director: *Michael Cowan*

WHAT WE DO: The National Lawyers Guild is an organization of lawyers, legal workers, law students and "jailhouse lawyers" with over 7,000 members in 100 chapters throughout the United States. The Guild was founded in 1937 as a multi-racial and progressive alternative to the American Bar Association.

The Guild's Summer Projects Program helps community and legal advocates meet the legal and educational needs of the people they serve. Summer Projects provides law students with direct experience in progressive legal work and encourages them to consider careers in this field. Interns are required to work full-time for 10 weeks. Starting and ending dates of the internship program are negotiated with the project coordinator.

All Summer Project interns receive a \$2,000 stipend. Fundraising for stipends is done by NLG. Interns are encouraged to seek other funding sources as well. It is required that all interns and project coordinators submit written reports and evaluations to the Summer Projects Committee at the conclusion of the internship.

HOW TO APPLY: Applications and descriptions of summer projects can be obtained by contacting NLG's offices. The application deadline is February 1.

NATIONAL NEWSPAPER PUBLISHERS ASSOCIATION SCHOLARSHIP AND INTERN PROGRAM

Scholarship Committee
National Press Building (Rm 948)
Washington, DC 20045
(202) 662-7324

President: *Patricia O'Flynn Thomas*
Executive Director: *Steve Davis*

WHAT WE DO: The National Newspaper Publishers Association's Scholarship and Intern Program assists African-American college students by awarding annual scholarships and Summer Internships. Scholarships are \$1,000 annually and eight-week Summer internships pay \$1,000 plus \$500 for living expenses.

The NNPA is the trade association for close to 200 Black, weekly newspapers in the United States and in the Caribbean.

WHO IS ELIGIBLE: An applicant must be a full-time junior or senior at an accredited college offering courses in journalism. A 2.5 cumulative average is required with a written recommendation from the journalism department or from a professor. Applicants should also express a willingness to work for an African American-owned newspaper upon graduation.

HOW TO APPLY: Applicants for the Summer Internship Program should indicate what part of the country they would prefer to work in. Applicants for both internships and scholarships should contact the NNPA prior to April 1 to be considered for the next semester.

NEWSDAY SUMMER JOURNALISM PROGRAM

Internships
Newsday
Long Island, NY 11747
(516) 454-2020

Editorial Personnel Manager: *Barbara Sanchez*

WHAT WE DO: Newsday offers more than 30 internship positions annually during its Newsday Summer Journalism Program. About two thirds of the interns function in paid positions as news and sports reporters, copy editors, photographers and artists, while the remainder work as editorial aides performing clerical duties for newsroom editors.

The program begins in mid-June and lasts for 10 weeks. The positions are located at the Long Island headquarters, about 35 miles east of New York City, or at the New York Newsday headquarters in Manhattan.

WHO IS ELIGIBLE: The program is designed for college sophomores, juniors, and seniors who plan to pursue a career in journalism.

HOW TO APPLY: Further information and applications can be obtained from the editorial personnel manager's office at Newsday on Long Island.

NEW YORK CITY DEPARTMENT OF PERSONNEL

220 Church Street, (Room 424)
New York, NY 10013
(212) 566-0430

WHAT WE DO: New York City offers three major government internship programs. They are: the New York City Urban Fellows Program; the New York City Government Scholars Summer Program and the Summer Graduate Internships.

The Urban Fellows Program was established in 1969 as a management-training program. Fellows receive an annual stipend of \$17,000 for the fellowship year and a choice of paid health insurance plans.

The New York City Government Scholars Summer Program invites a number of scholars to participate in a ten-week internship that begins at the end of May and lasts through mid-August. Internships pay in excess of \$2,000 for the internship period.

The Summer Graduate Internships places graduate students in a wide variety of positions encompassing every area of public service and in virtually every city agency. Salaries range from \$225 to \$400 depending on the level of assignment and student qualifications.

WHO IS ELIGIBLE: An applicant for the Urban Fellows Program must be a recent college graduate or be currently enrolled in a graduate school. Applicants must be prepared to participate on a full-time basis for an entire academic year.

An Applicant for the Government Scholars Program must be a college sophomore, junior or senior, or a recent college graduate willing to commit on a full-time basis for the internship period.

Applicants for Summer Internship Programs should contact career placement offices for the New York City Department of Personnel for further information.

HOW TO APPLY: Each January the Department of Personnel distributes an internship directory to over 3,000 career placement offices at colleges. The directory lists hiring agencies, contact people and their telephone numbers.

NEW YORK STATE **ASSEMBLY INTERN PROGRAM**

Legislative Office Bldg. (Rm 829A)
Albany, NY 12248
(518) 455-4704

Director, Assembly Intern Committee: *Laurel A. Winegar*

WHAT WE DO: Established in 1971, the New York State Assembly Intern Program is directed by a bipartisan committee of legislators from the New York State Assembly. All have strong interests in education.

The program provides students with an opportunity to learn the dynamics of the legislative process and of State government at the State Capital. In return, students receive college credits and stipends.

The program offers three options for college students: Session Interns work directly with Assembly members researching constituent concerns and tracking legislation through the process; Graduate Scholars are afforded an opportunity to use their policy analysis and research skills in assembly leadership staff units and Summer Interns work full-time for ten weeks on supervised research projects.

WHO IS ELIGIBLE: All applicants must be New York State residents or attend a college in New York.

HOW TO APPLY: Applications for the program are available at the internship or placement offices of colleges located in New York State.

NEW YORK STATE **SENATE STUDENT PROGRAMS**

State Capital (Rm500A)
Albany, NY 12247
(518) 455-2611

Director: *Dr. Russell J. Williams*

WHAT WE DO: The New York State Senate Student Programs provide undergraduate and graduate/post graduate assistantships (internships) and fellowships to students interested in public sector service careers. The positions are in the Senate in Albany, NY.

Undergraduate assistants receive grants of \$2,000 for an internship that will begin in January and end in mid-May.

Fellows receive a salary of \$18,500 for terms beginning in September and running through the following August.

WHO IS ELIGIBLE: An applicant must be a New York state resident who is a matriculating full-time junior or senior in an accredited college or university in the state. Freshmen are ineligible and only exceptional sophomores will be considered.

HOW TO APPLY: Contact the New York State Senate Student Programs in Albany, NY.

PEPSI-COLA'S SUMMER INTERNSHIP PROGRAM

Pepsi-Cola Company
Somers, NY 10589
(914) 767-7434

Associate Manager of Campus Recruiting: *Susan Johnson*

WHAT WE DO: The Pepsi-Cola Summer Internship Program was designed to give minority college students hands-on business experience, and to give Pepsi-Cola expanded access to a qualified pool of potential employees.

More than 300 students from major universities and from historically-black colleges across the country have participated in this program. The company invested substantial amounts of employee time, salaries and scholarships to provide top-quality work experience to its interns and more than half the interns have eventually been hired by the company on completion of their college education.

Students who have completed their sophomore years are eligible to be part of the program and have the option of working in four areas within the corporation—sales, manufacturing, finance and personnel/employee relations.

The most promising interns receive \$2,000 scholarships and another \$2,000 is donated by Pepsi-Cola to the intern's school.

WHO IS ELIGIBLE: Pepsi-Cola recruiters for the Summer Internship Program look for students who have a strong interest in pursuing a career in sales, manufacturing, finance or personnel/employee relations. Applicants should be in a four-year college or university and have completed their sophomore year.

HOW TO APPLY: Applicants could arrange to talk to Pepsi-Cola recruiters through their school's College Placement Office or the applicant could send a letter, accompanied by a resume, to National College Recruiting Manager at the above address.

PHILIP MORRIS SUMMER JOBS PROGRAM

120 Park Avenue
New York, NY 10017
(212) 880-5000

WHAT WE DO: The Philip Morris Summer Jobs Program provides 60 or more New York City high school- and college-level students with jobs for eight weeks during the summer.

The Summer Jobs Program was started in 1981 by the New York City Partnership, Inc. which encouraged business organizations to hire minority students.

Philip Morris enhanced its involvement as the lead business organization in 1983 by hiring scores of minority students between 16 and 21 to work for 49 non-profit organizations that the company's annual contributions help to support.

The company subsidizes the salaries so that youngsters working at the Philip Morris-assisted agencies earn more than the minimum wage.

Some of the non-profit agencies receiving the Philip Morris summer workers include the Alvin Ailey American Dance Theatre, Junior Achievement of New York, Meals on Wheels, the Spanish Theatre Repertory Co. and the Studio Museum in Harlem.

Philip Morris developed in 1987 a Career Development Award which pays the wages of a student to work for a full year for one of the non-profit agencies on a part-time basis.

Some students have been hired as full-time workers by these agencies following their summer experiences and the completion of their studies.

WHO IS ELIGIBLE: Students between the ages of 16 and 21 are eligible for the New York City Partnership's summer jobs program.

HOW TO APPLY: Students apply to the New York City Partnership and to affiliated agencies for summer jobs.

PHOENIX MANAGEMENT INTERN PROGRAM

Management and Budget Department
City of Phoenix
251 West Washington Street
Phoenix, AZ 85003-2299
(602) 262-4800

Director: *Charles E. Hill*

WHAT WE DO: The Phoenix Management Intern Program, now in its 39th year, is one of the oldest, most highly respected city management-training programs in the nation.

Coordinated and funded by the Management and Budget Department, the program provides interns the opportunity to learn the fundamentals of the budget process as well as other facets of city administration.

WHO IS ELIGIBLE: Applicants should have completed course-work toward a Master's Degree in public administration or related fields and should have served in other internships during school or have some local government experience.

HOW TO APPLY: Interns are chosen each year through a national recruitment process. Deadline date for applications is January 29, 1988.

For information about the length or duration of internships or about the program in general, contact the Phoenix Management Program at the above address.

P ROCTER & GAMBLE COMPANY

Procter & Gamble Company
Miami Valley Laboratories
Room 1D42
P. O. Box 398707
Cincinnati, OH 45239
(513) 245-2751

WHAT WE DO: The Procter & Gamble Company is a multi-national, technically-based corporation specializing in consumer, institutional and industrial products. Its research and development activities are in the areas of food, paper, soap, detergents, industrial chemicals, pharmaceuticals, toilet goods and paper products.

Established in 1973, The Summer Minority Research Program helps the company to identify scientific potential in minority students and to expose the students to important industrial research. The experience also provides the student with exceptional role models in the field of research.

WHO IS ELIGIBLE: Applications will be accepted from students presently in their senior year of undergraduate study who plan to work toward a doctorate in the physical or life sciences.

HOW TO APPLY: An application can be obtained from Procter & Gamble and submitted, with two letters of recommendation from faculty members familiar with the applicant's abilities and interests.

PROFESSIONAL CAREERS IN THE PUBLIC SECTOR FOR MINORITY STUDENTS

Alfred P. Sloan Foundation
630 Fifth Avenue, Suite 2550
New York, NY 10111
(212) 582-0450

Director: *Harry Weiner*

WHAT WE DO: The Alfred P. Sloan Foundation, in cooperation with the Association for Public Policy Analysis and Management (APPAM), supports a series of summer institutes for undergraduate minority students at the junior level who are interested in careers in government.

The summer institutes are intensive, eight-week teaching programs in applied economics, quantitative methods and communications skills.

WHO IS ELIGIBLE: The Foundation accepts applications from students desiring internships with program managers and analysts in local, state and the federal government. It also accepts applications from students desiring positions as staff members of legislative committees, the U.S. Foreign Service and other international affairs agencies of the U.S. government.

Since the summer institutes are competitive on the basis of past academic achievement and future public service potential, students may wish to apply in more than one category in order to increase their chance of admission.

HOW TO APPLY: Contact the Alfred P. Sloan Foundation in New York City.

SOUTHEASTERN MINORITY NEWSPAPER WORKSHOP

University of South Carolina
College of Journalism and Mass Communications
Columbia, SC 29208
(803) 777-5166

Dean: *Joseph W. Shoquist*
Director: *Patricia McNeely*

WHAT WE DO: The Southeastern Minority Newspaper Workshop is a 10-week Summer program that concentrates on news writing and reporting. The curriculum also includes instruction in copy-editing, layout and design. Students produce several issues of a laboratory newspaper.

All students selected for this program will receive tuition, room and board and a modest stipend. Students will meet editors and recruiters from newspapers seeking employees.

Seventy-eight percent of the students who completed the program during the first two years were offered jobs on daily newspapers.

WHO IS ELIGIBLE: African Americans, Hispanics, American Indians or Asian/Pacific Islanders who are college graduates, or expect to graduate from a college or university by the beginning of the workshop, are eligible to apply. Equivalent life experience also is acceptable.

Applicants must be a resident of either South Carolina, North Carolina, Georgia or Florida.

HOW TO APPLY: Applicants must submit a completed application; college transcripts; a recent photograph; three names, and a typed, double-spaced 800-word essay on "Who I Am And What I Hope To Get Out Of The Southeastern Minority Newspaper Workshop."

Applications can be obtained by writing the director of the workshop.

STATE FARM INSURANCE

One State Farm Plaza
Bloomington, IL 61710-0001
(309) 766-6585

WHAT WE DO: The State Farm Insurance Companies offer a Summer Minority Intern Program that runs for ten weeks every June through August. It offers participants college credits for their participation.

WHO IS ELIGIBLE: Applicants must be in their junior or senior years in college and have an interest in insurance.

HOW TO APPLY: Interested students may apply through college placement directors and faculty members, or directly to the Illinois Regional Office of State Farm Insurance.

SUMMER INTERNSHIP FOR MINORITIES

The Association for Education in Journalism (AEJ)

Institute of Afro-American Affairs

New York University

269 Mercer Street, Suite 601

New York, NY 10003

(212) 598-7095

Director: *Earl S. Davis*

WHAT WE DO: The Association for Education in Journalism created the Summer Internship for Minorities to prepare minority students for careers in the media and to strengthen the minority presence in the industry. Since 1970, the program has provided over 150 minority students from across the country with on-the-job experience at newspapers and magazines.

The AEJ intern will be placed for ten weeks in an entry-level position with participating companies, primarily in the New York/New Jersey Metropolitan Area. Internship placements are full-time and pay a minimum weekly salary of \$200. The program begins the second week in June and ends the second week in August. Interns are also enrolled in a two-credit course, "Journalism and Minorities."

WHO IS ELIGIBLE: An applicant's credentials must reflect an interest in and a commitment to journalism. Previous experience should include at least three courses in journalism; work published by a local or campus publication; representative writing samples; or an audio or video cassette tape.

Each applicant must be a member of a minority group and must be either a full-time college junior or full-time senior going on to graduate school.

HOW TO APPLY: Students should request information on applications from the AEJ offices.

THE ACADEMY FILM INTERNSHIP PROGRAM

The American Film Institute
2021 North Western Avenue
Los Angeles, CA 90027
(213) 856-7600

Director, National Education Programs: Emily Laskin

WHAT WE DO: The American Film Institute has administered the Academy Internship Program since 1968. Established to provide opportunities for a limited number of promising new directors to learn by observing established film and television directors, the institute has, to date, placed 121 interns. Individuals selected as Academy Interns are paid a weekly stipend during the actual internship; the total stipend, which does not exceed \$3,500, is paid at the rate of \$150 per week in one's hometown and \$200 per week while on location.

The program is funded by the Academy of Motion Picture Arts and Sciences.

WHO IS ELIGIBLE: Applicant must have directed at least one film.

HOW TO APPLY: Contact the Institute in Los Angeles.

THE DIRECT-MARKETING EDUCATIONAL FOUNDATION, INC.

6 East 43rd Street
New York, NY 10017
(212) 689-4977

WHAT WE DO: The purpose of the Direct Marketing Educational Foundation is to improve the quality and increase the scope of direct-marketing education at the university level.

The Collegiate Institute is a program for college seniors which consists of a five-day intensive seminar on many aspects of direct marketing. The Foundation generally sponsors two Institutes a year in the cities where "host" companies are located. The "host" company shares the cost of the Institute with the Foundation.

In addition, students are awarded internships to a limited number of direct-marketing firms in the New York metropolitan area. The Foundation acts as a clearing-house for the applications and recommendations and forwards the credentials of the most-qualified applicants to the companies for further review and personal interviews. Final decisions are made by the participating companies. Interns must be in residence or within commuting distance of the host company, or be prepared to make their own transportation and housing arrangements.

WHO IS ELIGIBLE: College seniors majoring in marketing, advertising, business administration, journalism, mass communications or related fields, are eligible to apply for the internships. Approximately 30 students are granted scholarships for each Institute.

HOW TO APPLY: Selection criteria include a recommendation from faculty members, academic standing and demonstrated interest in marketing and advertising.

THE GRADUATE STUDENT INTERN PROGRAM

The Rand Corporation
1700 Main Street
P.O. Box 2138
Santa Monica, CA 90406-2138
(213) 393-0411

Assistant Personnel Director: *Kenneth R. Logan*

WHAT WE DO: The Graduate Student Intern Program is independent of the RAND Graduate School. The program's objectives are to introduce outstanding graduate students to RAND, and vice versa, and to expose graduate students to RAND's techniques of interdisciplinary policy analysis.

The program also functions to produce and publish work related to RAND's research programs.

The graduate students are given the opportunity to do research that can be completed usually within three months. The work can be on a topic related to his or her dissertation.

Approximately 20 students participate in the program each year. Students can work at one of two RAND locations—Santa Monica, CA or Washington, DC.

WHO IS ELIGIBLE: The Graduate Student Intern Program is designed for students who have completed at least one year of graduate study toward the Ph. D.

HOW TO APPLY: Interested graduate students should submit resumes and cover letters as early in the calendar year as possible.

THE INSTITUTE FOR JOURNALISM EDUCATION

University of California
Berkeley Graduate School of Journalism
B-28 North Gate Hall
Berkeley, CA 94720
(415) 642-5962

Acting President: *Ira J. Hadnot*
Chairman of the Board: *Dorothy Gilliam*

WHAT WE DO: The Institute for Journalism Education whose purpose is to provide equality of employment at all professional levels, is perhaps best known for its Summer Internship Program, begun in 1969, which has trained more than 200 minority journalists and placed them in entry-level, reporting jobs. More than 70 percent of those placed have remained in journalism.

The Program provides tuition, housing and board, plus a modest monthly stipend. In addition, transportation and expenses for interviews connected with the admission process and with job placement are provided.

In 1986, the Institute assumed administrative responsibility for the Oakland Urban Journalism Workshop (OUJW) for high school students. It was founded seven years ago. The Institute now obtains funding and other resources for this three-week, full-scholarship workshop that is open to students in grades 9 through 12.

The Institute is supported by a variety of news organizations, corporations and private foundations.

WHO IS ELIGIBLE: The summer program accepts, recruits, trains and places members of minority groups who have the aptitude and commitment to work as newspaper reporters.

Schools in the Oakland, CA. area prepare high school students for the Oakland Urban Journalism Workshop.

HOW TO APPLY: The application deadline for the SPMJ is February 15 and each applicant must complete the application, submit a 1,000 word autobiographical essay, a 1,000 word critique of a daily English-language newspaper and three letters of recommendation.

The application process for the OUJW includes an application form, a 150-word essay, a parent permission form, two recommendations and any samples of your writing.

THE MINORITY ADVERTISING INTERN PROGRAM

American Association of Advertising Agencies
666 Third Avenue
New York, NY 10017
(212) 682-2500

Staff Executive: *John Debrechini*

WHAT WE DO: Between 1973 and 1987, the Minority Advertising Intern Program, sponsored by the American Association of Advertising Agencies, Inc., has put 425 outstanding minority students interested in the advertising industry through a 10-week summer internship program.

Conducted in New York, Chicago and Los Angeles, the program is designed to give students a realistic view of what advertising is about by putting them in actual working situations. The student is given an overview of an agency, gains practical work experience, establishes contacts, and — perhaps most important — is better prepared to assume an entry-level position upon graduation.

Interns work fulltime at a major advertising agency and are also required to participate in weekly evening seminars and discussion groups to complete an advertising project.

Undergraduate students receive \$250 per week while graduate students are compensated at a higher level. Assistance is provided for out-of-town interns to secure AAAA-approved dormitory accommodations.

WHO IS ELIGIBLE: The program seeks highly-motivated minority college students with good academic records and an interest in the field of communications.

HOW TO APPLY: Applicants must provide a completed application form; an undergraduate school transcript; letters of recommendation from one professor and one previous employer and any other supporting material (e.g., sample art work). The deadline for applications and supporting documents is January 28th.

THE NATION

72 Fifth Avenue
New York, NY 10011
(212) 242-8400

Research Director: *Vania DelBorgo*

WHAT WE DO: The Nation magazine offers three to five-month internships to recent college graduates who help to read and evaluate manuscripts, check facts, conduct research for staff members and columnists and work with circulation, advertising and research departments. Interns also perform some clerical tasks.

WHO IS ELIGIBLE: Applicants should be recent college graduates with an interest or experience in writing and in political science.

HOW TO APPLY: Contact the research department at The Nation Magazine.

THE WASHINGTON CENTER

The Lincoln Building
514 Tenth Street, N.W.
Washington, DC 20004
(202) 289-8680

Senior Program Associate: *Terri Sparks*

WHAT WE DO: The Washington Center's internship program combines on-the-job experience with academic study to help build a solid foundation for a professional career. There are four major parts to the Internship Program: the internship; the academic seminar; two guest speakers series; and peer group discussion sessions.

Participation in a Washington Center program offers the opportunity to experiment with and invest in the future. For some, a term in Washington is no more expensive than it would be on campus. For others, the Center's program fees and housing fees are added to tuition costs. However, an intern is still eligible for any financial aid that he/she receives as a college student while enrolled in Washington Center programs.

The Washington Center is a living-learning laboratory located in the heart of Washington, DC. Founded in 1975 as the Washington Center for Learning Alternatives, it is the largest independent, nonprofit organization enabling students to earn credit from their own colleges or universities for experiential learning in the nation's capital.

WHO IS ELIGIBLE: An applicant must be a sophomore or above, enrolled in an accredited institution of higher education and must have a grade point average of 2.5 or higher. Special arrangements can be made if you are a recent graduate or a graduate student. The applicant must make arrangements through his or her campus liaison to receive academic credit for the internship and provide evidence of motivation and maturity.

HOW TO APPLY: Contact counselors at your school or the Washington Center. Some internship placements require early applications because of security clearances and/or high demand.

TIMES PUBLISHING COMPANY

490 First Avenue, South
St. Petersburg, FL 33731
(813) 893-8526

WHAT WE DO: The purpose of the St. Petersburg Times' Summer Intern Program is to give 30 college students the opportunity to learn first hand what it is like to work for a newspaper.

Each intern works directly with an editor or manager, as well as with staff writers, reporters, salespersons or other specialists. The intern is allowed to handle independent assignments and responsibilities after he or she has proven capable of the task.

In addition to regular assignments, the intern participates in orientation and training sessions concerning various aspects of a newspaper's operation.

WHO IS ELIGIBLE: College students at any level are eligible to apply. Qualifications include a dedication to newspaper work, and a strong aptitude for journalism, sales or whatever the student's special field of interest might be.

HOW TO APPLY: A comprehensive student application may be obtained from the Times Publishing Company. A student may choose to enclose clips, samples or additional background data which may enhance his or her application. All applications should be submitted by November 15.

TWIN CITY AREA URBAN CORPS

Minneapolis Office
107B City Hall
Minneapolis, MN 55415
(612) 348-6967

St. Paul Office
365 City Hall
15 W. Kellogg Blvd
St. Paul, MN 55102
(612) 298-4376

Contact: *Fran Hormel*

WHAT WE DO: Twin City Area Urban Corps places college students in service learning internship positions with government and non-profit agencies. As a pilot program in 1969, Urban Corps placed 51 students. It now fills over 1,200 internships per year.

Students intern in a variety of nonprofit agencies and units of government throughout the metropolitan area. Business, law, education, journalism, planning, design, corrections, and social services are some of the fields open to interns. Internships are available throughout the summer and academic year.

WHO IS ELIGIBLE: To qualify for an Urban Corps internship, an applicant must be registered as at least a part-time student at a college or university. Generally, an applicant must agree to intern for a minimum of ten weeks for at least ten hours per week.

HOW TO APPLY: Applications and a prospectus can be obtained by calling the Twin City Area Urban Corps offices.

U.S. GENERAL ACCOUNTING OFFICE

U.S. General Accounting Office
441 G Street, N.W.
Room 4650
Washington, DC 20548
(202) 275-3147

College Relations Specialists/ Summer Internship Coordinator: *Grace Marie Schmitt*

WHAT WE DO: The General Accounting Office (GAO) offers year-round internships which do not exceed a maximum of 26 weeks, to undergraduate and graduate students majoring in this field. Students are accepted from all academic disciplines. The internships pay \$1,104 a month to undergraduate students and \$1,530 a month to graduate students.

This GAO evaluates programs that receive Federal funds through the executive branch of the government and makes recommendations for the improvement of those projects to the U.S. Congress.

WHO IS ELIGIBLE: Undergraduate and graduate students who have completed their second year in college.

HOW TO APPLY: Internship announcements will be available in January. Applicants should apply directly to the General Accounting Office.

WHITTLE COMMUNICATIONS

505 Market Street
Knoxville, TN 37902
(615) 595-5000

Operations Editor: *Barbara Penland*

WHAT WE DO: Whittle Communications offers four 9-to-12-week editorial and design intern sessions per year.

Editorial interns receive on-the-job experience in magazine publication. They take part in brainstorming sessions, conduct research, help develop article ideas and write articles, under the supervision of editors.

Design interns take part in planning sessions and participate in the production and design of publications under the supervision of an art director.

The internship pays \$250 per week and student apartments are available for rent for \$45 a week.

WHO IS ELIGIBLE: The program is open to college sophomores, juniors, seniors and to graduate students. Editorial interns must demonstrate writing ability and basic research skills; design applicants should have completed basic design courses and have paste-up skills.

HOW TO APPLY: Application information can be obtained by contacting Whittle Communications in Knoxville.

XEROX CORPORATION

Xerox College Relations
Xerox Square 21C
Rochester, NY 14644
(716) 427-5400

WHAT WE DO: The Xerox College Relations section of the Xerox Corporation supervised two summer intern programs.

The first, The Summer MBA Intern Program is for candidates pursuing studies in Finance, Marketing, Real Estate or Information Systems. To whatever extent possible, specific assignments are filled based on the interests and qualifications of candidates. Some assignments are 'project' oriented while others are mainstream operations assignments.

The second Summer program is called the Technical Summer Intern Program. It is for students pursuing careers in either engineering or in manufacturing. These interns assist the engineering staff in the design, development and manufacturing of state-of-the-art copying/duplicating and electronic printing systems.

WHO IS ELIGIBLE: Students applying for the MBA Summer Intern Program should possess a working knowledge of personal computers and/or be familiar with data processing terminology.

Students applying for the Technical Summer Intern Program should be fourth-year B.S. or first-year M.S. degree candidates, majoring in computer science/computer engineering, mechanical engineering, electrical engineering, chemical engineering and manufacturing engineering.

HOW TO APPLY: Contact Xerox College Relations Department in Rochester.

SCHOLARSHIPS



TAME

NATIONAL
BLACK
mba
ASSOCIATION, INC.



"Our mission is to be the instigating force, an agent for change, to enable disadvantaged individuals to become productive workers in today's and tomorrow's market. In the longer term, we seek to refocus the nation's educational environment so that it will consistently prepare future Americans to measure up to the larger demands of tomorrow's workplace."

John L. Clendenin
Chairman and
Chief Executive Officer
Bell South Corporation

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ACCOUNTING EDUCATION FUND FOR DISADVANTAGED STUDENTS

American Institute Of Certified Public Accountants
1211 Avenue of the Americas
New York, NY 10036
(212) 575-6200

Manager, Minority Recruitment: *Sharon L. Donahue*

WHAT WE DO: The American Institute of Certified Public Accountants, through its Minority Recruitment and Equal Opportunity Committee, offers more than 400 scholarships of up to \$1,500 annually to minority undergraduate accounting majors.

Funds for the scholarships are contributed by the AICPA, public accounting firms, corporations, individual CPAs and others, to the AICPA's Accounting Education Fund for Disadvantaged Students.

WHO IS ELIGIBLE: Applicants must be undergraduate students, U.S. citizens or permanent residents and either American Indians, Asians, African Americans or Hispanics.

HOW TO APPLY: Applications can be obtained from the AICPA and they must be returned with a current transcript that includes all completed courses. Due dates for the full academic year or Fall semester are July 1; and December 1 for the Spring semester.

ACTUARIAL SCHOLARSHIPS FOR MINORITY STUDENTS

Society of Actuaries/Casualty Actuarial Society
500 Park Boulevard
Itasca, IL 60143
(312) 706-3500

Liaison: *Patricia Holmberg*

WHAT WE DO: The Society awards scholarships to minority students who are interested in pursuing actuarial careers. The awards are based on merit and financial need. The amount of the award is determined by a committee of members of the Society. There is no limit to the size or number of scholarships.

WHO IS ELIGIBLE: An applicant for a scholarship as an undergraduate student should have taken Exam 100 of the Actuarial Examinations, the Scholastic Aptitude Test, or the ACT Assessment. An applicant for a scholarship as a graduate student should have taken at least Exam 100 of the Actuarial Examinations or the Advanced Mathematics Test of the Graduate Record Examination.

Applicants must be admitted to a college or university offering either a program in Actuarial Science or courses which will serve to prepare the student for an actuarial career.

HOW TO APPLY: Applications and nomination forms are available from the chairman of the Mathematics (Actuarial Science) Department, the placement/guidance office of the applicant's educational institution, or the Society of Actuaries.

ALCOA FOUNDATION

Alcoa Building
Pittsburgh, PA 15219
(412) 553-4696

Vice President: *Jack W. Martin*

WHAT WE DO: The Alcoa Foundation made grants in 1986 in support of 51 minority scholarships in several fields at several colleges.

Schools attended by scholarship winners include: Central State University, Wilberforce, OH; Florida A & M University, Tallahassee, FL; Georgia Institute of Technology, Atlanta, GA; Hampton University, Hampton, VA; Howard University, Washington, DC; Illinois Institute of Technology, Chicago, IL; Indiana University, Bloomington, IN; Knoxville College, Knoxville, TN and Livingston College, Salisbury, NC.

Other schools included: The Pennsylvania State University, University Park, PA; Prairie View A & M University, Prairie View, TX; University of Idaho, Moscow, ID; University of Portland, Portland, OR; University of Texas, Austin, TX; Virginia Polytechnic Institute & State University, Blacksburg, VA; Washington State University, Pullman, WA and Wingate College, Wingate, NC.

WHO IS ELIGIBLE: The Alcoa Foundation grants went to students pursuing courses in accounting, business information, business management, chemical engineering, computer-based management information systems, electrical engineering, management, marketing, mathematics, mechanical engineering and nursing.

HOW TO APPLY: Applicants should apply to the Alcoa Foundation.

ALPHA KAPPA ALPHA SORORITY, INC.

5656 So. Stony Island Ave.
Chicago, IL 60637
(312) 684-1282

Executive Director: *Nan D. Johnson*

WHAT WE DO: Founded in 1908 at Howard University, Alpha Kappa Alpha (AKA) is a social action organization of 100,000 members in 750 chapters. These chapters are located in 47 states, West Africa, the Bahamas, the Virgin Islands and Germany. The organization is dedicated to improving the quality of life through service with a global perspective.

The sorority selects 30 undergraduate women from throughout the nation each year to receive the sorority's Leadership Fellows Grant.

Grant recipients first go through an intensive, week-long leadership-development training program that includes problem-solving, decision-making, conflict management, management by objectives, public speaking, research and organization, parliamentary law, debate and discussion, and meaning and use of power.

The leadership trainees are then sent to work as interns for major agencies and corporations throughout the nation.

In addition, the sorority provides travel tours annually for 30 high school junior and senior female students who maintain a "B" or better average; and, who do well in the organization's annual essay-writing contest.

Alpha Kappa Alpha Sorority, Inc. also provides grants, through its educational advancement foundation, to schools, universities and other organizations deemed merit-worthy.

WHO IS ELIGIBLE: Those selected for the AKA Leadership Fellows Grant must have maintained a "B" average or better and demonstrated leadership potential and writing skills.

HOW TO APPLY: Applicants may contact the sorority's national headquarters or a local chapter.

ALVAN T.-VIOLA D. FULLER JUNIOR RESEARCH FELLOWSHIPS

Research Committee
American Cancer Society
Massachusetts Division, Inc.
247 Commonwealth Avenue
Boston, MA 02116
(617) 267-2650
(800) 952-7664

Administrative Assistant: *Nancy Rigazio*

WHAT WE DO: Fuller Fellowships from the American Cancer Society's Massachusetts Division provide gifted science students with an opportunity to work and train with experienced cancer investigators for a ten-week period during the Summer. The fellowship carries a stipend of \$2,500.

Students are individually assigned to senior investigators in leading Massachusetts research laboratories and hospitals. Every effort will be made to place the student in the laboratory of his or her choice, and for which his or her interests and talents are suited. Recipients of the fellowship must not hold other paying positions during the ten-week period.

WHO IS ELIGIBLE: Applicants must be residents of Massachusetts and enrolled in a college or university (not necessarily within Massachusetts) at the time of application. Applicants must have demonstrated a primary interest in research and have a familiarity with chemical, biochemical and/or physiological principles and laboratory techniques.

Preference will be given students with superior academic standing who will have attained junior, senior or graduate status for the first time in the fall of the year of application.

HOW TO APPLY: Applications may be obtained by writing to the Research Committee. The names of two science instructors familiar with the student's work should be sent with the application. These instructors will be asked to complete a questionnaire and write a letter of recommendation. The student also must submit a transcript of his or her college record. The application process must be completed by December 15. Selections are made about March 15.

AMERICAN HOME ECONOMICS ASSOCIATION FOUNDATION

2010 Massachusetts Avenue, NW
Washington, DC 20036-1028
(202) 862-8300

WHAT WE DO: Established in 1962, the Foundation's purpose is to promote education and research for the advancement of home economics. The Foundation sponsors a variety of university-level fellowships, grants and awards to accomplish its purposes.

WHO IS ELIGIBLE: Fellowships for the 1988-89 school year encouraged doctoral study in the areas of nutrition, aging, rehabilitation and communications. Other fellowships are offered that do not specify a subject area. Graduate students studying in any area of home economics are encouraged to apply for Foundation fellowships.

HOW TO APPLY: A \$10.00 application fee must accompany requests for fellowship application materials from all national students and international students currently residing in the U.S.

AERICAN INSTITUTE OF REAL ESTATE APPRAISERS

Education Department
430 North Michigan Avenue
Chicago, IL 60611-4088
(312) 329-8559

WHAT WE DO: Approximately 20 scholarships of \$2,000 and \$3,000 are awarded annually by the Institute's Research and Educational Trust Fund on the basis of scholarly qualities, and are intended to help finance the costs of college work leading to a degree in one of the designated professional fields.

WHO IS ELIGIBLE: Scholarship recipients are undergraduate and graduate students majoring in real estate appraisal, land economics, real estate or allied fields.

HOW TO APPLY: Applications will be available after September. The deadline for returning completed forms is the following March 15th.

American Newspaper Publishers Association Foundation

The Newspaper Center
PO Box 17407 Dulles Airport
Washington, DC 20041
(703) 648-1053

Executive Assistant: *Nancy J. Osborn*

WHAT WE DO: The American Newspaper Publishers Association Foundation, with the financial contributions of its members, has provided Minority Fellowships to newspaper-related training seminars since 1982.

Seminars for 1988 were conducted in: newspaper marketing; management development; personnel relations; strategic planning; news and informational graphics; advertising and marketing; newspaper technology; editing and copy editing; leadership in the newsroom; circulation; sports editing, and feature and lifestyle pages.

The fellowships cover seminar, travel, hotel and meal expenses.

WHO IS ELIGIBLE: Minorities working in the communications fields.

HOW TO APPLY: Newspaper executives and journalism school administrators have been asked by the Foundation to nominate candidates who demonstrate managerial potential. Self-nomination, with a supervisor's recommendation, also is encouraged.

AERICAN NUCLEAR SOCIETY

555 North Kensington Avenue
Le Grange Park, IL 60525
(312) 352-6611

WHAT WE DO: The American Nuclear Society is a professional organization devoted to advancing science and engineering related to the study of atomic energy.

The Society, and its member-organizations, have numerous scholarships and grants for students interested in the study of nuclear technology as a means to provide future generations with the capabilities to solve problems of declining resources and diseases.

Nuclear technology can be used to help solve many of these problems.

Some Society members, and the opportunities they offer, include:

Institute for Nuclear Power Operations, Training and Education Division, 1100 Circle 75 Parkway, Suite 1500, Atlanta, GA 30309, (404) 953 3600 offers scholarships in engineering and health physics fields;

Society of Nuclear Medicine, 136 Madison Avenue, New York, NY 10016, (212) 889 0717, offers research grants for students doing nuclear medicine-related projects; Society of Women Engineers, United Engineering Center, Room 305, 345 East 47 Street, New York, NY 10017, (212) 705 7855, offers undergraduate scholarships for women entering the engineering field.

WHO IS ELIGIBLE: These programs are for students interested in nuclear science and technology careers. Scholarships as well as financial aid is available for students in these areas.

HOW TO APPLY: Contact the Society and/or the members listed above.

American Planning Fellowships

American Planning Association
1776 Massachusetts Ave., NW
Washington, DC 20036
(202) 955-9100

WHAT WE DO: The goals of the APA Planning Fellowships program are both to encourage minority students to enter the planning profession and to help such students who would otherwise be unable to continue their studies in planning.

To that end, several fellowships ranging from \$2,000.00 to \$5,000.00 are awarded on an annual basis. (The amount of awards is determined by the number and degree of qualification of applicants.)

APA Planning is concerned with the rational and equitable distribution of resources and opportunities. These same concerns apply to the training of those who would become professional planners.

WHO IS ELIGIBLE: This fellowship is open to minorities enrolled in the first or second year of a graduate planning program that has been accredited by the Planning Accreditation Board. Applicants must document their need for financial assistance. First-year students who receive fellowships are eligible to compete for an award the following year as well.

HOW TO APPLY: Contact the American Planning Association in Washington, DC.

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AMERICAN SOCIETY OF WOMEN ACCOUNTANTS

35 East Wacker Drive
Suite 2250
Chicago, IL 60601
(312) 726-9030

Executive Director: *Miriam Green*

WHAT WE DO: The American Society of Women Accountants was formed in 1938, under the sponsorship of the American Women's Society of Certified Public Accountants, to increase the opportunities for women in the field. There are currently more than 130 chapters located throughout the United States.

The Society offers scholarship awards at the chapter and national levels.

WHO IS ELIGIBLE: Scholarships are available to female college students majoring in accounting.

HOW TO APPLY: Contact the Society in Chicago.

ASSOCIATION OF COLLEGE UNIONS- INTERNATIONAL

400 E. Seventh Street
Bloomington, IN 47405
(812) 332-8017

Coordinator, Education and Membership Services: *Marsha Herman-Betzen*

WHAT WE DO: The Association of College Unions-International was founded in 1914 as a network of nearly 1,000 member institutions of two- and four-year colleges nationwide. The Association's goal is to help college unions improve their programs and services and to be effective contributors to individual growth and development.

Scholarship funds are available for minority staff to attend the Building Block Series and Summer Seminars. The Commission on Educational Programs and Services administers the scholarship fund for the purpose of providing professional development opportunities for women and ethnic minority staff.

The Association benefits from the generosity of its members and has enjoyed the long-term support of many corporations and foundations.

WHO IS ELIGIBLE: Minority scholarship preference will be given to those applicants who have three or more years of professional experience; and whose current institution is a member of the Association. Additional consideration will be given to those applicants with past involvement in regional and international conferences and programs sponsored by the ACU-I.

HOW TO APPLY: The minority scholarship nomination form and scholarship form can be obtained from the ACU-I. The nomination form must be postmarked no later than March 1 and the scholarship application form no later than April 1.

A T&T ENGINEERING SCHOLARSHIP PROGRAM

AT&T Bell Laboratories
Crawford Corner Road
Room 1E-219
Holmdel, NJ 07733
(201) 949-3000

ESP Administrator

WHAT WE DO: The AT&T Engineering Scholarship Program and the AT&T Dual Degree Program are both designed to increase the number of dedicated and highly-trained scientists and engineers.

The Engineering Scholarship Program assists outstanding minority and women high school seniors admitted to a full-time college for the study of computer science, computer, electrical, mechanical or systems engineering studies at accredited four-year colleges.

The AT&T Dual Degree Program requires that outstanding minorities and women pursue full-time college studies at the Atlanta University Center. Under the Dual Degree Program, students earn two degrees in five years. The first is a Bachelor of Science degree in mathematics or physics from Morris Brown, Clark, Spelman or Morehouse Colleges. The second is a Bachelor of Science Degree in computer science, electrical, or mechanical engineering from the Georgia Institute of Technology, Rochester Institute of Technology, Boston University or Auburn University.

Full tuition is provided for both programs.

WHO IS ELIGIBLE: Participants must be U.S. citizens or permanent residents.

HOW TO APPLY: Interested students can obtain program applications from their college placement or high school counseling office, or by writing to the program administrator at AT&T.

BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION

2012 Massachusetts Avenue, N.W.
Washington, DC 20036
(202) 293-1200

WHAT WE DO: The Business and Professional Women's Foundation has established scholarships for mature women seeking the education necessary for entry into or advancement within the work force. Started in 1970, these need-based scholarships are awarded to mature women working towards financial security for themselves and their families. Applicants are encouraged to seek training in high-growth fields with good job prospects and career opportunity.

The Business and Professional Women's Foundation was established in 1956 by the members of the National Federation of Business and Professional Women's Clubs (BPW/USA) to improve the employment opportunity, career development and economic status of working women.

WHO IS ELIGIBLE: The program was set up especially for mature women seeking the education necessary for entry into or advancement within the work force.

HOW TO APPLY: Application forms are available from the Foundation.

CALIFORNIA STUDENT AID COMMISSION

P.O. Box 942845
Sacramento, CA 94245
(916) 445-0880

Executive Director: *Dr. Samuel M. Kipp, III*
Manager, Human Rights Department: *Charley Hinton*

WHAT WE DO: The California Student Aid Commission is responsible for administering a comprehensive program of student grants, loans and other special programs for low- and middle-income students. Among the Commission's programs are financial aid for community college, vocational, four-year college or university and graduate school.

WHO IS ELIGIBLE: The Commission programs are for low- and middle-income students who are residents of California.

HOW TO APPLY: Contact the Commission's office in Sacramento.

CARVER SCHOLARSHIP PROGRAM

Carver Federal Savings Bank
75 West 125 Street
New York, NY 10027
(212) 876-4747

President: *Richard T. Greene*

WHAT WE DO: Headquartered in Central Harlem, the Carver Federal Savings Bank has seven branches in the five boroughs of New York City and on Long Island. It is one of the most successful African American savings institutions in the country and most of its depositors are working-class, minority families.

The bank provides scholarships for its depositors or members of their families for college, technical or trade schools.

During four annual scholarship presentations, Carver officials provided close to \$100,000 for scholarships for 77 students as "the most practical expression of support possible by Carver for the members of our community seeking to improve their lives through education."

Bank officials say they hope to inspire other minority-owned businesses to develop similar methods to return some profits to their constituencies while investing in the economic growth of their communities.

WHO IS ELIGIBLE: Any of Carver's depositors and any member of a depositor's family may apply for a scholarship from Carver Federal Savings Bank.

HOW TO APPLY: Applicants should apply by mail or in person to any one of the Carver Savings Bank locations.

CITIZENS' SCHOLARSHIP FOUNDATION OF AMERICA, INC.

1505 Riverview Road

Box 297

St. Peter, MN 56082

(507) 931-1682

President: *Dr. William C. Nelson*

WHAT WE DO: The Citizens' Scholarship Foundation of America, Inc. is a national non-profit student aid service organization. CSFA is dedicated to expanding access for students to higher education through the creation, development and management of student-aid programs.

The Foundation offers four types of services: Dollars for Scholars; Scholarship Management Services; Education Grants/Innovative Services, and Collegiate Partners.

Dollars for Scholars is the name given to the volunteer-operated, community scholarship programs affiliated with the Foundation. The Foundation provides guidance, materials, support and incentives to create, develop and sustain Dollars for Scholars chapters.

Scholarship Management Services is the Foundation unit that designs, implements and manages scholarship programs for companies, foundations, associations and individuals.

Education Grants/Innovative Services is the Foundation unit that designs, implements and manages innovative and experimental student-aid programs.

Collegiate Partners are educational institutions that demonstrate their commitment to developing private-sector student aid by becoming partners with the Foundation.

WHO IS ELIGIBLE: The Foundation deals with educational institutions, other foundations, business organizations, volunteer groups and individuals.

HOW TO APPLY: Contact the Foundation in St. Peter, MN for details on the organization's several programs.

CIVITAN INTERNATIONAL FOUNDATION

P.O. Box 2102
Birmingham, AL 35201
(205) 591-8910

WHAT WE DO: The Civitan International Foundation was established by the Executive Board of Civitan International in 1960. The Civitan International Foundation established the Dr. Courtney W. Shropshire Memorial Scholarship Fund Program in 1965.

The one-year scholarship grant is tailored to fit the needs of students working to complete the final year of undergraduate work in an accredited college or university, or to obtain a Master's Degree. The grants range from \$500 to \$1,000 and are to be used only for tuition and approved purposes which are satisfactory to the applicant and the school.

The Foundation also offers the CIF/Junior Civitan Scholarship Program which was established to assist outstanding Junior Civitans who need financial assistance to acquire a college education. Each year, eight \$1,000, non-renewable scholarships are awarded to deserving high school seniors.

WHO IS ELIGIBLE: The applicants for the Shropshire Scholarship are required to be planning a career in one of the following areas: higher education, special education, vocational education, health care services and the teaching of social studies. The award decisions are based on academic need, professional objectives and financial need.

Applicants for the Junior Civitan Scholarship must have held membership in a Junior Civitan club for at least two years and should be planning to attend either a two-year or four-year college or university. Students must demonstrate financial need in order to meet eligibility requirements.

HOW TO APPLY: Applications for the Scholarships must be made Civitan Club by March 1, Junior Civitan Scholars.

COCA COLA, USA

P.O. Drawer 1734
Atlanta, GA 30301
(404) 676-2121

Vice President of Black and Hispanic Marketing: *Chuck Morrison*

WHAT WE DO: Each year, Coca Cola, USA awards \$100,000 in scholarships through its "Share The Dream" Scholarship Sweepstakes. Now in its sixth year, the Sweepstakes awards two four-year \$25,000 scholarships and eight four-year \$12,500 scholarships.

WHO IS ELIGIBLE: The scholarships are available to anyone who attends or plans to attend one of 116 historically-Black colleges and universities that are members of the National Association for Equal Opportunity in Higher Education.

HOW TO APPLY: During the month of February placed in advertisements in African American publications, and in Coca Cola products. Applicants must be submitted to Coca Cola prior to April 15.

COLORADO DIVERSITY GRANT PROGRAM

Colorado Commission on Higher Education
1300 Broadway, Second Floor
Denver, CO 80203
(303) 866-2723

WHAT WE DO: The Colorado Diversity Grant Program is a state-wide effort to increase diversity of the student population in the Colorado public higher education system. The program is designed to supplement other aid programs available to students.

WHO IS ELIGIBLE: To be eligible to receive a Colorado Diversity Grant, the student must be accepted for enrollment, or enrolled as an undergraduate student in good standing at an accredited institution of higher education. In addition, applicant must be a Colorado resident and a member of an under-represented or minority group.

HOW TO APPLY: The director of financial aid is responsible for the coordination of the grant award with any other form of assistance received by the student. Institutional procedures must ensure that all eligible students receive consideration for awards.

COMMONWEALTH OF VIRGINIA

State Education Assistance Authority
6 N. Sixth Street, Suite 300
Richmond, VA 23219
(804) 786-2035

Executive Director: *Muriel Johnson Murray*

WHAT WE DO: The State Education Assistance Authority administers the Guaranteed Student Loans, the PLUS/Supplemental Loans for Students, and Edvantage, Virginia's family loan program for higher education.

The Guaranteed Student Loans are based on need and are available to undergraduate, graduate or dependent professional students.

The PLUS/GSL may be used in conjunction with the GSL program and may also be available to those students who are ineligible for a GSL.

Edvantage is available to families who wish to supplement, or who do not qualify for other forms of financial aid.

WHO IS ELIGIBLE: Eligibility information is available to interested persons from the State Education Assistance Authority or from colleges and universities.

HOW TO APPLY: Contact the Authority or institutions of higher learning.

CONGRESSIONAL HISPANIC CAUCUS INSTITUTE, INC.

504 C Street, NE
Washington, DC 20002
(202) 543-1771
(800) 367-5273

Executive Director: *Beverly Vigil Ellerman*
Fellowship Program Director: *Marina J. Morales*

WHAT WE DO: The Congressional Hispanic Caucus Institute, Inc., was founded in 1978 by the Hispanic members of Congress to serve as a clearinghouse for programs designed to heighten the Hispanic community's awareness of the operation and function of the American political system.

The Institute offers several fellowships and internships for its Hispanic constituency.

The Hispanic Leadership Opportunity Program is a nine-month fellowship offered to 12 Hispanic college graduates who have exhibited potential for leadership. The fellowship positions, which pay a stipend of \$1,000 per month, range from aides in congressional offices to assistants at the White House and governmental agencies and private-sector corporations.

The CHCI, Inc. Fellowship Program is a four-month fellowship offered to four Hispanic graduate students receiving advanced degrees in public policy or policy-related areas. Introduced in 1981, this fellowship is accompanied by a \$1,000-per-month stipend and transportation to and from Washington DC.

The Congressional Hispanic Caucus Institute also offers an annual internship in Washington for recent Hispanic high school graduates.

The Hispanic Educational Funding Source is a clearinghouse of educational information on internships, fellowships and educational funding sources which are available to Hispanic students.

This organization also publishes a quarterly newsletter, *College Cost Planner*, which offers current information on internships, fellowships and educational funding sources. Each individual who contacts the Institute will be placed on the mailing lists.

WHO IS ELIGIBLE: Contact the Institution in Washington, DC for further details on eligibility for these programs.

HOW TO APPLY: For further information contact the Institute in Washington, DC.

CONSORTIUM FOR GRADUATE STUDY IN MANAGEMENT

Box 1132
One Brookings Drive
St. Louis, MO 63130
(314) 889-6353

Director for Marketing and Recruiting:

WHAT WE DO: The Consortium for Graduate Study in Management is a nine-university alliance working to hasten the entry of minorities into managerial positions in business. These universities recruit minority men and women and provide them with fellowships to pursue a high-quality educational program leading to the Masters of Business Administration Degree. The fellowships are made possible by support from American business.

Each person admitted to the Consortium MBA program competes for a fellowship that provides full tuition and fees, plus a stipend of \$3,000 for the first year, and \$2,000 for the second year.

The member universities are: Indiana University, The University of Michigan, New York University, The University of North Carolina at Chapel Hill, University of Rochester, University of Southern California, The University of Texas at Austin, Washington University in St. Louis, and University of Wisconsin.

WHO IS ELIGIBLE: Applicants must be U.S. citizens certifying membership as an African American, Cuban, Puerto Rican, Dominican or Native American. Applicants should be college seniors or college graduates aspiring to managerial careers in business.

HOW TO APPLY: Admission and fellowship awards are separate and independent of each other and are based on the applicant's desire to study management, on proven aptitude, and on ability and scholarship. Admission and fellowship decisions are made only on completed applications which include the results of the GMAT examination, official transcripts from all undergraduate and graduate institutions attended, letters of recommendation, and participation in a personal interview with a Consortium representative. The application deadline is February 1. Late applications will be accepted for consideration through March 15.

CORO FOUNDATION

95 Madison Avenue
New York, NY 10016
(212) 683-8841

WHAT WE DO: The Coro Foundation was founded in 1942 to attract and train citizens in leadership training programs in the field of public affairs.

The foundation training is based on the belief that first-hand experience is all-important, that individuals play a pivotal role in steering the public agenda and that experiential learning is both immediate and lasting. The Coro Foundation's classrooms, therefore, are corporate board rooms, inner-city and community-based organizations, union halls, government offices, campaign offices and legislative offices.

The best known of Coro's several leadership training programs is its Fellows Program designed to provide intensive experience-based leadership training for men and women who seek careers in public affairs. It is a rigorous nine-month program and offers credits toward a masters degree.

Each fellow completes a series of working field assignments with a variety of public and private organizations that impact on the general community.

Other Coro programs include programs that develop the leadership potential of community activists, recently elected office holders, teachers and college and high school students.

WHO IS ELIGIBLE: The Fellows Program recruiters prefer applicants with some postgraduate work but will accept holders of bachelors degrees or persons with equivalent experiences. Qualifications vary for the Coro Foundation's several leadership programs.

HOW TO APPLY: Interested persons should contact the Coro Foundation office at the above address.

DELAWARE POSTSECONDARY SCHOLARSHIP FUND

Delaware Postsecondary Education
Commission

Carvel State Office Building
820 N. French Street
Wilmington, DE 19801
(302) 571-3240

WHAT WE DO: The State of Delaware has established the Delaware Postsecondary Scholarship Fund to assist state residents in meeting college costs. This is a need-based grant program. Grants may be used at Delaware colleges, and under certain conditions in states other than Delaware. The Delaware Postsecondary Scholarship Fund is administered by the Delaware Postsecondary Education Commission.

The amount of each grant varies depending on student resources, tuition and fees, and other financial assistance for which a student may be eligible.

WHO IS ELIGIBLE: Applicants should be a full-time college level student or about to become one, in a degree program at a public or private institution in Delaware, or an accredited non-profit college in Pennsylvania or Maryland. In some special instances, a recipient of a state grant will be allowed to study in a state other than Delaware if one's course of study is not offered locally.

HOW TO APPLY: Applicants should contact the Fund's offices in Wilmington, DE.

DEVELOPMENT FUND FOR BLACK STUDENTS IN SCIENCE AND TECHNOLOGY

2705 Bladensburg Road, N.E.
Washington, DC 20018
(202) 635-3604

Chairperson: *Hattie Carwell*

WHAT WE DO: The Fund was established by a group of concerned African-American technical professionals who realized that it is essential to provide financial assistance to talented African-American students who choose to enroll at predominantly-Black universities or colleges because these institutions have the highest retention and graduation rates. The Fund currently supports students at Howard University, North Carolina A&T University and Southern University.

An annual scholarship is awarded nationwide to an African-American student pursuing a technical undergraduate degree full-time at a predominantly-Black college or university.

HOW TO APPLY: Scholarship candidates are selected with the assistance of the National Merit Scholarship Corporation using criteria developed by the Fund.

EAST-WEST CENTER

East-West Center
1777 East-West Road
Honolulu, HI 96848
(808) 944 7736

Chairman: *George Chaplin*
President: *Victor Hao Li*

WHAT WE DO: The East-West Center annually awards grants to more than 200 research fellows and to around 100 graduate students who work toward master's and doctoral degrees at the University of Hawaii while participating in EWC projects.

The East-West Center is an educational institution located in Honolulu, Hawaii. Established in 1960 by the United States Congress, the Center works to promote better relations and understanding among the nations of Asia, the Pacific and the United States, through cooperative study, training and research.

The Center has approximately 300 students involved in its programs. Many of these participants are fully supported by Center grants; others attend on a cost-sharing arrangement with other cooperating institutions and organizations.

The Center's major source of funding is an annual U.S. Congressional appropriation; additional financial contributions have come from 21 Asian and Pacific governments and from numerous private foundations, public agencies, corporations, and individuals.

WHO IS ELIGIBLE: The Center draws its research fellows from students engaged in graduate work at the University of Hawaii.

HOW TO APPLY: Participants are selected both by open competition and by invitation, depending upon the nature of the project and the expertise required.

GANNETT FOUNDATION SCHOLARSHIPS

Gannett Foundation
Lincoln Tower
Rochester, NY 14604
(716) 262-3315

Scholarship Administrator: *Priscilla C. Kennedy*

WHAT WE DO: The Gannett Foundation, created in 1935, administers three scholarships for students seeking college educations in journalism.

WHO IS ELIGIBLE: The Frank Gannett Newspaper carrier Scholarships are awarded annually to carriers of Gannett Co., Inc. daily newspapers. This program was established to provide college scholarships, on a competitive basis, to those people with outstanding scholastic and extracurricular records.

The journalism scholarships for entering freshmen, undergraduates and graduates, are awarded annually to students wishing to pursue careers in news, editorial, broadcasting and advertising.

The third scholarship program is reserved for children of Gannett Co., Inc. employees.

HOW TO APPLY: Applicants should contact the Foundation in Rochester.

GE FOUNDATION

General Electric Foundation
3135 Easton Turnpike
Fairfield, CT 06431
(203) 373-3216

President: *Paul M. Ostergard*

WHAT WE DO: The GE Foundation supports a variety of programs aimed at improving the educational opportunities of disadvantaged students.

The GE Foundation scholarships enable outstanding minority students to continue their education at four-year institutions once they have completed studies at community colleges. Half of all minority students gain their first exposure to higher education in community colleges.

Until 1987, the program concentrated on students pursuing engineering degrees, with some 600 students receiving scholarships. In 1987, the program was broadened to include business students, as well.

Another GE Foundation effort is the Lowndes County Education Improvement Program. The foundation has established a \$1-million, five-year grant in this predominantly African American, rural Alabama county, to improve the quality of education of Lowndes County students.

Parents, teachers and students have helped shape the improvement plan, which includes stronger mathematics and science programs, special training for teachers and scholarships for high-achieving students. This is the most ambitious public school project ever undertaken by the foundation.

WHO IS ELIGIBLE: The Lowndes County Education Improvement Program is open to residents of Lowndes County, AL.

HOW TO APPLY: Persons interested in these and other GE Foundation programs should contact the foundation.

GENERAL MOTORS INSTITUTE

GMI Engineering and Management Institute
1700 West Third Avenue
Flint, MI 48502
(800) 521-7436

President: *William Cottingham, Ph.D.*

WHAT WE DO: GMI Engineering and Management Institute is an accredited college offering degree programs in electrical engineering, industrial engineering, mechanical engineering, manufacturing systems engineering, and management systems. Under the cooperative system, students alternate between periods of study on campus and related work experience in more than 250 sponsoring companies.

GMI requires incoming freshmen to be selected by a corporate sponsor as a condition for admission.

Wages averaging \$1,200 per month for freshmen are paid by the employer during the 24 weeks of work experience. In addition many students receive some fringe benefits in terms of either insurance, seniority accrual or vacation. Wages normally increase as the student progresses. The approximate average annual wage is \$10,000 over the five-year period.

GMI provides special services in addition to those offered by most cooperative programs. These include recruiting and screening of top talent in the sponsor's local area, advisory assistance in formulating work experience plans, workshops for co-op coordinators and on-site faculty tutorial and consultative services required for Fifth Year Thesis Projects.

WHO IS ELIGIBLE: Special skills, grade point averages and potential for leadership are considered both by GMI and the 240 sponsors as being major considerations for admission.

HOW TO APPLY: Students submit applications in the Fall. Applications may be obtained from GMI, high school guidance counselors and GMI corporate sponsors. GMI evaluates all applications in terms of each student's academic record and test scores.

GOLDEN STATE MINORITY FOUNDATION

1999 West Adams Boulevard
Los Angeles, CA 90018
(213) 731-7771

WHAT WE DO: The Golden State Minority Foundation was organized in 1974 through the corporate efforts of Golden State Mutual Life Insurance Company of Los Angeles, to assist financially-disadvantaged African American and other minority students pursuing careers in business and in insurance.

The foundation also designates grants to students in other specialized fields, including health services administration, engineering and liberal arts.

WHO IS ELIGIBLE: Candidates for scholarships or grants must attend a school in California or be a California resident enrolled in an accredited university in another state detailed eligibility requirements, contact the foundation.

Applicants must be enrolled, full-time in a college-level program, have a grade-point average of 3.0 and be a business major.

HOW TO APPLY: Colleges and Universities must recommend candidates to the Foundation for scholarships and grants.

HARRY S. TRUMAN SCHOLARSHIP FOUNDATION

712 Jackson Place, NW
Washington, DC 20006
(202) 395-4831

WHAT WE DO: The Harry S. Truman Scholarships are awarded on the basis of merit to students who will be college juniors in the next academic year and who have demonstrated an outstanding potential for leadership in the public service.

WHO IS ELIGIBLE: A Truman Scholar must be enrolled or accepted for enrollment as full-time student at an accredited institution of higher learning. The Scholar must pursue a baccalaureate degree program that will prepare him for some aspect of government employment.

HOW TO APPLY: The scholarship selection process begins with a request to the president of each college or university to appoint a Truman Scholarship Program faculty representative. That representative will conduct a campus-wide competition during the fall semester to select one or two scholarship nominees from that university.

The foundation does not accept direct applications from students.

ILLINOIS STATE LIBRARY SCHOLARSHIP PROGRAM

288 Centennial Building
Springfield, IL 62756
(217) 782-7848

Secretary of State and State Librarian: *Jim Edgar*
Consultant: *Patricia Norris*

WHAT WE DO: The Illinois State Library awards up to 10 scholarships per academic year. The purpose is to encourage college graduates with demonstrated academic achievement, talent, and potential to enter the library profession and to work in Illinois libraries.

The total amount of the award is \$7,500 per academic year.

Scholarships are made possible through Library Services and Construction Act federal funds administered by Illinois State Library, Office of the Secretary of State.

WHO IS ELIGIBLE: Applicants must be a college graduate, a resident of Illinois and a citizen of the United States. The applicant must be prepared to attend a graduate library school in Illinois and spend the equivalent of two years in the Illinois library service following graduation.

HOW TO APPLY: Interested individuals must request an application from the Illinois State Library and complete it before February 1 of the current calendar year. Three personal references are required and qualifying candidates will be personally interviewed by the staff of the Illinois State Library and members of the Illinois State Library Advisory Committee's Subcommittee on Public Library Services.

INDIAN FELLOWSHIP PROGRAM

c/o United States Department of Education
Indian Fellowship Program
400 Maryland Avenue, S.W.
Room 2177, Mail Stop 6267
Washington, DC 20202
(202) 732-1909

Director: *John Sam*

WHAT WE DO: The Indian Fellowship Program provides fellowships to enable Indian students to pursue a course of study leading to (1) an undergraduate degree in business administration, engineering, natural resources and related fields or (2) a postbaccalaureate degree in medicine, psychology, law, education, clinical psychology, business administration, engineering, natural resources and related fields.

The number of fellowships varies depending upon the needs of the applicant.

WHO IS ELIGIBLE: An applicant must be a Native American. He or she must be either a member of a tribe, or other organized group of Native Americans or be considered by the Secretary of the Interior to be a Native American, Eskimo, Aleut or other Alaska Native. The applicant must be a full-time degree candidate at an accredited institution of higher education, and a United States citizen.

The applicant must not have obtained a terminal graduate or postbaccalaureate degree in one of the fields listed above; and, he or she must have demonstrated financial need.

HOW TO APPLY: Contact the Indian Fellowship Program in Washington, DC.

INDIAN HEALTH EMPLOYEES SCHOLARSHIP FUND, INC.

Federal Building
Aberdeen, South Dakota 57401
(605) 226-7431

WHAT WE DO: The Scholarship Fund is a private organization of the Indian health service employees. Much of the organization's growth in recent years has been due to the efforts of former scholarship recipients who returned to help maintain the Fund, following their graduation from college or from medical school.

The Scholarship Fund's only source of income is donations from its employees, periodic fund-raising, and from the donations of interested philanthropists.

WHO IS ELIGIBLE: Applicants must be of Native American descent and an enrolled member of a recognized tribe. Applicants entering the health field or from the Aberdeen area are given first consideration. This includes: North and South Dakota, Nebraska, Iowa and Minnesota. Also applicants must attend an accredited institution of higher education.

HOW TO APPLY: Contact the Fund in Aberdeen, SD.

J. VICTOR HERD MEMORIAL SCHOLARSHIP

Center for Insurance Education
Howard University
2600 6 Street, NW
Washington, DC 20059
(202) 636-5118

WHAT WE DO: The J. Victor Herd Memorial Scholarship is a two-year grant covering tuition, room, board and expenses, that is presented annually to a Howard University Student for his or her junior and senior years of study.

It is supported by The Continental Corporation Foundation.

The scholarship was named for the late J. Victor Herd who served as chairman of Continental Insurance from 1957 until 1970 and who was instrumental in establishing the Center for Insurance Education at Howard University.

WHO IS ELIGIBLE: Applicants for this scholarship must have a concentration in insurance studies and must also have demonstrated superior academic ability and leadership qualities.

HOW TO APPLY: Contact the Center for Insurance Education at Howard University.

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JOHNSON & JOHNSON LEADERSHIP AWARDS

Johnson & Johnson
One Johnson & Johnson Plaza
New Brunswick, NJ 08905
(201) 524-0400

Director Corporate College Relations: *J. Michael Longua*

WHAT WE DO: The objective of Johnson & Johnson's Leadership Award program is to identify and train future minority business leaders. Started in 1977, the program provides full scholarships to selected minority students pursuing master's degrees in business administration. Eight graduate schools of business are involved in this program.

WHO IS ELIGIBLE: The awards supervisors look, for the most part, for demonstrated leadership ability in making their selections.

HOW TO APPLY: Applications can be obtained from any of the eight participating graduate schools. They are: the Atlanta University Graduate School of Business; the University of Chicago Graduate School of Business; Columbia University's Graduate School of Business; the Dartmouth College Amos Tuck School of Business Administration; the Harvard University Business School; the Massachusetts Institute of Technology's Sloan School of Management; Northwestern University's J. L. Kellogg Graduate School of Management, and the University of Pennsylvania's Wharton School Graduate Division.

JOINT URBAN MANPOWER PROGRAM, INC. (JUMP)

Vocational Foundation, Inc.
902 Broadway
New York, NY 10010
(212) 777-0700

Chairman of the Board: *Robert E. Young*
President: *Edward L. Barlow*
Executive Director: *Rebecca J. Taylor*

WHAT WE DO: The Joint Urban Manpower Program, Inc. is a coalition of engineering and architectural professional societies set up in 1968 to sponsor technical training in the design professions for disadvantaged, inner-city youth. The program has been successful with over 400 men and women having received training in drafting and construction inspection. JUMP is administered by a volunteer board of engineers and architects and is set up by their professional societies.

Trainees in the drafting program spend 400 hours in classroom instruction at VFI. The curriculum covers basic drafting with additional specialties in structural, civil, mechanical/electrical, and architectural drafting. Those trainees chosen for the construction inspection program receive 400 hours of classroom instruction, including basic mathematics and drawings with a specialization in construction.

Funding for this program is provided by the New York State Department of Transportation in conjunction with its minority trainee program.

WHO IS ELIGIBLE: Applicants must have an interest in the design profession and have the recommendation of a community-based organization.

HOW TO APPLY: Prospective trainees are referred to this program from community organizations and are tested by VFI for learning ability and aptitude.

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KANSAS STATE SCHOLARSHIP AND TUITION GRANT PROGRAMS

Student Assistance Section
Suite 609, Capitol Tower
400 W. 8th Street
Topeka, KN 66603

WHAT WE DO: The State Scholarship Program recognizes outstanding Kansas high school seniors, who have been designated by the Kansas Board of Regents as a State Scholar based upon competitive ranking of weighted scores achieved on the ACT Assessment.

The Kansas Tuition Grant Program provides grants to Kansas residents who attend eligible independent (private) Kansas colleges.

WHO IS ELIGIBLE: To be considered as a State Scholar the student must take the ACT test in February, April or June of their junior year in high school or in October or December of their senior year in high school. Stipends are awarded to students who have been designated State Scholars and have a demonstrated financial need.

Student eligibility for the tuition grant program is based solely on financial need, which is determined by information on the Family Financial Statement (FFS).

HOW TO APPLY: Applications and submission information can be obtained by writing the Kansas State Student Assistance Section.

LULAC NATIONAL EDUCATIONAL SERVICE CENTERS, INC. (LNESEC)

400 First St. N.W. (Suite 716)
Washington, DC 20001
(202) 347-1652

Executive Director: *Jose L. Longoria*

WHAT WE DO: The League of United Latin American Citizens (LULAC) grants merit and need-based awards to Hispanic Americans.

Scholarships and awards offered by LULAC include: the Carleton & Allegheny College/LULAC Scholars Program (to attend these colleges); the GrandMet/LULAC Essay Contest (ten \$1,000 scholarships to essay contest winners); the R.J. Reynolds/LULAC Scholars Program, (ten \$1,000 scholarships for four successive years of college) and the Kraft-LULAC Scholarship Program (ten \$5,000 college scholarships).

LULAC National Education Service Centers, Inc. is the largest Hispanic higher education agency in the United States. The organization was established in 1973 by the League of United Latin American Citizens (LULAC).

The organization's general programs include: tutorial help, business and technical career preparation, periodic educational conference seminars and workshops.

WHO IS ELIGIBLE: Applicants should be Hispanic college-level students interested in exploring career options provided by higher education.

HOW TO APPLY: Contact LULAC National Education Service Centers, Inc., at the above address.

MARTIN LUTHER KING JR. MEMORIAL SCHOLARSHIP FUND

California Teachers Association
1705 Murchison Drive
Burlingame, CA 94011
(415) 697-1400

President: *Ed Foglia*

WHAT WE DO: The fund was established in 1968 to promote professional growth among minority teachers and grant funds to those minority group members wanting to pursue studies in preparation for careers in the field of education.

WHO IS ELIGIBLE: Applicants must be members of the California Teachers Association or a child of a member. The applicant must be preparing to enter a postbaccalaureate study program.

HOW TO APPLY: Scholarship applications are available from Chapter Presidents, Regional Resource Offices and the Human Rights Department. Deadline for applications is March 15th.

MARYLAND STATE SCHOLARSHIP BOARD

2100 Guilford Avenue (Room 207)
Baltimore, Maryland 21218-5888
(301) 333-6420

WHAT WE DO: The Maryland State Scholarship Board was established in 1961 by the state legislature. The 16 different programs offered are for general and specialized aid, some based on financial need, others on academic merit. Approximately 14,000 students received awards in 1986. Awards totaled 17,000 for 1987.

WHO IS ELIGIBLE: The board provides state scholarships and grants for Marylanders.

HOW TO APPLY: The preferred application form is the Maryland Financial Aid Form (FAF). Deadline date for filing the FAF is March 1.

MEDICAL LIBRARY ASSOCIATION SCHOLARSHIP FOR MINORITY STUDENTS

Professional Development Department
Suite 3208
919 North Michigan Avenue
Chicago, IL 60611
(312) 266-2456

WHAT WE DO: A scholarship is awarded annually by the Medical Library Association to a minority student showing excellence in scholarship and potential for accomplishment in health sciences librarianship.

WHO IS ELIGIBLE: In order to qualify, student must be entering an ALA-accredited graduate library school and must belong to one of the following minority groups: Asian, African American, Hispanic, Native or Pacific Island American.

HOW TO APPLY: Deadline date for applications is February 1.

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MISSOURI STUDENT GRANT PROGRAM

Missouri Student Grant Program
c/o Coordinating Board for Higher Education
101 Adams Street
Jefferson City, MO 65101
(314) 751-2361

Chairman: *Henry S. Clapper*
Commissioner: *Shaila R. Aery*

WHAT WE DO: The Missouri Student Grant Program is an effort by the state to help students obtain a college education.

WHO IS ELIGIBLE: Applicants must be a Missouri resident and demonstrate his or her need for financial assistance. He or she must demonstrate satisfactory academic performance as a student.

HOW TO APPLY: Applications for state grants can be obtained at high schools or colleges or from the Coordinating Board of Higher Education.

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NATIONAL ACHIEVEMENT SCHOLARSHIP PROGRAM OF OUTSTANDING NEGRO STUDENTS

c/o National Merit Scholarship Corporation (NMSC)
One Rotary Center
1560 Sherman Avenue
Evanston, IL 60201
(312) 866-5125

Vice President, Achievement Program: *Robert T. Carter*

WHAT WE DO: Established in 1964 to provide encouragement for able African-American youth, the National Achievement Scholarship Program last year awarded 390 four-year scholarships ranging from \$1,000 to \$8,000 per year and 349 one-time scholarships of \$2,000.

This is a program of the National Merit Scholarship Corporation, the largest independently financed, not-for-profit high school/college continuum scholarship organization in the United States.

Funds for the National Achievement Scholarship are contributed by some 180 sponsors including, the Ford Foundation, various colleges and universities and a diversified group of sponsors and donors.

WHO IS ELIGIBLE: This scholarship is open to highly motivated African-American high school juniors and seniors.

HOW TO APPLY: The annual Achievement Scholarship competition begins each October when some 80,000 applicants take the nationally-administered Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test.

Participants must take the PSAT/NMSQT test in order to qualify for the Achievement Scholarship program's scholarship awards the following year.

NNATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (NAACP)

NAACP

4805 Mt. Hope Drive

Baltimore, MD 21215

(301) 358-8900

National Director Education Department: *Beverly Cole*

WHAT WE DO: The NAACP is the oldest and largest national civil rights organization in the U.S. With more than 500,000 members in some 1,800 chapters, the Association, through its volunteers and staff members, works to end racial discrimination through a variety of special projects and regular programs. Some of its permanent departments include: labor, education, prisons, military, youth and economic development.

The Association has two major university scholarship programs.

THE WILLEMS SCHOLARSHIP has been established especially for students interested in engineering, chemistry, physics and mathematical sciences by a bequest from the late Hubertus W. V. Willems of Pennsylvania.

Successful applicants will receive a maximum award of \$8,000, payable in annual installments of \$2,000. The installments will be contingent upon the student's full-time status and the maintenance of a 2.5 average.

There is no age limitation for The Willems Scholarship.

THE AGNES JONES JACKSON SCHOLARSHIPS provides grants of \$1,500 annually for undergraduate students and \$2,500 for graduate students. Applicants for this scholarship must be a full-time student and have at least a 2.5 grade point average.

An applicant must also have been a regular member of the NAACP for at least one year or fully paid life member and must demonstrate a financial need. An applicant cannot be 25 or older.

WHO IS ELIGIBLE: Full-time students in high school or college.

HOW TO APPLY: Contact the Education Department of a branch of the NAACP or the organization's national headquarters.

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC.

300 "I" Street, NE, Suite 107
Washington, DC 20002
(202) 543-6656

Executive Director: *Linda Saulsby Gaston*

WHAT WE DO: The Association offers a number of services to its student members, including a national scholarship, chapter scholarships and career opportunity seminars.

The National Association of Black Accountants, Inc. was founded in December 1969 by nine Black accountants in the New York area, who decided that there was a need for a professional organization of minority accountants. The Association's founders saw the need for a national organization that could deal with the common problems faced by the growing number of Blacks and other minorities in the accounting profession.

WHO IS ELIGIBLE: Candidates must be enrolled in college and have a 3.5 grade point average and have completed 18 credit hours in accounting. The applicant must also be a member of the Association's student chapter or affiliated with one of the professional chapters.

HOW TO APPLY: Students should contact the national office for an application. The completed application should be returned with a 500-word autobiographical sketch, a 500 word essay, two letters of recommendation and three references.

Students interested in the chapter scholarship should contact the chapter nearest them.

NATIONAL ASSOCIATION OF BLACK WOMEN ATTORNEYS (NABWA)

3711 Macomb Street, N.W.
Washington, DC 20016
(202) 966-9693

President: Ms. Mabel D. Haden, ESQ.

WHAT WE DO: The Association provides scholarships for minority female law students every year, based on an annual competition. An organization of more than 500 practicing and retired attorneys, paralegals and law students, the Association works to increase opportunities for minorities within the legal profession. This is done both by expanding the options of legal professionals and providing scholarship assistance to students.

Scholarship awards range from \$500 to \$3,000 and are awarded based on an annual competition.

WHO IS ELIGIBLE: The NABWA scholarship is offered to first- and second-year minority female law students.

HOW TO APPLY: Students compete for scholarships in a competition run by the Association. Competitors are required to prepare a legal memorandum on a problem presented by the Association officials. Awards are in first, second and third place categories, and are based on substance as well as form. Scholarship awards are presented at the organization's annual conference and Red Dress (fund-raising) Ball.

NATIONAL BLACK MBA ASSOCIATION, INC.

National Black MBA Association, Inc.
111 East Wacker Drive
Suite 600
Chicago, IL 60601
(312) 644-6610

National President: *Leroy D. Nunery*
Director of Operations: *Dorothy Davenport*

WHAT WE DO: The National Black MBA Association, Inc. is an organization of minority men and women who hold, or are currently pursuing an MBA or other post-graduate degree in business. Each year the Association holds a four-day national conference and exposition where it awards six \$3,000 scholarships and sponsors a jobs fair. More than 120 Fortune 1,000 companies participate. The scholarship is supported by contributions from more than 25 major business organizations.

WHO IS ELIGIBLE: The applicant must be a minority student enrolled in an MBA program and be in good academic standing.

HOW TO APPLY: Students interested in applying for this scholarship, call or write office scholarship mailing list.

The scholarship process includes a completed application, an essay and a copy of the student's official transcript.

NATIONAL CONSORTIUM FOR GRADUATE DEGREES FOR MINORITIES IN ENGINEERING, INC. (GEM)

P.O. Box 537

Notre Dame, IN 46556

(219) 239-7183

President: *Dr. Howard Adams*

WHAT WE DO: Founded in 1978, GEM is said to have been the first national effort aimed at helping minority engineering students go to graduate school. The main goal of the organization, made up of 50 universities and 48 co-sponsoring business organizations, is to provide fellowships and paid graduate summer internships to graduate engineering students or those about to enter graduate studies in engineering.

WHO IS ELIGIBLE: Applicants must be Native American, African American or Hispanic and a junior or senior (or BS degree holder) in an accredited engineering college. The applicant's undergraduate record must indicate the ability to pursue graduate studies in engineering.

HOW TO APPLY: Applicants should apply during their junior or senior year of college. The applicant must be seeking entry, or have already been accepted into a member school's graduate program. Application deadline is December 1 each year.

NATIONAL HISPANIC SCHOLARSHIP FUND

PO Box 748
San Francisco, CA 94101
(415) 892-9971

Executive Director: *Ernest Z. Robles*

WHAT WE DO: The National Hispanic Scholarship Fund provides scholarships for both graduate and undergraduate Hispanic American students attending colleges or universities in any of the 50 states and in Puerto Rico.

Founded in 1975, the Fund has awarded more than \$4.8 million to 7,600 Hispanic scholars.

The selection of National Hispanic Scholarship Fund scholarships is uniformly administered through the U.S. Funds are allocated through a process that takes into consideration the geographical distribution of Hispanics in the country. Successful applicants are chosen on the basis of academic achievement, personal strengths, leadership and financial need.

Fund scholars have been strong in academic achievement. Each submitted an acceptable personal statement and supportive recommendations from school officials.

WHO IS ELIGIBLE: Applicants for scholarships should be U.S. citizens or permanent residents of Hispanic-American background, enrolled in college in the U.S. or Puerto Rico and must have completed a minimum of fifteen units of college work prior to submission of an application.

HOW TO APPLY: Applicants should submit a completed National Hispanic Scholarship Fund application, a typed, personal statement, a copy of college transcripts and letters of recommendation from school officials. All requested documents must be sent in one package between June 5 and October of each year.

NATIONAL MINORITY SCHOLARSHIP PROGRAM

National Minority Business Council
360 Lexington Avenue
New York, NY 10017
(212) 573-2385

President: *John Robinson*
Program Director: *Dena Cøye*

WHAT WE DO: The National Minority Business Council's Minority Scholarship Program provides practical business training for minority business persons alongside business executives in major corporations.

The program places minority entrepreneurs in the same classroom setting with business executives who need to develop or perfect skills in a variety of subjects to do their jobs more effectively.

Courses of study, mostly in the New York City area so far, have been in: general management, human resources, management, financial management, marketing, personnel development and in several computer business software applications.

The Council functions to register the needs of the minority entrepreneurs and match them with courses conducted by major business courses throughout the year.

The program was started by business executives seeking more imaginative ways to support minority business development.

WHO IS ELIGIBLE: The program is open to minority entrepreneurs seeking to improve their business skills through study.

HOW TO APPLY: Contact the Council in New York City.

NATIONAL SCHOLARSHIP TRUST FUND (NSTF)

4615 Forbes Ave.
Pittsburgh PA 15213
(412) 621-6941

WHAT WE DO: The National Scholarship Trust Fund of the Education Council of the Graphic Arts Industry, Inc. (NSTF), offers a graphic arts scholarship to students who are interested in a graphic communications career in education, engineering, science, management, design, manufacturing or other areas leading to a career in the printing and publishing industries.

More than 50 four-year, nationally-competitive scholarships are available through the NSTF, with additional competitive scholarships becoming available through participating organizations or companies. Scholarships range from \$300 to \$1000 per academic year in most cases for each of four years.

NSTF, in association with the Technical Association of the Graphic Arts (TAGA), also offers graduate fellowships to college graduates interested in pursuing advanced training in some specialized areas that relate to graphics communications. The Fund is sponsored by a variety of participating companies, foundations and other donors.

WHO IS ELIGIBLE: An applicant must be: a graduating high school senior, or college freshman, sophomore or junior enrolled in a two- or four-year college and must be attending school on a full-time basis.

HOW TO APPLY: Applicants should apply to the Council's national office for applications and for additional information.

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NATIONAL URBAN FELLOWS

570 Seventh Ave., #905
New York, N. Y. 10018
(212) 221-7090

Chairman: *Phil Rutledge*
President: *Luis Alvarez*

WHAT WE DO: Founded in 1974, the National Urban Fellows, Inc., is an organization that identifies and trains men and women — especially members of minority groups — for leadership positions in the administration of urban and rural communities.

With offices in New York and Los Angeles, the organization offers two fourteen-month postgraduate programs, a National Urban Fellowship and a National Rural Fellowship. These fellowships consist of a two-month education program, followed by a ten-month assignment as a Special Assistant to an urban or rural administrator (a mentor), and a final two-month education program.

The urban fellowship offers a Master's Degree in in Public Administration from the Bernard M. Baruch College of the City University of New York. The rural fellowship offers a master's degree in Regional/Rural Economic Development (rural fellows), from the Amherst Campus of the University of Massachusetts.

The organization is planning to implement a Corporate Executive Fellows program that will provide the same kind of experiences, study and mentoring for the development of leadership potential in the business sector as its earlier programs provide in urban and rural settings. Tentative planning calls for this fellowship to grant a Master's in Administration at Columbia University while obtaining "on-the-job" experience working with the management of major companies.

WHO IS ELIGIBLE: While developed for mid-career minorities and women professionals, the admission requirements and procedures vary with each of the programs.

HOW TO APPLY: Interested persons should contact the National Urban Fellows organization at the above address or at the organization's Western Regional Office, 600 South Spring St., #1606, Los Angeles, CA, 90014, telephone (213) 489-6146.

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NATIONAL URBAN LEAGUE

500 East 62 Street
New York, NY 10021
(212) 310-9000

President: *John E. Jacob*

Director of Education: *Stephanie G. Robinson, Ph.D.*

WHAT WE DO: The National Urban League (NUL) is a nonprofit, community-based agency which works to secure equal opportunities for Blacks and other minorities in every sector of American society. Working in concert with 113 affiliates in 34 states and the District of Columbia, the NUL provides programs of direct service to more than one million people each year.

The League believes that advocacy, research and special projects supported by partnerships with different groups have a positive impact on the lives of all our constituents. National coalitions are formed by the NUL with concerned individuals and organizations in the fields of education, social work, economics, law, business management and other disciplines to make the system work better for African Americans and for all Americans.

The League has joined with Kraft, Inc. to provide ten scholarships to minority, college-level students.

WHO IS ELIGIBLE: The scholarships are available to full-time students pursuing a Bachelor's Degree at an accredited institution of higher learning. Candidates must be classified as a junior, or third-year student, at the time the scholarship award commences. Candidates must rank within the top 25 percent of their class and must major in courses leading to a professional career in engineering, sales, marketing, manufacturing operations, finance or business administration.

HOW TO APPLY: Candidates for the scholarships should apply to any of the 113 National Urban League affiliates around the country or write for an application to the Director of Education at the League's national headquarters.

Applications should be received by April 15. Education officials at the National Urban League will interview each of the semi-finalists.

NEW ENGLAND FILM/VIDEO FELLOWSHIP PROGRAM

Boston Film Video Foundation
1126 Boylston Street
Boston, MA 02215
(617) 536-1540

Executive Director: *Anne Marie Stein*

WHAT WE DO: The New England Film Video Fellowship program is designed to foster the production of independent film and video by New England media artists. The Foundation awarded close to \$40,000 during 1988 to help recipients complete either works in progress or new works.

The Program's goal is to assist independent regional media artists working in all video formats, including animation, narrative, documentary, experimental and installation. The artists' work must show promise of artistic excellence.

WHO IS ELIGIBLE: Applicants must be at least 18 years of age and a resident of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island or Vermont. Only film and video artists may apply (a group of artists collaborating on a project may constitute a single applicant.) Only non-commercial projects over which the applicant has complete creative control and responsibility will be eligible.

HOW TO APPLY: Contact the Fellowship program in Boston for additional information.

NEW YORK STATE HIGHER EDUCATION SERVICES CORPORATION (NYSHESC)

Student Information
Albany, NY 12255
(800) 642-6234/38

WHAT WE DO: The New York State Higher Education Services Corporation (NYSHESC) offers a number of scholarships, educational loans, work-study programs and grants to New York State residents.

These include: Regents College and Regents Nursing Scholarships for \$250 annually; Empire State Scholarships of Excellence, \$2,000 annually; The Robert C. Byrd Honors Scholarship, with a one-time grant of \$1,500; The Congressional Teachers Scholarship, paying up to \$5,000, and The Empire State Challenger Scholarships, with a grant of up to \$3,000.

NYSHESC has, in addition, a variety of grants and work-study programs.

WHO IS ELIGIBLE: Applicants must be U.S. citizens and residents of New York State; full-time, matriculating students in an approved program and in good academic standing.

HOW TO APPLY: Interested students should see their high school guidance counselor for applications and information; and, to check on deadline dates.

NORTH DAKOTA INDIAN AFFAIRS COMMISSION

First Floor—State Capitol
Bismarck, ND 58505
(701) 224-2428

WHAT WE DO: The Commission supervises the North Dakota Indian Scholarship Program which provides annual awards for higher education for Native American residents of the state.

WHO IS ELIGIBLE: Applicants must be residents of North Dakota, in financial need and accepted by a college in the state.

Applicants must be at least one-quarter Native American, or be enrolled in a North Dakota Native American tribe.

HOW TO APPLY: Applicants should contact the Commission in Bismarck, ND, for further information.

NUCLEAR ENERGY TRAINING PROGRAM

Historically Black Colleges and Universities

Nuclear Energy Training Program

Oak Ridge Associated Universities

University Programs

P.O. Box 117

Oak Ridge, TN 37831

(615) 576-3428

WHAT WE DO: THE U.S. Department of Energy has announced a Nuclear Energy Training Program in cooperation with seven historically-Black colleges and universities. The awards consist of full tuition and fees, plus a \$6,000 annual stipend for the scholarships, or \$12,000 for the fellowship programs.

The participating institutions are: Atlanta University Lincoln University, Howard University, North Carolina A&T State University, South Carolina State College, Tennessee State University and Virginia State University. More information can be obtained from the HBCL.

WHO IS ELIGIBLE: Qualified students now enrolled or intending to enroll in any of the universities listed.

HOW TO APPLY: Contact any of the universities listed or the U.S. Department of Energy.

OHIO BOARD OF REGENTS

Student Assistance Office
30 East Broad Street
Columbus, OH 43266-0417
(614) 466-7420

WHAT WE DO: The Ohio Board of Regents offers five state-funded grant and scholarship programs.

They are: The Ohio Instructional Grant, which assists low- and middle-income families in meeting tuition costs; The Ohio Student Choice Grant Program which provides tuition to students attending Ohio non-profit colleges or universities; The Ohio War Orphans Scholarship Program that assists in meeting college costs of the children of deceased or disabled Ohio war veterans and children of Vietnam conflict MIA's and POW's; The Ohio Academic Scholarship Program which recognizes outstanding senior scholars from each high school in Ohio and encourages them to enroll in Ohio institutions of higher education, and The Regents Graduate/Professional Fellowship Program which recognizes the outstanding academic achievement of Ohio's baccalaureate graduates and encourages their pursuit of graduate or professional degrees in Ohio.

WHO IS ELIGIBLE: Applicants must be Ohio residents and full-time students of a college or university in the state.

HOW TO APPLY: Information on these awards and scholarships can be obtained from guidance counselors in schools and/or from the Board's office in Columbus.

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

Doctoral Study Grant Program

500 Education Building

State Capitol Complex

Oklahoma City, OK 73105-4503

(405) 521-2444

WHAT WE DO: The Oklahoma State Regents for Higher Education provides a Doctoral Study Grant Program to assist minorities in qualifying as professionals in areas of medicine, dentistry, law and veterinary medicine.

The grant for students pursuing study under the full-time Professional Degree Assistance Program will be \$4,000 per year.

WHO IS ELIGIBLE: Applicants must be a member of a minority group and a resident of Oklahoma. The applicant must have completed professional school admission at an accredited Oklahoma college, Health Sciences Center or College of Law.

HOW TO APPLY: Contact the Doctoral Study Program at the Oklahoma State Regents for Higher Education in Oklahoma City.

PAUL DOUGLAS TEACHING SCHOLARSHIP PROGRAM

U.S. Department of Education
Seventh & D Streets, SW
Washington, DC 20202-5447
(202) 732-4507

Chief of State Student Incentives: *Fred H. Sellers*

WHAT WE DO: This national scholarship program is administered by the U.S. Department of Education in each of the 50 states. It offers \$5,000 scholarships for prospective teachers who qualify under standards set by the state. The scholarships are renewable.

The Paul Douglas Teaching Scholarship Program was formerly called the Congressional Teachership Program.

Recipients of the scholarships are generally required to teach two years for each year of scholarship assistance they receive. This obligation may be reduced under certain circumstances.

WHO IS ELIGIBLE: High school students who plan to teach at the pre-school, elementary, junior or senior high school level are eligible to apply. The student must enroll in a state-approved teaching program.

HOW TO APPLY: Persons interested in the Paul Douglas Teaching Scholarship should contact the education department of their individual state.

PENNSYLVANIA HIGHER EDUCATION ASSISTANCE AGENCY

660 Boas Street
Harrisburg, PA 17102
(717) 257-2750

Executive Director: *Kenneth R. Recher*

WHAT WE DO: The Pennsylvania Higher Education Assistance Agency has provided a variety of scholarships, grants and loans to college-level students for more than 22 years.

Students in Pennsylvania use the Agency's State Grant application to apply for several types of grants and loans.

Among the several programs are: The State Higher Education Grant Program; The Guaranteed Student Loan Program; The Parent Loan and the Auxiliary Loan to Assist Students; The Health Education Assistance Loans; The Heip Supplemental Loans; The Commonwealth Scholarship Fund, and the State Work-Study Program that provides Summer internships for college students.

WHO IS ELIGIBLE: There are different eligibility requirements for each of the different scholarships, grants and work-study programs. See Agency documents for details.

HOW TO APPLY: Contact the Agency office in Harrisburg or advisors at local colleges and high schools.

POLITICAL MANAGEMENT SCHOLARSHIPS

The Graduate School of Political Management
17 Lexington Avenue
New York, NY 10010
(212) 725-4434

President: *Neil Fabricant*

WHAT WE DO: The Graduate School of Political Management provides four \$6,000 scholarships annually for minority students.

Chartered by the New York State Board of Regents, the Graduate School of Political Management offers courses in polling, media-buying, fund-raising, lobbying, television and radio production and computer-aided campaign management.

Graduates earn Master's degrees in political management and are placed in positions at political campaigns, consulting firms, corporations, publications, government and other organizations requiring sophisticated political skills.

WHO IS ELIGIBLE: Sponsors seek highly-motivated and well-qualified students. Requirements include a Bachelor's degree and evidence of financial need.

HOW TO APPLY: Contact Christine Solomon, Vice President, at the above address.

RUTH M. BATSON EDUCATIONAL FOUNDATION

250 Cambridge Street (Suite 701)
Boston, MA 02114

WHAT WE DO: Since its founding in 1969, the Ruth M. Batson Educational Foundation has supported hundreds of students through grants to those who have needed assistance in addition to tuition aid. In fact, many of the foundation's special assistance grants have been for clothing, transportation and other personal expenses that cannot be made through the learning institution.

To date a total of 129 grants, representing more than \$70,000 has been awarded to students.

WHO IS ELIGIBLE: Financial need is one of the criteria for grants through this program. Applicants should contact Foundation officials for further information.

HOW TO APPLY: For further information contact the Batson Foundation at the above address.

SEMINOLE TRIBE OF FLORIDA HIGHER EDUCATION AWARDS

Higher Education Awards
6073 Stirling Road
Hollywood, Fl. 33024
(305) 583-7112

WHAT WE DO: The Seminole Tribe of Florida offers higher education awards to needy students.

WHO IS ELIGIBLE: Student must be at least one-quarter or more Seminole Indian; and, must be attending an accredited college or university. Awards are renewable.

Deadline dates are: July 15, for fall term, November 15, for spring term and April 15, for summer term.

HOW TO APPLY: Contact the Seminole Tribe of Florida Higher Education Awards in Hollywood, Fl.

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA

James Monroe Building
101 N. Fourteenth St.
Richmond, VA 23219
(804) 225-2141

WHAT WE DO: The State Council of Higher Education offers a number of State, Federal and other programs to college-level students. While the Federal programs are duplicated nationwide, the Council has information on numerous programs particular to the State of Virginia.

These state programs include: The Virginia College Scholarship Assistance Program (CSAP) for undergraduate, full-time, degree-seeking students who are attending an eligible Virginia college or university. Awards range from \$400 to \$1,000 a year;

The Virginia Scholars Program, open to outstanding Virginia high school students, who plan to enroll full-time in an accredited four-year college in Virginia;

The Virginia Tuition Assistance Grant Program (TAGP) for full-time undergraduate or graduate students enrolled at an eligible Virginia private college or university. There is no financial-need requirement for this grant;

The Virginia Transfer Grant Program is for full-time minority students enrolled in traditionally-white, four-year Virginia public colleges or universities. Applicant may also qualify as a first-time transfer student;

The Council, in addition, offers other state and federal programs, as well as community and institutional programs.

WHO IS ELIGIBLE: College-level students who are Virginia residents are eligible for consideration for these programs.

HOW TO APPLY: Contact the Council in Richmond.

STATE OF SOUTH DAKOTA

State of South Dakota
Department of Education and Cultural Affairs
700 Governors Drive
Pierre, SD 57501
(605) 773-3678

WHAT WE DO: The State of South Dakota offers a number of financial-aid programs for residents of South Dakota; or, for students of universities and colleges in the state. These programs include: the Robert C. Byrd Scholarship Program; the South Dakota Superior Scholar Scholarship Program; the South Dakota Student Incentive Grant Program; the South Dakota Tuition Equalization Grant Program, and the Paul Douglas Teacher Scholarship.

WHO IS ELIGIBLE: Interested persons should contact the Department of Education and Cultural Affairs since the eligibility criteria are different for each program.

HOW TO APPLY: Contact the Department of Education in Pierre, SD.

STATE OF WISCONSIN HIGHER EDUCATION AIDS BOARD

25 West Main Street
Madison, WI 53707
(414) 227-4942

WHAT WE DO: The Higher Education Aids Board offers several undergraduate financial aid programs including: Wisconsin Higher Education Grants (includes Talent Incentive and Handicapped grants); Tuition Grants; Indian Student Assistance Grants; Minority Student Grant Program; Minnesota/Wisconsin Compact; Paul Douglas Scholarship.

WHO IS ELIGIBLE: In order to qualify for a state grant, student must be enrolled at least half-time as a regular student in an eligible institution; must be a bonafide Wisconsin resident, and must demonstrate financial need.

HOW TO APPLY: Applicants should contact the Wisconsin Higher Education Aids Board in Madison, WI., for further information.

STATE STUDENT ASSISTANCE COMMISSION OF INDIANA

964 N. Pennsylvania St. 1st floor
Indianapolis, IN 46204
(317) 232-2350

WHAT WE DO: The Commission offers several state programs.

The Minority Teacher Scholarship was created in 1988 to address the critical shortage of Black and Hispanic teachers in Indiana.

Other programs include both the Indiana Higher Education and the Lilly Endowment Grant Programs. These "need-based" grants are provided for students unable to pay.

WHO IS ELIGIBLE: In order to apply for the Minority Teacher Scholarship Program, student must be Black, Hispanic or Native American; and must be an Indiana resident or a full-time student in an Indiana institution of higher education.

HOW TO APPLY: Contact the Commission offices in Indianapolis.

TENNESSEE STUDENT ASSISTANCE CORPORATION

404 James Robertson Parkway
Suite 1950, Parkway Towers
Nashville, TN 37219
(615) 714-1346

WHAT WE DO: The Tennessee Student Assistance Corporation is a non-profit organization established by the Tennessee General Assembly to broaden higher education for Tennessee residents.

The Corporation administers six student-assistance programs: the Tennessee Student Assistance Award; the Guaranteed Student Loan Program; the Auxiliary Loan to Assist Students; the Tennessee Academic Scholars Program; the Paul Douglas Teacher Scholarship Program, and the Teacher Loan/Scholarship Program.

WHO IS ELIGIBLE: Participants must be enrolled in schools in Tennessee.

HOW TO APPLY: Contact the Corporation's offices in Nashville for further information.

THE ASPIRA ASSOCIATION, INC.

1112 16th Street, N.W.
Suite 340
Washington, DC 20036
(202) 835-3600

Chairman: *William Radinson*
National Executive Director: *Juan Rosario*

WHAT WE DO: ASPIRA was founded in New York City in 1961 by a group of concerned community leaders and professionals who met to discuss the alarming dropout rate of Hispanic students and the socio-economic conditions of the Puerto Rican community. Through their efforts, ASPIRA was formed as the first non-profit organization in the United States dedicated to encouraging and promoting educational and leadership development among Hispanic youth.

ASPIRA has associate offices in New York, North Carolina, Illinois, New Jersey, Pennsylvania, Florida and in Puerto Rico.

ASPIRA Associates provides services to an average 16,000 Hispanic youth annually, and assists more than 3,000 students in gaining access to college. Since its inception, ASPIRA has provided services to approximately 100,000 "Aspirantes" and has been instrumental in placing more than 30,000 students in institutions of higher learning.

WHO IS ELIGIBLE: ASPIRA was founded to provide educational assistance to Hispanic youths.

HOW TO APPLY: Contact ASPIRA's headquarters in Washington, DC or one of its local affiliates.

THE BUSH FOUNDATION

The Bush Foundation
E-900 First National Bank Building
St. Paul, MN 55101
(612) 227-0891

WHAT WE DO: The BUSH Foundation offers a number of fellowship awards to mid-career professionals from a variety of disciplines. Successful candidates have come from the fields of architecture, business, engineering, farming, forestry, government, journalism, law, law enforcement, social work, theology and trade unionism.

They have also come from the arts, education, medicine, science and photography.

WHO IS ELIGIBLE: Residents of Minnesota, North and South Dakota and Northwest Wisconsin are eligible to apply for these awards.

HOW TO APPLY: Contact the Foundation in St. Paul, MN for further information.

THE CLUB MANAGERS ASSOCIATION OF AMERICA

7615 Winterberry Place
Bethesda, MD 20817
(301) 229-3600

WHAT WE DO: The Club Managers Association of America is the largest association representing the club-management profession in the United States. Its membership is made up of more than 4,000 professional managers of private country, city, university, yacht, town and military clubs. The Association offers many services to its members such as professional development programs, specialized and executive career services and government and public relations.

The Association also provides scholarships to students who have expressed an interest in the club-management profession.

WHO IS ELIGIBLE: Based on merit, the scholarships are for individuals interested in a career in the private club industry. Students attending an accredited four-year college or university may apply to CMAA for scholarship aid.

Candidates must show evidence of employment interest in the club-management profession and must have completed their freshman year in a four-year college or university, and have maintained and continue to maintain a grade-point average of at least 2.0.

HOW TO APPLY: The Association requests a completed application and a 500-word essay on career objectives from candidates applying for scholarships. Applicants show completed application essay on career.

THE DOW JONES NEWSPAPER FUND

P.O. Box 300
Princeton, NJ. 08543
(609) 452-2820

President: *Laurence O'Donnell*
Executive Director: *Thomas E. Engleman*

WHAT WE DO: The Newspaper Fund is a foundation established to encourage young people to consider careers in journalism.

The Foundation lists a number of scholarships and grants for university and high school-level students.

It also provides journalism career information for students, teachers, counselors and parents.

The Foundation's Journalism Career and Scholarship Guide contains information on job opportunities in journalism, how and where to prepare for a journalism career, and how to obtain scholarships for journalism study. Its Journalism and Mass Communication College Search helps students locate colleges that meet the special criteria it feels is important in a college.

The Fund's Newsletter keeps high school teachers informed about developments in journalism education and the profession in general.

WHO IS ELIGIBLE: Contact the Foundation for eligibility requirements on its several programs.

HOW TO APPLY: For additional information on activities, call the Foundation offices in Princeton, NJ.

THE EDUCATION POLICY FELLOWSHIP PROGRAM

The Institute for Educational Leadership, Inc.

1001 Connecticut Avenue, NW

Suite 310

Washington, DC 20036

(202) 822-8405

President: *Michael D. Usdan*

Assistant to the Director: *Gina Allen*

WHAT WE DO: The Education Policy Fellowship Program is a one-year leadership-development activity that operates within educational systems in 13 states and the District of Columbia. Participants in the program become full-time employees at middle- to upper-levels of a variety of educational organizations.

WHO IS ELIGIBLE: EPFP is designed for mid-career professionals who have demonstrated leadership in the field of education and related areas; worked in diverse professional environments; obtained a bachelor's degree or its equivalent, and who have gotten a full-time professional position and the endorsement and financial support from an employing organization.

HOW TO APPLY: Application materials and specific dates can be obtained by contacting EPFP Coordinators through the Fellowship's offices.

THE FOUNDATION FOR EXCEPTIONAL CHILDREN

1920 Association Drive
Reston, VA 22091
(703) 620-3660

Executive Director: *Robert Silber*

WHAT WE DO: The Foundation for Exceptional Children was established in 1972 to serve the needs of exceptional children. The organization addresses the educational, vocational, social and personal needs of children with disabilities and also the neglected educational needs of gifted children.

The Foundation supports a number of programs that seek to maximize the potential of exceptional children through research, action projects and the dissemination of information.

Scholarships are awarded each year to outstanding disabled and gifted students planning to continue their education and training beyond high school.

Special Foundation grants are awarded annually to special education teachers who have designed innovative programs for disabled and gifted children.

The organization sends disabled youth on scientific expeditions with recognized field scientists to gain first-hand experience in scientific research. It also matches disabled youth seeking employment with older volunteers who help them find jobs. On-the-job follow-up is provided after initial employment.

WHO IS ELIGIBLE: A variety of programs and scholarships is available to children with disabilities, and for the gifted and talented.

HOW TO APPLY: Persons interested in these programs should contact the Foundation.

THE FUND FOR THEOLOGICAL EDUCATION, INC.

475 Riverside Drive
Suite 832
New York, NY 10115
(212) 870-2058

President Of The Board: *Sidney A. Rand*
Executive Director: *J. Oscar McCloud*

WHAT WE DO: The Fund, a non-profit, tax-exempt organization, identifies, selects and supports individuals who provide informed and thoughtful leadership to their communities. Organized in 1954, it has sought out students who had not considered a religious vocation, but who possessed qualities that would enhance the church's ministries. The Fund awarded five fellowships in its first year. Since that time more than 3,500 fellowships have been awarded.

WHO IS ELIGIBLE: Applicants must be recommended by their religious organization or an official of that organization. Administrators and former fellows can also make recommendations.

HOW TO APPLY: Contact the Fund for more detailed information.

THE GRADUATE OPPORTUNITY PROGRAM

The University of Texas at Austin
The Office of Graduate Studies
Main Building 101
Austin, TX 78712
(512) 471-7213

Assistant to the Dean and Director: *Sarita E. Brown*

WHAT WE DO: Begun in 1978, the Graduate Opportunity Program works to bring more Black, American Indian, Mexican-American and Puerto Rican students into the Master's and Doctoral program, and to help them succeed once they are there.

The Graduate Opportunity Program coordinates three different fellowship programs for minority graduate students: the Graduate Opportunity, the Danforth Compton, and the Patricia Roberts Harris Fellowships. The multi-year fellowships range from \$4,000 to \$7,000 plus tuition and required fees.

WHO IS ELIGIBLE: These fellowships are designed to provide support to U.S.-born minority students. The criteria for selection are academic achievement and economic need.

HOW TO APPLY: Contact the program in Austin, TX.

THE HERBERT LEHMAN EDUCATION FUND

99 Hudson Street
New York, NY 10013
(212) 219-1900

Chairman of the Board: *William T. Coleman, Jr.*
Director: *Butler T. Henderson*

WHAT WE DO: The Herbert Lehman Education Fund was established to promote goodwill and understanding by providing educational scholarships and financial assistance to needy students entering recently-desegregated and publicly-supported undergraduate colleges and universities in the deep South.

The Fund was established in 1964 with initial donations from the Carol Bittenwieser Loeb Foundation, Inc. and the Adele and Arthur Lehman Foundation.

Support for each Lehman Scholar may continue through the completion of the full normal four-year course of study if funds continue to be available, and the student remains in good standing. Renewal awards are not automatic but must be requested. Each renewal applicant is required to submit an official transcript of the previous year's grades and a statement of good standing from the Registrar or Academic Dean.

WHO IS ELIGIBLE: The Foundation was set up for students attending previously-segregated Southern colleges.

HOW TO APPLY: All requests for application forms must be in writing to the Foundation at the above address.

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THE INSTITUTE OF AMERICAN INDIAN ARTS

The Institute of American Indian Arts
College Of Santa Fe Campus
St. Michael Drive
Santa Fe, NM 87501
(505) 988-6493

Acting Admissions Director: *Robert N. Harcourt*

WHAT WE DO: Founded in 1962 as a senior high school, the Institute has flourished as an internationally-renowned arts education institution, now offering an Associate of Fine Arts degree as a junior college. Originally located on the campus of the Santa Fe Indian School, legislation now provides for a home on the campus of the College of Santa Fe, where it has shared space, programs and students since the 1981-82 school year.

IAIA is cleared for Bureau of Indian Affairs scholarship grants through Higher Education grants and through the Employment Assistance Grants. The bureau's in-house scholarship-assistance sources include: the Pell Grant, VA benefits and the GSL loan program. It currently provides free room, board and tuition to accepted, eligible American Indian, Aleut and Eskimo students.

WHO IS ELIGIBLE: Applicant must be able to prove his or her status as a Native American through documentation accepted by the Bureau of Indian Affairs.

HOW TO APPLY: Contact the Institute in Santa Fe, NM.

THE MEXICAN & AMERICAN FOUNDATION, INC.

1446 Front Street
Suite 203
San Diego, CA 92101
(619) 232-1010

Chairman of the Board: *David Lizarraga*
President & Chief Executive Officer: *Tony Valencia*

WHAT WE DO: The Mexican-American Foundation, Inc. offers a number of scholarship and internship opportunities to bilingual individuals who have exhibited leadership skills and academic achievement. Among these are the Andy Martin Memorial Internship, the Coca-Cola Bilingual Internship, National University Scholarships, the Pepsi-Cola Bilingual Internship, and the Anheuser-Busch Internship.

Founded in 1972, the Foundation was established to help promote transborder relations between Mexico and the United States; and to provide internships, scholarships and other forms of support, which serve to increase the cultural, educational and professional experience of tomorrow's leaders.

WHO IS ELIGIBLE: Bilingual men and women interested in building good business, cultural and civic relationships between the various ethnic groups living in the Southern California area.

HOW TO APPLY: Contact the Foundation in San Diego.

THE NATIONAL ACTION COUNCIL FOR MINORITIES IN ENGINEERING, INC.

3 West 35th Street
New York, NY 10001
(212) 279-2626

Chairman: *Kay R. Whitmore*
President: *Richard F. Neblett*

WHAT WE DO: The National Action Council For Minorities in Engineering, Inc. (NACME), is the largest privately-funded source of scholarships for minority engineering students. Supported by more than 160 donor companies, NACME's Incentive Grants Program (IGP) reaches nearly 150 engineering schools, providing scholarship assistance for 10 to 12 percent of all minority undergraduates in engineering programs.

During 1987, NACME received contributions from more than 170 major corporations and foundations.

NACME offers, in addition, the Summer Engineering Employment Project that helps participating students augment their scholarships with summer earnings, and fosters the growth of skills and relationships that can lead to permanent employment. This project also introduces engineering students to professional engineers and to the work done by their business organizations.

Founded some fifteen years ago by leaders of many of America's most important industries, universities, professional and minority organizations, NACME is a non-profit organization designed to increase the number of African Americans, Hispanics and Native American graduates of accredited engineering schools.

WHO IS ELIGIBLE: An applicant must be an American citizen, enrolled full time in an undergraduate engineering program and in need of financial assistance in order to complete his or her course of study. The applicant must demonstrate that he or she has the grades and the motivation to earn a degree in engineering.

HOW TO APPLY: NACME makes no awards directly to students. Instead, monies go to participating colleges and universities, which in turn, award student scholarships ranging from \$250 to \$2,500 per year. Applicants should contact their school counselor or NACME for further information.

THE POYNTER FUND

Personnel Department
Times Publishing Company
P.O. Box 1121
St. Petersburg, FL 33731
(813) 893-8556

WHAT WE DO: The Poynter Fund sponsors a program of college-level scholarships and fellowships for communications professionals at all career levels to encourage academic excellence in the field of journalism.

Poynter Fund scholarships are merit awards, given to those who have shown by their qualifications and experience, particular dedication and ability in the field of publishing. Scholarships are granted in the areas of newswriting, editing and administration. They are also granted for those wanting to study business, administration and marketing, including sales, art layout, promotion and research. Scholarships are also available to persons wanting to study technological aspects of journalism, including mechanical production.

Grantees will be asked to sign a statement of understanding that they intend to work in one of the above career fields for at least three years following completion of their education; should a grantee decide to leave the journalism field before that time, the full amount of the scholarship would be repayable to the Fund at five percent interest over a five-year period after graduation.

WHO IS ELIGIBLE: This program is open to outstanding beginners as well as career journalists. Men and women who have dedicated themselves to careers in journalism are eligible for Poynter Fund Scholarships.

Candidates for scholarship awards must prove outstanding potential for successful careers in newspapers through actual performance or interview.

HOW TO APPLY: Letters of application for Poynter Fund Scholarships and Fellowships should be sent to the Fund. Candidates will be asked to state their qualifications and goals on a formal application blank which will be provided by the Fund. Application deadline is July 1st of each year.

THE SOUTHERN CALIFORNIA GAS COMPANY SCHOLARSHIP

810 South Flower Street
Los Angeles, CA 90017
(213) 689-3995

Scholarship Coordinator: *Mary L. Jeter*

WHAT WE DO: The Southern California Gas Company Scholarship provides graduating high school seniors up to \$1,000 for school-related costs while they attend an accredited college, community college or trade school. The scholarship would provide a maximum total of \$4,000 to students attending a four-year college.

The California Gas Company Scholarship is open to applications from students in close to 40 schools throughout southern California.

The company also offers scholarship winners one summer of paid employment with the Gas Company. More than 400 students have been awarded a Southern California Gas Company Scholarship since the program began in 1966.

WHO IS ELIGIBLE: The Gas Company Scholarships are available to graduating students from selected high schools in its service area. Recipients must maintain a "C" average or better in high school and are usually from economically-disadvantaged families. Most of the scholarship winners must work part-time after school to help their families.

HOW TO APPLY: Candidates are nominated by their teachers and principals of the school.

THE WHITE HOUSE FELLOWSHIPS

President's Commission on White House Fellowships
712 Jackson Place, NW
Washington, DC 20503
(202) 395-4522

Chairman: *Vice Admiral James B. Stockdale (USN-Ret.)*
Director: *Linda L. Tarr*

WHAT WE DO: The White House Fellowship is a highly-competitive opportunity to participate in and learn about the Federal Government from a unique perspective. For one year, the 11-18 persons selected as White House Fellows are full-time Schedule A employees of the Federal Government, working in the Executive Office of the President or in an Executive Branch agency. In conjunction with the work experience, the Fellows participate in an education program that includes a series of off-the-record meetings with top-level government officials and private sector leaders. The Fellows travel occasionally.

Each Fellow is paid by his or her agency at an appropriate scale, based on the Fellow's experience and education. The government administers the program through the Office of Personnel Management, consistent with policies established by the Commission.

The education program is supported in large part by private funds contributed by the White House Fellows Foundation. Contributions come from alumni, current Fellows, corporations, foundations and numerous individuals.

WHO IS ELIGIBLE: U.S. citizens are eligible to apply during early and formative years of their career or profession. There are no basic educational requirements and no specific career professional categories. Employees of the federal government are not eligible, with the exception of career military personnel of the Armed Services.

HOW TO APPLY: Applications can be obtained from the Foundation and must include five personal evaluations. Applications must be postmarked on or before December 1 of the preceding year.

THOMAS A. WATSON SCHOLARSHIP

Lincoln National Life Insurance Corporation
Human Resources Division/Affirmative Action
1300 South Clinton Street
Fort Wayne, IN 46801
(219) 427-2000

WHAT WE DO: The Thomas A. Watson Scholarship is designed to promote career mobility through higher education for African American, Hispanic and other ethnic minority students in an overall effort to enhance the quality of life in the Fort Wayne, IN community.

WHO IS ELIGIBLE: An applicant for this scholarship must be a graduate of Allen County High School and must be pursuing a four-year degree in a business-related curriculum.

The scholarship committee also offers recipients an opportunity to gain company and corporate exposure by providing meaningful and challenging summer work assignments.

HOW TO APPLY: For further information, contact the Lincoln Life Insurance Corp. at the above address.

UNITED FEDERATION OF TEACHERS SCHOLARSHIP FUND

United Federation of Teachers
260 Park Avenue South
New York, NY 10010
(212) 777-7500

Chairman: *Sandra Feldman*
Director: *Harriet Merchant*

WHAT WE DO: The UFT College Scholarship Fund is a trust fund set up by the United Federation of Teachers. Its purpose is to administer the scholarship program created as a part of the 1969 agreement between the UFT and the New York City Board of Education.

The fund awards 300 four-year scholarships that provide recipients with \$1,000 per year. It also offers six Master's Degree scholarships for \$1,500 over two semesters to former undergraduate scholarship winners.

Other scholarships administered by the UFT include the Murry Bergtraum Medical Scholarship which provides \$6,000 for a four-year period and the George S. Counts Law Scholarship for \$4,500 for a three-year period.

WHO IS ELIGIBLE: The undergraduate scholarships are available to graduates of a New York City high school.

HOW TO APPLY: Applications for undergraduate scholarships are available each fall from the UFT Chapter Leaders in all New York City public high schools.

Announcements of the annual competition for graduate scholarships are mailed to all eligible undergraduate scholarship winners.

YAKIMA TRIBAL SCHOLARSHIP

Yakima Indian Nation
Higher Education Program
Department of Human Services
PO. Box 151
Toppenish, WA 98948
(509) 865-5121 Ext. 534/530

WHAT WE DO: The Yakima Nation offers this Scholarship/Grant Program to benefit Native Americans of the Yakima Tribe in achieving their goals for a higher education.

WHO IS ELIGIBLE: In order to qualify for the Tribal Scholarship, a student must be a full- or part-time undergraduate or graduate student in an accredited college or university.

Applicant must be a member of the Yakima Tribe.

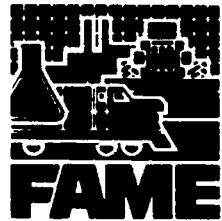
HOW TO APPLY: Apply to the Yakima Indian Nation Tribal Scholarship Program, Toppenish, WA.

PRE-COLLEGE



National Urban League, Inc.

NACME



AICPA



“You can’t long have a prosperous and fulfilling existence without a solid educational foundation. Therefore, we as a nation must address the serious problems besetting American education.”

Williard C. Butcher
Chairman of the Board and
Chief Executive Officer
Chase Manhattan Corporation

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A BETTER CHANCE, INC.

419 Boylston St.
Boston, MA 02116
(617) 421-0950

Chairman: *Lance R. Odden*

President: *Judith B. Griffin*

WHAT WE DO: A Better Chance, Inc. (ABC) is a national, nonprofit organization serving minority, junior and senior high school students and member schools. It is the nation's oldest academic talent search organization for minority secondary students. A Better Chance identifies qualified students from all economic backgrounds in every part of the country, and provides them with access to college preparatory educations. Established in 1963 by the heads of 23 Northeastern independent schools committed to increasing minority enrollment, ABC's membership presently numbers some 165 schools.

Students in the ABC program are monitored by members of the ABC staff and ABC Coordinators at the schools. Counseling and support are available to students and families from the ABC staff. Although most ABC students receive substantial financial aid, ABC also recruits students whose parents assume varying amounts of the cost of attending an ABC school.

Virtually all ABC graduates continue their education at colleges and universities throughout the country. Alumni participate in all aspects of the ABC program from recruitment to fund raising.

The program is supported by tax-deductible contributions from individuals, foundations and corporations which share the organization's commitment to expanded educational opportunities for talented minority young people.

WHO IS ELIGIBLE: Students are recruited and admitted to ABC on the basis of academic merit, personal motivation and promise. As a general rule, applicants should be in the top 10% of their class, have a grade-point average of at least 85 and have good academic and personal recommendations.

HOW TO APPLY: Students may receive applications directly by calling the National ABC office. Students are also identified and recommended by a network of more than 2,000 teachers, guidance counselors, ABC alumni and other volunteers who work closely with the ABC staff. Volunteer Recruitment Coordinators in several cities across the U.S. assist the ABC by recruiting students, distributing application materials, arranging for applicants to be interviewed and helping families with the application process.

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ACADEMY OF FINANCE

Academy of Finance
New York City Board of Education
131 Livingston Street
Brooklyn, NY 11201
(718) 935-3776

Director: *Phyllis R. Frankfort*

WHAT WE DO: The Academy of Finance is a New York City Board of Education project that involves high school juniors and seniors over a two-year period. Its purpose is to develop a short-and long-term employment pool for the financial services industry, provide economic and finance education for students and to provide awareness of, and access to careers in the finance industry.

This Academy enriches the traditional high school curriculum with additional studies in finance, accounting, economics, computer science, insurance, banking and credit, and security operations.

The program offers part-time employment opportunities during the school year and full-time employment after graduation. Summer internships also are available. Scholarships and grants are awarded to those students who have excelled.

Founded in 1982 by the public school system and the financial services sector, the Academy concept has expanded to 31 schools in 12 other cities and counties. Other communities with Academies of Finance are: Baltimore, MD; Broward County, FL; Buffalo, NY; Chicago, IL; Los Angeles, CA; Minneapolis, MN; New Hyde Park, NY; Omaha, NE; Phoenix, AZ; Salt Lake City, UT; San Francisco, CA and Wilmington, DE.

WHO IS ELIGIBLE: The New York City Academy of Finance operates in eight high schools in New York City. Juniors and seniors in these institutions can apply to participate in the program in New York.

HOW TO APPLY: See teachers and guidance counselors about the programs in your city.

ASSOCIATED MEDICAL SCHOOLS OF NEW YORK

70 West 36th Street
Suite 302
New York, NY 10018
(212) 643-8952

President: *Dr. Richard H. Schwarz*
Director, *Minority Affairs: Jacqueline C. Flowers*

WHAT WE DO: The Associated Medical Schools of New York is a consortium of the 14 medical schools in New York State.

Its Associated Medical Schools STEP program is an academic and cultural enrichment program conducted for junior and senior high school students.

The participants take courses designed to enhance their academic performances in regular school courses and to strengthen their overall academic achievements.

With supervision provided by the AMS Office of Minority Affairs, the consortium institutions will carry on recruitment, develop student-mentor relationships, involve school teachers and counselors, provide counseling and tutoring, develop laboratory work experiences, conduct courses in essential subject areas and involve parents in active roles.

The consortium approach is designed to permit the Associated Medical Schools to conduct statewide staff workshops and student conferences.

The goal of this effort is to increase minority enrollment in medical schools, increase the retention of minorities in high school and to increase the information available to minorities about the medical field.

The New York state medical schools are: Albany Medical College; Albert Einstein College of Medicine of Yeshiva University; City University of New York Medical College; Columbia University—College of Physicians and Surgeons; Mount Sinai School of Medicine of City University of New York; New York College of Osteopathic Medicine; New York Medical College; New York University School of Medicine; School of Medicine and Dentistry, University of Rochester; State University of New York—Health Science Center at Brooklyn, School of Medicine and Biomedical Sciences at Buffalo; Health Sciences Center at Stony Brook; Health Science Center at Syracuse.

WHO IS ELIGIBLE: This program is open to students in grades 7 through 12 who attend participating high schools.

HOW TO APPLY: Interested persons should contact the consortium offices in New York to locate the participating schools.

BODINE HIGH SCHOOL FOR INTERNATIONAL AFFAIRS

Bodine High School for International Affairs
Philadelphia Public School System
Fourth & George Streets
Philadelphia, PA 19123
(215) 351-7332

Principal: *Dr. Ann G. Waters*

WHAT WE DO: The Bodine High School for International Affairs was founded in 1981 as a comprehensive public high school with special emphasis on global studies. A number of required courses help the school's normal enrollment of 425 students to both enter college and to begin developing the skills to function eventually as a professional in an international environment.

Each student is required to take four years of a foreign language with an option also to study a second language while in high school. Languages offered are: French, Spanish, Chinese and Russian.

Other required courses aimed at helping to develop the student's "global literacy," include: international business, finance, management, micromacro economics, advanced computer studies, accounting and marketing.

Special courses are offered on international relations, anthropology and world geography.

The Bodine High School for International Affairs has produced an average of 90 graduates every year since its first graduating class in 1985. The majority of its graduates is now in college.

WHO IS ELIGIBLE: This high school recruits students within the city of Philadelphia, looking especially for solid academic records with good reading and language arts skills. The recommendations of junior high school officials carry some influence with the Bodine recruiters in instances where students might have performed less well academically but have impressed their teachers and counselors about their seriousness in school work. While open to Philadelphia residents, the school does accept a limited number of out-of-town students willing to pay tuition fees.

HOW TO APPLY: Interested applicants should contact their junior high school advisors or the Bodine High School in Philadelphia.

BUFFALO AREA ENGINEERING AWARENESS FOR MINORITIES, INC.

c/o SUNYAB
412 Bonner Hall
Amherst, NY 14260
(716) 636-3066

Executive Director: *James R. Legge*

WHAT WE DO: Buffalo Area Engineering Awareness For Minorities, Inc., is an organization dedicated to increasing the number of African Americans, Hispanics, and Native Americans in the engineering professions. The organization recognizes, and is encouraged by the fact that its program will also provide educational benefits for all Buffalo area students.

The program is designed to link junior and senior high schools with local companies for field trips. These trips have resulted in hands-on projects and in the development of role models for the students. The students' understanding of the engineering process has benefited greatly from the trips.

The program selects approximately forty academically-talented high school minority students each summer to participate in an Honors Research Program or a Pre-College Engineering Program. The students receive the minimum wage or a stipend and lunch expenses for full-time participation in these programs.

The BEAM organization also has an Honors Research Program for younger students enrolled in junior and senior high school grades 7 through 12.

WHO IS ELIGIBLE: Interested persons should contact the program's officers in Buffalo for eligibility requirements for their several program components.

HOW TO APPLY: Applicants should contact their guidance counselors or the BEAM office for additional information.

COLORADO MINORITY ENGINEERING ASSOCIATION, INC.

College of Engineering
University of Colorado at Denver
1200 Larimer Street
Campus Box 104
Denver, CO 80204
(303) 556-2344

Executive Director: *Miguel A. Garcia*

WHAT WE DO: The Colorado Minority Engineering Association was incorporated in 1979 as a non-profit organization which provides educational support programs to the Hispanic, African American, Native American and the disadvantaged in the state of Colorado. Working directly with junior high school and high school students, the Association's purpose is to increase the number of under-represented groups in the fields of engineering, science and technology.

The Association has operated a MESA (Mathematics, Engineering, Science Achievement) program in the secondary and middle schools of Colorado since 1980. The MESA program has proven successful at encouraging academically-talented minority students to take a rigorous college preparatory curriculum in high school.

Starting with grade seven, MESA provides tutoring, design and science projects, specialized counseling, role models, summer enrichment programs, field trips, speakers and motivating incentives.

CMEA is supported by a consortium of industry, foundations and school districts. It has an 18-member Industry Advisory Board which is responsible for raising funds for the program.

WHO IS ELIGIBLE: The program is for minority and disadvantaged high school and junior high school students in Colorado.

HOW TO APPLY: Contact the Association in Denver.

DETROIT AREA PRE-COLLEGE ENGINEERING PROGRAM, INC.

Rackham Educational Memorial Building,
Office 110
60 Farnsworth
Detroit, MI 48202
(313) 831-3050

President: *Mary Blackmon*
Executive Director: *Kenneth Hill*

WHAT WE DO: The Detroit Area Pre-College Engineering Program, Inc. (DAPCEP), is a non-profit organization that was founded in 1976 by a grant provided by the Sloan Foundation. The purpose of DAPCEP is to motivate and prepare minority students to pursue a science or engineering degree.

There are 1,600 middle and high school students currently enrolled in DAPCEP. Each DAPCEP activity contains elements to motivate, instruct and enrich the participants.

The National Science Foundation, the Detroit Public Schools and 18 corporations provide funds and in-kind services to the program.

Employment is offered through the Board of Directors corporate members, other corporate contributors and referrals from DAPCEP college graduates.

DAPCEP courses are conducted in the Detroit Public Schools and on the college campuses of six participating universities—the University of Detroit, the University of Michigan-Ann Arbor, the University of Michigan-Dearborn, Michigan State University, Oakland University and Wayne State University.

WHO IS ELIGIBLE: The prerequisites for each of the DAPCEP programs differ. There are no prerequisites for the science fair, engineering classes and tutoring, for instance. Prior DAPCEP attendance is required, however, for participation in the advance summer program.

HOW TO APPLY: The admission to any DAPCEP program is the sole responsibility of the academic unit that provides the activity.

DOUBLE DISCOVERY CENTER

401 Ferris Booth Hall
Columbia University
New York, NY 10027
(212) 280-3897

President/Executive Director: *Glenn Hopkins*
Chair: *Roger Lehecka*

WHAT WE DO: The Double Discovery Center is a career guidance and college preparatory organization that offers a number of programs to assist low-income minority students, or students from backgrounds traditionally underrepresented in the mainstream of American society.

The programs generally offer academic and career development support for New York City students through counseling, remedial work, summer and after school employment, internships and scholarships. It also utilizes professionals in a career "mentoring" capacity.

Double Discovery's three most widely utilized activities are the Talent Search Program, the Career Beginnings Program and the Upward Bound Program.

The Talent Search Program provides high school students every year with college preparatory and career guidance activities including counseling in self esteem, workshops in financial aid and help in choosing the best college available to the individual student.

The Career Beginnings Program provides meaningful educational and early career experiences through summer jobs and after school jobs programs in the field in which a student has a career interest. Professionals in the field act as mentors and counselors to the students.

The Upward Bound Program features tutorial classes to help students improve their grades and understanding of some subjects. The program also assists with college applications and with applications for financial aid.

WHO IS ELIGIBLE: In order to apply for the Double Discovery Program a student must be in the 11th grade of a New York City high school. The student must be from a low income or first generation college-bound family and must be in good academic standing.

HOW TO APPLY: Applicants must be recommended by a high school principal or other officials.

FORUM TO ADVANCE MINORITIES IN ENGINEERING

Room N-13426A
Tenth & Orange Streets
Wilmington, DE 19898
(302) 774-9270

Chairperson: *David Bull*
Executive Director: *Guizelous O. Molock*

WHAT WE DO: The Forum to Advance Minorities in Engineering (FAME) is a pre-college engineering program that prepares and motivates minority high school students in the Wilmington, Delaware area to enter and complete a baccalaureate of science program in engineering. Since its inception, over 150 students have graduated from the program with 80 percent entering colleges to pursue a technical career.

Affiliated companies host tours of their facilities for FAME students. This gives students opportunities to see engineers at work and to observe various engineering techniques.

FAME places graduating high school seniors in summer jobs with affiliated companies. Some students have continued summer employment with these companies while in college.

The affiliated companies provide total financial support of FAME through membership dues and contributions.

WHO IS ELIGIBLE: Students enrolled in public, private or parochial schools in New Castle County in grades 7 through 12.

HOW TO APPLY: Applications are available through the school counselor or by contacting the FAME office.

GATEWAY TO ENGINEERING, SCIENCE AND TECHNOLOGY

University of Wisconsin, Milwaukee

P. O. Box 784

Milwaukee, WI 53201

(414) 229-5356

Director: *Rose Daitzman*

WHAT WE DO: The GEST program serves minority pre-college students in the Milwaukee area. GEST aims to increase the participation of minorities who are under represented in engineering, technology and other math-science based professions.

The program is sponsored by the College of Engineering and Applied Science at the University of Wisconsin, Milwaukee in cooperation with Milwaukee Public Schools. Funding sources include the University as well as the Department of Energy, the William Randolph Hearst Foundation, local foundations and local companies. Other resources include volunteer services of college students and community professionals.

WHO IS ELIGIBLE: The participants are black, hispanic and American Indian students enrolled in elementary, middle and secondary public schools.

JOIN-A-SCHOOL PROGRAM

Join-A-School Program
New York City Board of Education
110 Livingston Street
Room 405
Brooklyn, NY 11201
(718) 935-2778

Director: *Richard Shevlin*

WHAT WE DO: The Join-A-School Program is the New York City Board of Education's School/Business Partnership tailored to the needs of students and schools in New York City. It facilitates individual linkages between major corporations, public sector institutions and the city's public high schools.

The object of the program is to enhance the Chancellor's goals of effecting significant improvements in student attendance, achievement and "holding power."

The specific projects vary greatly. At Forest Hills High School, for instance, McGraw-Hill, Inc. funded the development of a communication laboratory to enable students from different departments and/or clubs to publish their own magazine. The company also provides professionals for seminars on all aspects of publishing to help students better understand the industry.

Brandeis H.S., with the assistance of the American International Group, provides mentors, jobs and training for students. They also provide career and personal counseling.

The Chase Manhattan Bank and the Murry Bergtraum High School offer dozens of students internships at bank sites. Students are prepared for interviewing, offered seminars at banks and some gain employment following the internship program.

There are over 60 Join-A-School programs in New York City's 117 high schools and officials are working to add ten schools to the program every year.

WHO IS ELIGIBLE: These programs, for the most part, are open to all New York City students in high schools involved in the program.

HOW TO APPLY: Interested students should see their guidance counselors for exact requirements for each program.

JOSEPH MATTERA NATIONAL SCHOLARSHIP FUND FOR MIGRANT CHILDREN

Geneseo Migrant Center
Holcomb Building, Suite 210
Geneseo, NY 14454
(716) 245-5681

Scholarship Coordinator: *Mary A. Fink*

WHAT WE DO: The purpose of the Joseph Mattera National Scholarship Fund for Migrant Children is to assist migrant students who have the potential and desire to further their education. Eligible applicants are young men and women entering college or other types of post-secondary programs as well as high school dropouts and potential dropouts. Fund officials report a 90 percent dropout rate among migrant children nationwide.

WHO IS ELIGIBLE: Migrant workers and children of migrant workers are eligible for scholarship grants from the Fund. Grants can be used for college and/or trade schools.

HOW TO APPLY: Contact the Fund office in Geneseo, NY.

JUNIOR ACHIEVEMENT, INC.

45 Clubhouse Drive
Colorado Springs, CO 80906
(303) 540-8000

President & Chief Executive Officer: *Karl Flemke*

WHAT WE DO: The purpose of Junior Achievement is to provide young people with practical economic education programs and experiences in the competitive private enterprise system through a partnership with the business and education communities.

This organization helps students gain practical business experience by setting up and operating their own manufacturing companies that are advised by a team of business volunteers.

It also operates three in-school programs for students from the 5th through the 12th grades.

The Junior Achievement's Applied Economics program, a credited classroom course for 11th and 12th graders, is taught by economics teachers and visiting business executives. Students learn through texts, computer programs and through their participation in real and in simulated business experiences.

Project Business, the organization's largest program, brings 8th and 9th grade students and their teachers together with business executives who bring the practical realities of business to the students through class activities and lively discussions.

Business Basics, which introduces 5th and 6th graders to the fundamental economics of free enterprise and the business world through experienced older Junior Achievement students and interactive class materials.

WHO IS ELIGIBLE: School systems affiliated with the Junior Achievement organization.

HOW TO APPLY: Contact school officials or the Junior Achievement office.

LEGAL OUTREACH, INC.

433 W 123rd Street
New York, NY 10031
(212) 690-5830

Executive Director: *James B. O'Neal*

WHAT WE DO: Junior High School students in Community School District Five are introduced to the criminal justice system through an innovative program sponsored by Legal Outreach, Inc.

Students are exposed to attorneys, courts, police precincts and the prison system, during the program. They are taught aspects of the law by second and third year Columbia University law students. They also take part in a "Career Law Day," program where they are exposed to various careers within the legal profession and they also take part in a "Mock-Trial."

Legal Outreach is a non-profit, educational organization that emphasizes legal studies. The organization's mission is to facilitate a realistic and balanced understanding among youth in poor, minority communities about the law in general and the functioning of the legal system in New York City in particular.

Legal Outreach uses the schools as the primary vehicle to establish a model legal educational program.

WHO IS ELIGIBLE: The program is geared primarily to junior high school youth in Community School District Five which serves the Harlem Community.

HOW TO APPLY: For further information, contact the Legal Outreach Program at the above address.

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METROPOLITAN CONSORTIUM FOR MINORITIES IN ENGINEERING

(School of Engineering, Howard University)
2300 6th Street, NW
Washington, DC 20059
(202) 636-6598

Executive Director: *Dr. Elbert L. Cox*

WHAT WE DO: Metropolitan Consortium For Minorities In Engineering is a Washington, DC-based program designed to increase the enrollment of minority students in engineering programs in college by exposing them to engineering, mathematics and physical science-related experiences and activities.

The program includes a Summer work program for high school students in which participants work a 40 hour week for eight weeks at engineering/science facilities in the Washington DC area.

WHO IS ELIGIBLE: Program is for minority students grades 7-12.

HOW TO APPLY: For further information about the program contact METCON at the above address.

NATIONAL ASSOCIATION OF PRE-COLLEGE DIRECTORS

College of Engineering
353 Loew FH-18
University of Washington
Seattle, WA 98195
(206) 543-0562

Chairperson: *Patricia Macgowann*

WHAT WE DO: The National Association of Pre-college Directors is a coalition of 20 pre-college program directors whose mission and program efforts are directed at increasing the pool of African American, Hispanic and American Indian students who pursue engineering and science-based college study. Many of these programs are listed in this book.

The NAPD programs, which operate in 35 states, have a unique organizational structure which allows them to work in partnership with schools and provide them with strong collaborative links to universities and industry.

NAPD programs are jointly-funded enterprises that are supported through grants from the private sector and are supplemented with budget support from participant school systems, state and federal agencies. They make maximum use of volunteer facilities, personnel resources and other in-kind services from collaborating institutions.

WHO IS ELIGIBLE: In the 1986/87 school year, close to 40,000 students in over 1,000 schools from grades 6 through 12 were enrolled in NAPD programs.

HOW TO APPLY: Contact the office listed above.

PREP FOR PREP

Broad Jump
163 West 91st Street
New York, NY 10024
(212) 769-4310

Executive Director: *Gary Simons*

WHAT WE DO: Prep for Prep started in 1978 as a pilot project under the auspices of Columbia University's Teachers College. The organization identifies intellectually-gifted and motivated minority students and prepares them to enter independent college preparatory schools.

Functioning as a bridge between the public and private schools, the program assists carefully selected boys and girls in making the academic and social transition.

Prep for Prep seeks youngsters with both the potential and determination to succeed. Its five-pronged approach involves an extensive talent search, a rigorous fourteen-month preparatory program, careful placement of each student, follow-up services for alumni through the twelfth grade and leadership-development training.

Close to 500 young persons have gone through the Prep for Prep by the end of 1988.

WHO IS ELIGIBLE: Elementary and junior high school principals and counselors in New York City recommend students to the Prep for Prep program every Spring.

HOW TO APPLY: Contact principals and counselors in New York City elementary and junior high schools.

PRE-UNIVERSITY AND MINORITY PROGRAMS

Illinois Institute of Technology
IIT Center
Chicago, IL 60616
(312) 567-5177

WHAT WE DO: The Illinois Institute of Technology has sponsored Pre-University And Minority Programs for minority high school students since 1974.

The programs, originally called "Early Identification," are particularly designed to spark the participants' desire to learn and to support his or her natural desire to explore. The purpose is to prepare students academically before college, reducing the need for remedial work during the early college years.

WHO IS ELIGIBLE: Applicants should be high school juniors with an interest in engineering, science and medicine.

HOW TO APPLY: Contact the Institute in Chicago.

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RALSTON PURINA WORK-STUDY PROGRAM

Checkerboard Square
St. Louis, MO 63164
(314) 982-3227

Community Affairs Director: *Karen M. Retzer*

WHAT WE DO: The Ralston Purina Work-Study Program was started in 1968 as the first off-campus work study partnership between a St. Louis corporation and the St. Louis public high schools. Today the program is the oldest and largest such program in the St. Louis Metropolitan area.

By combining one half-day of academic course-work and one half-day of supervised training, the program seeks to prepare the student for successful integration into the world of work, instill positive work attitudes and provide a meaningful academic experience.

Students in the ten-week program earn high school credit for the educational component of the program. They receive work experience as well as a minimum wage payment for the job-training component.

Although Ralston Purina is not obligated to hire students upon completion of the program, efforts are made to retain qualified students.

In addition, the company assists in externally placing students they do not hire. In many cases, students decide to continue their education as a result of exposure to the multitude of career choices at Ralston Purina.

WHO IS ELIGIBLE: In order to qualify a student must be a high school senior in September and must have completed a minimum of 18 high school units.

HOW TO APPLY: Contact the community affairs department of the Ralston Purina Company.

SOUTHEASTERN CONSORTIUM FOR MINORITIES IN ENGINEERING (SECME)

c/o Georgia Institute of Technology
Atlanta, GA 30332-0270
(404) 894-3314

WHAT WE DO: This program involves participating high school students in academic-enrichment and motivational experiences to help them prepare for university-level programs in engineering, mathematics and science.

The Consortium was founded in an effort to increase the numbers of under-represented minorities in the engineering profession. Its membership is drawn from the engineering colleges of 27 Southern universities in eight states and the District of Columbia, 50 business corporations and 214 public school systems.

Blacks, Mexican-Americans, Puerto Ricans, Cubans and Native American students are the primary targets for the SECME Program.

Between 1983-87, 12,000 SECME students have graduated from high school with 85% planning to continue on to college. Nearly 50% of those continuing on to college have entered engineering, science, medical or mathematics-based programs.

Former SECME students are enrolled and succeeding in engineering programs in major universities, including: Georgia Institute of Technology, Massachusetts Institute of Technology, North Carolina State University, Tuskegee Institute and the University of South Carolina, among others.

WHO IS ELIGIBLE: Applicants should demonstrate an interest in technical subjects and be willing to pursue the technical studies that would prepare them for college training in these fields.

HOW TO APPLY: Contact science educators and guidance counselors to determine if your school system is a participant in the SECME program.

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SSPONSORS FOR EDUCATIONAL OPPORTUNITY

126 East 31st Street
New York, NY 10016
(212) 889-3691

WHAT WE DO: Sponsors for Educational Opportunity assists motivated but underachieving minority youngsters to pursue a college education.

To date SEO has assisted more than 3,000 minority students to acquire a college education and secure meaningful employment in growth industries that traditionally have not attracted minorities.

SEO sponsors an engineering program, an investment banking program, an accounting program, a corporate law program, a management consulting program and a museums program.

Graduates of SEO go on to become advisors, counselors and mentors for youth within the group.

WHO IS ELIGIBLE: Contact the office listed above for eligibility requirements.

HOW TO APPLY: Contact the office listed above.

TEXAS ALLIANCE FOR MINORITIES IN ENGINEERING, INC.

UTA Station 19775
Arlington, TX 76019
(817) 273-2571

Executive Director: *John S. Robottom*

WHAT WE DO: The Texas Alliance for Minorities in Engineering, is a non-profit organization dedicated to increasing the state's minority representation in the engineering field by appealing to students before they reach college age and also at the college level.

Since its inception in 1976, the alliance has worked throughout Texas to create awareness among minority students at the junior high school, high school and university levels of the opportunities offered by engineering careers.

The program features career conferences with leading engineers and trips sponsored by the National Aeronautics and Space Administration. It also features community college scholarships and summer jobs. It has 14 chapters in Texas.

WHO IS ELIGIBLE: Recruiting is done through schools affiliated with the 14 chapters of the Texas Alliance for Minorities in Engineering.

HOW TO APPLY: Persons interested in this pre-college program should contact the Texas Alliance for Minorities in Engineering.

THE ALBERT G. OLIVER PROGRAM

420 Lexington Avenue
Suite 1631
New York, NY 10170
(212) 972-3820

President: *John B. Hoffman*

WHAT WE DO: The Albert G. Oliver Program places high-achieving African American and Hispanic students in the New York City school system into leading independent preparatory schools. The program was developed to honor Dr. Albert G. Oliver, former director of the office of Community District Affairs, New York City Board of Education, following his death in 1983.

The program seeks junior high school and high school students who have demonstrated poise, strength of character and outstanding leadership qualities. Over half of the students enrolled in the Oliver Program are former sixth and eighth grade valedictorians and salutatorians. Most read six years above grade level and maintained 95 or better averages in junior high school.

The Oliver Program works with independent schools offering strong student support systems, rigorous study programs, and diverse, co-educational student populations. The schools have low attrition rates and financial aid policies based on needs.

Special programs available to Oliver Program students include summer jobs, visits to 25 of the nation's leading colleges, intensive instruction in English composition, special tutoring, career counseling, preparation for examinations and courses in word processing.

WHO IS ELIGIBLE: Students are chosen on the basis of academic performance. Guidance counselors, teachers and principals from junior high schools and parochial schools throughout New York City nominate high-achieving Black or Hispanic students to the Oliver Program.

HOW TO APPLY: Contact guidance counselors, teachers and principals in New York City schools.

THE LEAD PROGRAM IN BUSINESS, INC.

c/o A Better Chance, Inc.
419 Boylston Street
Boston, MA 02116
(617) 421-0950

WHAT WE DO: The LEAD program began in 1980 after several corporate executives and officials of the Wharton School of Business, University of Pennsylvania joined to create an introductory summer business program for minority students.

The organization sponsors 10 four-week summer institutes at outstanding business schools for qualified minority high school students. These programs are designed to introduce participants to the world of business, economics, finance, and management through a carefully-tailored curriculum involving university faculty and guest lecturers from industry.

Students selected for the LEAD Program receive scholarships covering the total costs of tuition, room and board, books and supplies. A stipend is awarded for miscellaneous expenses. Participants must pay for their transportation to and from the program.

LEAD encourages students from all income levels to submit applications. Financial assistance is available to families with demonstrated need.

WHO IS ELIGIBLE: Minority students currently enrolled in their junior year in high school are eligible to apply for LEAD. Applicants must have demonstrated leadership ability, a sustained record of academic achievement and a genuine curiosity and enthusiasm for learning. No previous knowledge of business disciplines or career interest in management is required.

HOW TO APPLY: The deadline for applying to the LEAD Program in Business is March 1. Students must also submit essays, two letters of recommendation and an official copy of their high school transcript.

Individuals requesting financial assistance must submit a letter stating the family's financial situation and a copy of the most recent 1040 tax form.

THE NATIONAL ENGINEERING APTITUDE SEARCH (NEAS)

Junior Engineering Technical Society, Inc. (JETS)
1420 King Street
Suite 405
Alexandria, VA 22314
(703) 548-5387

WHAT WE DO: The NEAS is a guidance-oriented examination for high school students considering a career in engineering, mathematics, science or technology. Sponsored by JETS, a nationwide organization for pre-college students interested in engineering, technology, mathematics and science, the NEAS has served this nation's outstanding students for decades.

The three-hour battery of tests was developed by the American College Testing Program and assesses a student's mathematical understanding, science reading and problem solving. The NEAS evaluates the student's aptitude for a career in engineering, science, mathematics or technology and provides information on how to prepare for further high school or college study. The NEAS is designed to supplement and reinforce—not replace—local guidance efforts and other academic tests. The test helps to determine students' strengths and weaknesses and helps them better understand their potential; it does not predict whether a student will become a successful engineer or scientist.

Students who take the NEAS will become members of JETS and will receive, mailed to their home, the JETS Report newsletter as well as additional guidance information about careers in engineering, science, mathematics and technology.

JETS receives financial and in-kind support from various sources. Contributions for 1987-88 come from over 60 corporations and foundations, and more than 100 universities.

WHO IS ELIGIBLE: Two forms of the test are available: one for grades 9 and 10; and the other for students in grades 11 and 12.

HOW TO APPLY: Colleges throughout the country offer the NEAS during the year. In addition, if a college testing site is inconvenient, a high school counselor or teacher may proctor the NEAS in a high school. Information on both options are available from JETS.

The NEAS application fee is \$15.00 including the JETS Report newsletter and follow-up guidance information.

THE UNIVERSITY OF KANSAS UPWARD BOUND PROGRAM

The University of Kansas
408 Bailey Hall
Lawrence, KS 66045
(913) 864-3415

Project Director: *Nettie Hart*

WHAT WE DO: Upward Bound, a nationwide program funded by the Department of Education, is designed to provide its participants with the academic, social and cultural experiences useful for success in college.

The University of Kansas Upward Bound program serves 50 high school students in the Kansas City and Topeka, Kansas communities with an academic-year and a summer component. The university's Upward Bound program is administered through the School of Education.

WHO IS ELIGIBLE: The program accepts applications from students between the ages of 13 and 19 who are presently classified as either sophomores or juniors in high school.

HOW TO APPLY: Applications and referrals are encouraged from students, parents, teachers, counselors and community agencies. For further information regarding eligibility requirements, application information, or program activities outlined, contact the Upward Bound office.

THE WASHINGTON WORKSHOPS FOUNDATION

3222 N Street, NW
Washington, DC 20007
(202) 965-3434
(800) 368-5688

President: *Sharon E. Sievers*
Vice President: *Thad Thomas Burkley*

WHAT WE DO: The Washington Workshops Foundation provides innovative, experiential education programs for students and teachers ranging from the junior high school years through post graduate study.

Founded in 1967, this private, non-profit, non-partisan educational foundation has offered seminars in American government, business and finance, diplomacy and global affairs to over 27,000 individuals.

The Foundation offers three seminars: The Congressional Seminar, the Wall Street Seminar and the Seminar on Diplomacy and Global Affairs. Each seminar lasts six days and includes sessions with top-level representatives of each industry.

WHO IS ELIGIBLE: Any high school student with medium or above grade-point average and a genuine interest in learning more about the national and international issues and concerns of today may apply. Parental consent and teacher endorsement are also necessary for program enrollment. College students with an interest in the financial world or foreign policy may apply for designated sessions.

HOW TO APPLY: Applicants are accepted throughout the year. However, due to the fact that a number of sessions fill to capacity early, applications should be submitted as soon as possible to ensure a student's first choice.

UNION COUNTY COLLEGE MINORITIES IN ENGINEERING

Union County College
1033 Springfield Avenue
Cranford, NJ 07016
(201) 709-7500

Director of UCCMEP and Coordinator of Physics
and Engineering Department: *Elmer Wolf*
Coordinator of UCCMEP: *Robert Blount*

WHAT WE DO: Union County College conducts a Minorities in Engineering Program designed to assist minority, pre-college students in the preparation for careers in engineering. The program seeks to acquaint interested minority students with the kinds of studies necessary to prepare for an engineering career. Students are encouraged to participate in supplementary studies in mathematics, science and communications skills.

The program also focuses on motivational, counseling and tutorial services for Union County College minority students interested in careers in engineering.

WHO IS ELIGIBLE: Students in grades 7 through 12 who attend public schools in the cities of Plainfield, Linden, Hillside, Rahway, and Elizabeth are eligible to participate in this program.

HOW TO APPLY: Interested persons should contact Union County College or their local school officials.

U.S. SPACE CAMP AND SPACE ACADEMY

The Space and Rocket Center
One Tranquility Base
Huntsville, AL 35807-0680
(800) 63-SPACE (205) 837-3400

WHAT WE DO: The Space Camp and The Space Academy both conduct a series of activities that provide up-to-date information on the technology, theory and equipment used in space flight. These activities also give participants "the feel" of the experiences unique to an astronaut's flight through space.

Conducted over periods of five to ten days, these space familiarization programs are run both for children and for adults in facilities in Huntsville, AL and in Titusville, FL. The programs are conducted by the Space and Rocket Center, an agency of the State of Alabama and a contractor to the National Aeronautics and Space Administration (NASA).

The Space Camp is a five-day program for elementary school students in grades 4 through 7. The young campers learn principles of space flight and participate in activities similar to those of U.S. astronauts.

The Space Academy Level I is a week-long program for students in grades 7 through 9. Level II is a college-accredited 10-day program which emphasizes the academic foundation for space-related careers for high school students, grades 10 through 12.

The training curriculum for Level II is patterned on NASA crew-training manuals, and routines are performed in facilities designed from astronaut-training simulators. The program is accredited for one-hour of college credit in science. Each student is automatically registered for credit through the University of Alabama in Huntsville (UAH).

The Teachers Program is designed for educators interested in keeping abreast of America's space program as well as the resulting technological benefits. It is also designed to instruct educators in some of the aspects of space travel in the future. During a five-day period, the program offers innovative, space-related ideas that the educators can later apply in the classroom.

The programs are intended for children and adults with a strong interest in space. Fees range from \$425 to \$800. Scholarships are available, funded by corporations and individuals and matched by The Space and Rocket Center, to make the programs in Alabama and in Florida available to as many youngsters as possible.

WHO IS ELIGIBLE: Any student, grade 4 or above, who is recommended by a classroom or science teacher may apply for admission. Scholarships are considered on the basis of scholastic achievement, ethnic background and/or financial need.

HOW TO APPLY: Information and applications for the Space Camp or the Space Academy can be obtained by writing or calling the Space Center.

WASHINGTON MATHEMATICS, ENGINEERING, SCIENCE ACHIEVEMENT (MESA)

University of Washington
353 Loew Hall, FH-18
Seattle, WA 98195
(206) 543-0562

Director: *Patricia MacGowann*

WHAT WE DO: This program's goal is to heighten the career awareness of minority, high school-level students to the engineering and science professions. A heightened awareness will lead youngsters to look into these areas as career possibilities.

MESA provides students with six major activities that are designed to enrich their regular education programs and increase their mathematics and science proficiency. These activities include: independent study groups; summer enrichment and employment programs; field trips; tutoring; academic, university and career advisement; and, scholarship incentive awards.

The MESA program requires the students to take a college-preparatory curriculum consisting of four years of mathematics, science and English.

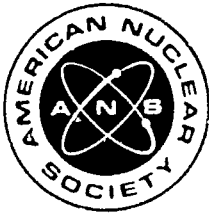
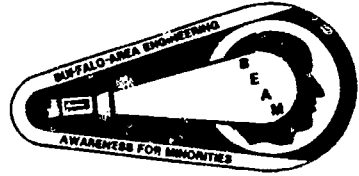
MESA centers are located in Seattle, Tacoma and the Tri-City areas of Richmond, Pasco and Kennewick. Centers are also located in Yakima Valley and are associated with the University of Washington, Pacific Lutheran University and Washington State University.

Support for MESA comes from the state, school districts, universities, industry, and community organizations.

WHO IS ELIGIBLE: Students who are selected to participate come from traditionally under-represented minority groups. They must have expressed an interest in mathematics and science-related careers.

HOW TO APPLY: Contact MESA officials in Seattle, WA.

INFORMATION



"Education is a door to the future, beyond which lies endless potential for success. We can help open that door for future generations and our society as a whole by supporting innovative ways to improve education and forging creative new public/private partnerships. While local, state and federal governments have overall responsibility for education excellence, the business community must not ignore the substantial problems that lower the quality of education and, in the end, place generations of Americans at a distinct disadvantage among their peers throughout the world."

John Richman
Chairman and
Chief Executive Officer
Kraft, Inc.

ALABAMA COMMISSION ON HIGHER EDUCATION

One Court Square
Suite 221
Montgomery, AL 36197-0001
(205) 269-2700

Executive Director: *Joseph T. Sutton*

WHAT WE DO: The Commission has detailed information on a variety of scholarships and internships funded by both the Federal and state governments.

WHO IS ELIGIBLE: Applicants should be residents of the state of Alabama and enrolled either full-time or part-time in a degree-granting college or university.

HOW TO APPLY: Interested persons should contact the Commission for additional information.

AERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

Office of Opportunities in Science
1333 H Street, N.W.
Washington, D.C. 20005
(202) 326-6670

President: *Walter E. Massey*

WHAT WE DO: Founded in 1848, the American Association for the Advancement of Science works to increase the cooperation among individual scientists, foster scientific freedom and responsibility and improve the effectiveness of science in the promotion of human welfare. It works, also, to increase the public understanding and appreciation of the importance of the methods of science in human progress.

The Association created an Office of Opportunities in Science in 1973 to enhance and accelerate the advancement of women and minorities in the scientific and engineering professions. Two years later, the scope of the office was expanded to include disabled persons.

Its "Linkages" program brings community-based, advocacy and service organizations together with scientists and engineers to improve the mathematics and science education of women and minorities.

The Pew Project, under the umbrella of the Linkages, helps minority professionals in the fields of mathematics, engineering, health and the sciences to strengthen their pre-college tutorial and mentoring programs.

WHO IS ELIGIBLE: The world's largest federation of scientific and engineering societies, the association counts some 292 organizations and affiliate members. The association also accepts individual memberships as well as student, emeritus, spouse and foreign memberships.

HOW TO APPLY: Persons interested in more information about these and other programs and offered by AAAS should contact the Association.

BOSTON PUBLIC LIBRARY

666 Boylston Street
Boston, MA 02116
(617) 536-0200
(800) 442-1171

Director: Ann S. Coles

WHAT WE DO: The Higher Education Center at the Boston Public Library publishes a brochure which details information on scholarships, grants, loans and work-study programs for Massachusetts residents. The Center also provides help in completing financial-aid applications and choosing a school.

The brochure is made possible through contributions from the Massachusetts Education Loan Authority, Massachusetts Higher Education Assistance Corporation, the Massachusetts Scholarship Office, Board of Regents of Higher Education and the Education Resources Institute, Inc.

WHO IS ELIGIBLE: Contact the Boston Public Library.

HOW TO APPLY: Contact the Boston Public Library.

CONNECTICUT TALENT ASSISTANCE COOPERATIVE

Wesleyan University
212 College Street
Middletown, CT 06457
(203) 344-0371

Executive Director: *Louis H. Campbell*

WHAT WE DO: The Connecticut Talent Assistance Cooperative provides career and academic counseling, tutoring and college referral services for persons interested in higher education. It collects and disseminates academic and financial-aid information, and conducts workshops on financial aid and career development.

Serving mostly low-income youths, the Cooperative also assists Connecticut adults who desire to enter, reenter, or continue post-secondary education. It also provides for career-training programs.

WHO IS ELIGIBLE: These services, which involve no fees to the client, are targeted to Connecticut residents 19 years of age and older, who desire to pursue a program of higher education.

HOW TO APPLY: Services are provided at five satellite sites located at community colleges and at the central office at Wesleyan University.

COUNCIL FOR ADULT AND EXPERIENTIAL-LEARNING

Council for Adult and Experiential Learning
10840 Little Patuxent Parkway, Suite 203
Columbia, MD 21044
(301) 997-3535

Chairman: *James Hall*
President: *Morris T. Keeton*

WHAT WE DO: The Council for Adult and Experiential Learning (CAEL) sponsors an annual international assembly which brings together representatives of higher education, business, industry and government to address the major issues of adult and experiential learning.

The council has created a national network of professional supporters who can provide information and services as well as research and publications on and for adult and experiential learning. The network develops programs to assist higher education, business, industry and government in serving adult learners and activity to make ideas become reality.

WHO IS ELIGIBLE: The Council was established in March 1974, as a project of the Educational Testing Service. Today, it is an independent, non-profit association of institutions and individuals. Its members come from all 50 states and from five foreign countries.

HOW TO APPLY: Contact the Council in Columbia.

EDUCATIONAL AWARENESS TALENT SEARCH PROGRAM

West Virginia Board of Regents
3110 MacCorkle Avenue, S.E.
Charleston, WV 25304
(304) 347-1235

Coordinator of Student Outreach Services: *Daniel Crockett*

WHAT WE DO: The Educational Awareness Talent Search Program identifies disadvantaged young people with the potential for college work. The program encourages them to stay in high school and to consider higher education.

Student participants receive academic, financial and personal counseling. Counselors discuss career possibilities and arrange for aptitude assessments. Student participants are also assisted with information on college entrance programs, logistics associated with college enrollment and with their entry or reentry into high school or college.

The EATSP receives an annual monetary allocation from the West Virginia Board of Regents and significant in-kind contributions by the Board and institutions of higher education in the state.

WHO IS ELIGIBLE: Participants must be between the ages of 12 and 27.

HOW TO APPLY: Contact the program in Charleston, WV for the program nearest to yourself.

EDUCATIONAL OPPORTUNITY CENTER

2124 Martin Luther King, Jr. Ave. SE
Washington, DC 20020
(202) 889-5300

Director: *Paulette Morgan*
Assistant Director: *William Jackson*

WHAT WE DO: The Educational Opportunity Center is a professional counseling program that assists adults and high school students of the District of Columbia to further their educational and career goals.

The organization has up-to-date information on a variety of scholarships, fellowships and internships available throughout the country as well as trained counselors to help students get answers to whatever questions they might have.

The Center is funded by the U.S. Department of Education and sponsored by the College Board.

WHO IS ELIGIBLE: Residents of the District of Columbia who are at least 19 years old, low-income and first generation college students are eligible for assistance at the Center.

HOW TO APPLY: Apply directly to the Center or request information on Center activities from high school guidance counselors or adult education centers.

Other Education Opportunity Centers are located in the following cities: Denver, CO; Norfolk, VA; Kahului, HI; Phoenix, AZ; Roxboro, NC; Albuquerque, NM; Philadelphia, PA; Camden, NJ; Midwest City, OK; Pueblo, CO; Wilkes-Barre, PA; Lima, OH; Birmingham, AL; Espanola, NM; Charleston, SC; Tacoma, WA; Worcester, MA; Batavia, NY; Providence, RI; Anchorage, AK; Kenosha, WI; Athens, GA; San Antonio, TX; Baltimore, MD; Morristown, TN; Arlington, TX; Dayton, OH; Detroit, MI; Longview, TX; Kansas City, MO; Atlanta, GA; Fort Wayne, IN; Middletown, CN; St. Louis, MO; Louisville, KY; Arecibo, PR; and Huntsville, AL.

ILLINOIS STATE SCHOLARSHIP COMMISSION

106 Wilmot Road
Deerfield, IL 60015
(312) 948-8550
(217) 782-2577

WHAT WE DO: The Commission is a clearinghouse for information on a variety of scholarships, awards, loans and assistance grants available to Illinois residents pursuing higher education. The Commission believes that it is important that families begin planning to pay for college education long before that education actually begins, and that knowing where to begin is important.

WHO IS ELIGIBLE: Residents of the state of Illinois are eligible for these scholarships, awards and grants.

HOW TO APPLY: Commission representatives throughout the state can provide information on the agencies, organizations and schools that provide assistance for students on a large variety of public and private aid programs.

INTERNATIONAL BLACK WRITERS CONFERENCE

9619 South Yale
Chicago, IL 60628
(312) 995-5195

President & Executive Director: *Mabel Terrell*

WHAT WE DO: The International Black Writers Conference is a not-for-profit organization founded in 1970 to meet the needs of writers in their efforts to enter and remain in the writing profession. It sponsors an annual conference, creates new literary markets for writers, provides assistance to members and assists communities in the articulation of their needs and concerns.

IBWC publishes a magazine, "The Black Writer" and a monthly newsletter "IN Touch".

WHO IS ELIGIBLE: Writers and persons interested in writing are members of the Conference.

HOW TO APPLY: Interested persons should contact the Conference in Chicago.

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NATIONAL ALLIANCE OF BUSINESS

1015 15th Street, N.W.
Washington, DC 20005
(202) 289-2910

WHAT WE DO: The National Alliance of Business is an independent, business-led, non-profit corporation whose mission is to increase private-sector training and job opportunities for the economically-disadvantaged and long-term unemployed by building and strengthening public-private partnerships of business, government, labor, education and community-based groups.

The NAB has published a guide, "The Fourth R: Workforce Readiness", which describes the types of involvement business can have with education. It provides partnership profiles to stimulate interest and suggests ideas about what business can do through partnerships. These profiles describe successful programs, the partnerships involved, business commitment required, benefits to be gained, and contact persons for further information.

WHO IS ELIGIBLE: Contact the office listed above for eligibility requirements.

HOW TO APPLY: Contact the office listed above.

NATIONAL ASSOCIATION FOR EQUAL OPPORTUNITY IN HIGHER EDUCATION (NAFEO)

2243 Wisconsin Avenue, NW
Washington, DC 20007
(202) 333-3855

President: *Samuel L. Myers*

WHAT WE DO: The National Association for Equal Opportunity in Higher Education was founded in October 1969 as a voluntary, independent association to represent historically-Black colleges and universities. The association is made up of 117 public and private, two and four-year institutions as well as graduate and professional schools in 24 states, the District of Columbia and the Virgin Islands.

The predominately-Black institutions have produced more than 70 percent of all the African American college graduates in the nation. NAFEO officials predict these schools will produce in excess of 300,000 college graduates every ten years. The historically-Black colleges enroll less than 20 percent of Black undergraduates but confer one-third of all baccalaureate degrees earned by African Americans.

Based on 1984 statistics, two Black colleges account for 40 percent of all African Americans earning degrees in dentistry; two account for 22 percent of all Blacks in medicine, four account for 16 percent of all African Americans in law, and one accounts for 82 percent in veterinary medicine.

NAFEO acts as a clearinghouse for the collection, analysis, and interpretation of information pertaining to the historically-Black colleges and to issues which concern them. NAFEO annually sponsors a National Conference on Blacks in Higher Education to assess and reassess the status of African Americans in higher education.

WHO IS ELIGIBLE: The NAFEO constituency is 117 historically-Black colleges and universities throughout the United States.

HOW TO APPLY: Interested persons and organizations should contact the organization through its offices in Washington, DC.

NORTH CAROLINA STATE EDUCATION ASSISTANCE AUTHORITY

P. O. Box 2688
Chapel Hill, NC 27515-2688
(919) 549-8614

WHAT WE DO: The Authority has detailed information on a variety of scholarships and internships funded by both the Federal and State governments and available to state residents.

WHO IS ELIGIBLE: Applicants should be residents of the state of North Carolina and enrolled in a regular, degree-granting college or university.

Some of the awards available through the Authority are especially for Native Americans and/or other minorities as well as for students in financial need.

HOW TO APPLY: Contact the Authority in Chapel Hill for additional information.

RECRUITING YOUNG TEACHERS, INC.

30 Rockefeller Plaza, #5600

New York, NY 10112

(212) 649-5682

(800) 45-TEACH

Executive Director: *David Haselhorn*

WHAT WE DO: Recruiting Young Teachers is a nonprofit, tax-exempt corporation established in 1986. Its purpose is limited to the creation and implementation of a national advertising campaign — in concert with the Advertising Council, Inc. — and the dissemination of information about the teaching profession to prospective teachers.

Since its inception, the organization has worked to build a network of allied agencies and organizations. This network provides a mechanism for distributing additional information about teaching careers to respondents who are already prepared to teach.

Callers to the 800 number receive a brochure which includes a post card that may be sent to the organization for additional information. The recruitment group will share the names of callers with state and other agencies that recruit and train teachers. The organization asks that school administrators and teachers in each state contact the young people to offer information and advice.

WHO IS ELIGIBLE: The organization has a constituency of educational organizations and individuals working to increase the pool of school teachers.

HOW TO APPLY: Persons interested in teaching careers should call the 800-number for additional information. Educators can obtain a list of callers by writing to Recruiting Young Teachers in New York City.

STATE OF FLORIDA FINANCIAL AID PROGRAMS

State of Florida
Department of Education
Knott Building
Tallahassee, FL 32399

Commissioner of Education: *Betty Castor*
Office of Student Financial Assistance: *Margaret White*

WHAT WE DO: The State of Florida Department of Education provides a state-wide computer network and microfiche system called CHOICES which disburses college-level student financial aid information.

CHOICES can be found in Florida high schools, area vocational-technical centers, community colleges, state universities, private colleges and universities, as well as prisons and vocational-rehabilitation centers.

This program provides a student with an individualized list of potential sources of financial aid for which he/she may wish to apply.

WHO IS ELIGIBLE: The CHOICES program is intended primarily for the use of high school- and college-level students in Florida.

HOW TO APPLY: Contact Florida high schools, colleges or the Department of Education in Tallahassee.

TEXAS HEALTH CAREERS

Texas Hospital Education and Research Foundation
P.O. Box 15587
Austin, TX 78761
(800) 252-9708

Chairman: *Ronald L. Smith*
President: *O. Ray Hurst*

WHAT WE DO: The hospitals of Texas, through the Texas Hospital Association, formed the Texas Health Careers organization in 1964 to help solve the state's health manpower shortage through career information and educational services.

The organization publishes a handbook of health career information entitled, "Health Careers in Texas" which is distributed to students, educators and parents. The publication describes positions available in the health industry.

It also publishes the Directory of Financial Aid and Educational Programs which provides information about entering health education programs, as well as when applications should be sent. The publication provides information on financial aid and it lists Texas schools where health career studies can be pursued.

Texas Health Careers programs includes career counseling and placement services, campus programming, and a network of student-assistance and educational activities, available free of charge to interested Texas residents.

WHO IS ELIGIBLE: Contact the Foundation in Austin for information on eligibility.

HOW TO APPLY: Contact the Foundation in Austin, TX for further information.

THE BLACK LAW STUDENT ASSOCIATION (OHIO CHAPTER)

The Ohio State University College of Law
1659 North High Street
Columbus, OH 43210
(614) 292-2631

BLSA Faculty Advisor: *Leroy Pernell*
BLSA President: *Linda Ammons*

WHAT WE DO: The Ohio State Chapter of the Black Law Students Association (BLSA), has since 1984, conducted a skills-development program of two-to-three weeks' duration to assist new students in the transition to law school. The program is held prior to the beginning of classes. Students and faculty who have participated in the program, attest to its success.

The Ohio State chapter of the Black Law Students Association has, as its primary object, the interests of African Americans and other minority law students. BLSA encourages academic excellence and community involvement. It also assists with academic and social adjustment, and curriculum alternatives. The Ohio State University chapter works with other regional and national chapters to form a network organized to serve minorities studying law. Many of its members have held regional and national offices in BLSA.

BLSA also participates in the Ohio Law Opportunity Fund, a non-profit organization whose purpose is to provide financial assistance for minority students enrolled in Ohio Law schools.

WHO IS ELIGIBLE: The program is for African Americans and other minority students entering the Ohio State University College of Law.

HOW TO APPLY: Contact the BLSA chapter of the Ohio State University College of Law.

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THE HIGHER EDUCATION/EQUAL OPPORTUNITY PROGRAM

The Higher Education Opportunity Program
Office Of Equal Educational Opportunity
Pennsylvania Department of Education
333 Market Street, 12th Floor
Harrisburg, PA 17126
(717) 783-9531

Executive Director: *Dr. Gwendolyn Farmer*

WHAT WE DO: The Higher Education/Equal Opportunity Program, established by the Commonwealth of Pennsylvania in 1971, encourages institutions of higher learning to admit low-income students who, due to poor performances on standardized tests, inadequate high school preparation or both, would not normally be admitted.

The program provides counseling services, tutorial and financial assistance.

WHO IS ELIGIBLE: Program participants are chosen on the basis of their academic potential, motivation and aspirations. To be eligible for program services, students must be full-time residents of Pennsylvania and must meet certain economic and academic criteria.

HOW TO APPLY: Contact the Office of Equal Educational Opportunity at the above address.

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THE STUDENT NATIONAL MEDICAL ASSOCIATION

1012 10th Street NW
Washington, DC 20001
(202) 347-1895

WHAT WE DO: The Student National Medical Association was established by African American medical students because of a perceived need to produce an increasing number of physicians to serve minority and indigent communities.

The Association publishes a quarterly newsletter, an "Advice to Minority Medical Students" pamphlet, an "Introduction to Clinical Medicine" pamphlet, a "Journal of the National Medical Association" and a pamphlet advising pre-medical students on topics that range from selecting an undergraduate major to selecting a medical school. It also offers rental car discounts and insurance programs

The SNMA Research Forum provides an opportunity for students to have their research papers critiqued by prominent scientists and academicians in competition for a \$1,000 prize that is awarded at the Annual Convention.

WHO IS ELIGIBLE: Membership is open to undergraduate students, medical students and physicians.

HOW TO APPLY: An application for membership can be obtained from the SNMA national office.

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NATIONAL URBAN LEAGUE



National Urban League, Inc.

"We cannot wait to meet the employment demand in the Year 2000, we have to do it now. We cannot wait until students reach high school, we have to start early. Math, science, technology and engineering are critical to the workforce of the Year 2000."

Dr. Bernard C. Watson
President, and Chief Executive Officer
William Penn Foundation
and
Senior Vice Chairman
National Urban League
Board of Trustees

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NATIONAL URBAN LEAGUE, INC.

HISTORY

The National Urban League, Inc. was founded in 1910. Since that time it has developed into one of the nation's largest and most respected community service organizations providing a wide variety of direct service programs through its network of 113 affiliates in 34 states and the District of Columbia.

In its role as a community service organization the League has a long history of serving as an effective advocate for African Americans and other minorities and for the poor. The League also extensively researches conditions within Black America and seeks to function as a bridge builder among the races.

When the National Urban League (NUL) was founded, 90,000 southern blacks had concentrated in New York City hoping to improve their economic circumstances. Instead, they were confronted by a host of new "urban" problems, including a job market requiring more sophisticated skills, overcrowded housing and school systems and poor health-care services.

The League came into being in an effort to help these new arrivals overcome the problems involved in making the transition from rural to urban living.

The National Urban League is governed by an interracial board of trustees composed of outstanding men and women from the professions, business, labor, civic and religious communities. This mixture of talent and experience also exists at the local level.

Today, while the NUL continues to provide assistance in traditional areas of concern, such as employment, housing, education and social welfare, it has taken up a number of new challenges—teen pregnancy, single female-headed households, political empowerment and crime in the African-American community.

In dealing with these areas, the League has sought to emphasize greater reliance on the unique resources and strengths of the African-American community to find solutions to its own problems.

To accomplish this, the League utilizes its status as a community service organization, including its role as advocate, as well as its research skills and its ability, socially, to build bridges and deliver services. The result has been an organization with strong roots in the community, which serves more than a million individuals each year.

The League's headquarters are in New York City. The organization also has an operations office in Washington, DC. It oversees the activities of Congress and the federal government as they pertain to African Americans and minorities. Washington offices also maintain a research department.

NATIONAL URBAN LEAGUE, INC. (cont.)

EDUCATION INITIATIVE

Background

African Americans have traditionally placed tremendous importance on education, viewing it as a key ingredient in overcoming racial and other barriers. The educational history of Black America is full of examples of many Black public schools that, despite the handicaps they faced, insisted on and produced educational excellence.

However, the level of achievement by African Americans in public schools has been declining over the past several decades, leading to the inescapable conclusion that public education is not now serving African-American students adequately.

There are a number of critical indicators underlying this conclusion, particularly the:

- high rate of early school-leaving among African-American students, (high school dropouts)
- over-representation of African-American students in special education classes,
- large percentage of African-American students who perform below average on standardized tests, and
- the glaring inequities in the allocation of resources to affluent and non-affluent school districts.

There is ample reason to be concerned. If African-American children are not achieving in school, the odds are they will not succeed in life, and if they do not succeed, then the future is in jeopardy for all of us, Black and White alike.

There are a number of factors that have contributed to the situation; but, pointing fingers and assessing guilt will solve nothing. What is important is whether concerned individuals and institutions reach a conscious decision to reverse the tide, or whether they sit on the sidelines while the situation deteriorates even further.

The Urban League Approach

We begin with the basic assumption that our public schools can do a much better job of educating our children if we care enough to demand that they do, and support them in their efforts.

Facing up to the crisis in educational attainment by African Americans, the Delegate Assembly of the National Urban League in 1985 adopted a resolution that called for each of its affiliates to launch a five-year educational initiative in its own community to improve educational achievement among public school students in ways that could be measured.

The exact nature of the initiative was deliberately left up to the individual affiliate. This recognizes the fact that each community is different and that each initiative, if it is to be effective, must take into account the diversity or individuality of a community.

NATIONAL URBAN LEAGUE, INC. (cont.)

The Urban League Approach

In one community the emphasis may be on increasing parental involvement in the educational process, in another the focus may be on reducing the number of dropouts, and in still another the principal thrust may be on enrichment of courses in such basic subjects as English and mathematics.

Within the individual cities, the Urban League affiliate will serve as the catalyst in bringing together the various elements in the community such as churches, the schools, civic organizations, neighborhood groups, business, parents and all others with an interest in education.

The education initiative will be a collaborative effort that will avoid confrontational tactics and will seek results through cooperation and understanding.

The Urban League Process

Since its inception in 1910, the League has traditionally focused on the role of education in improving the individual's condition. The League therefore undertakes its Education Initiative on solid ground, as the majority of its 114 affiliates is already implementing some level of educational programming, and more than half have education-oriented staff persons.

In an even more immediate sense, however, the process begins with a mobilization of the community to alert it to the dimensions of the problem surrounding public school education. This mobilization may be accomplished through a town meeting, or through a series of such meetings, to which all interested parties are invited and encouraged to express freely their views. Committees and task forces can also be used to inform the community.

Out of this discourse, specific problems in the local school system can be identified and concrete plans made to deal with them. In this way the initiative is launched.

Total involvement of the community is crucial to the entire process. Evidence indicates that community involvement leads to better schools. The programs which make up the Education Initiative will vary from community to community. The common element in each community will be the combined efforts of Urban League staff and a cadre of volunteers, ranging from lay persons to professionals, working toward achieving better education for African-American students.

NATIONAL URBAN LEAGUE, INC. (cont.)

The Urban League Goals

Reality cautions that results will not be discernible immediately. It will take time to turn the school systems around. Therefore, the initiative is viewed as a long-range undertaking. Over the course of the five-year time frame, we will issue periodic reports of our progress towards reaching the following objectives:

- A significant and measurable reduction in the dropout rate for African-American students.
- A significant and measurable reduction of the over representation of African Americans and African-American males in particular, in special education programs.
- Increased representation of African Americans in classes for the gifted and in advanced-level courses, in mathematics, science and English and a concomitant reduction of over representation of African Americans in general, non-academic courses and vocational courses that are not related to the needs of the market place.
- Significant and measurable improvement in standardized test-score results for African-American students.
- The development and implementation of methods of allocating educational resources that do not result in disproportionate amounts of resources being allocated to affluent school districts.
- Identifiable increases in the numbers of African-American adults, parents and students involved in the process of improving education service delivery.

SOME EDUCATIONAL/INTERNSHIP PROGRAMS OF THE NATIONAL URBAN LEAGUE

In September, 1986, the National Urban League launched a nationwide Education Initiative to improve the educational performance of minority students in every Urban League City.

Urban League affiliates throughout the country are providing community-based educational programs in their communities to support the initiative's primary objective of improving the academic achievement of African-American students.

Urban League affiliates are conducting programs in the areas of tutoring, mentoring, guidance and counseling. Many Urban League affiliates provide scholarship programs as well as assistance to students and parents in areas of college admissions, financial aid information and career development.

These efforts have been strengthened by the Educational Testing Service (ETS), which has provided training to Urban League education staff on increasing minority students' access to post-secondary education.

Examples of Urban League education programs focusing on career development, college preparation and financial aid, and a listing of the 113 Urban League affiliates are included in the following section.

Interested persons may contact their local Urban League affiliate for information concerning these and other education programs. Persons may also contact the National Urban League at 212-310-9213.

Working together, we can make a difference.

Dr. Stephanie G. Robinson
Director
Education and Career Development
National Urban League

AKRON URBAN LEAGUE

250 East Market Street
Akron, OH 44304
(216) 434-3101

President: *Vernon L. Odom*

The Akron Urban League provides career counseling, scholarship programs, assistance in college admissions and in the financial aid application process.

The affiliate's *Schools in Project* provides classroom training for high school dropouts as well as career and educational counseling for adults ages 17 through 21.

AURORA AREA URBAN LEAGUE

10 South Smith Street
Aurora, IL 60505
(312) 820-8030

President: *Peggy S. Hicks*
Education Director: *Theodia Gillespie*

The Aurora Urban League's *Blue Monday Project* provides an opportunity for youth ages 16-21 to obtain the General Equivalency Diploma.

The affiliate's *Tomorrow's Scientists, Technicians and Managers Project* identifies high school students who have excelled in math and science and provides them with activities designed to heighten their interest in pursuing math, science and technology-oriented careers.

CANTON URBAN LEAGUE

1400 Sherrick Road, SE
Canton, OH 44707
(216) 456-3479

Executive Director: *Joseph N. Smith*
Education Director: *Sydney Lancaster*

The Canton Urban League's *A Better Chance* provides high-achieving minority students the opportunity to attend outstanding college preparatory secondary schools. Scholarships are offered to the families of students with limited financial resources.

The affiliate's *Career Fair* exposes students to positive role models within the community and a wide range of career choices. The affiliate utilizes local colleges, lending institutions, military services, business and industry representatives to interact with young students to motivate them to prepare themselves for meaningful and lucrative careers.

The *Project for Academic Excellence (PAX)* is a joint venture between a local technical college and the Urban League to work with elementary and middle school students. The project provides a *Saturday School Program* geared toward academic enrichment. Incentive awards are given for academic achievement.

CHICAGO URBAN LEAGUE

4510 South Michigan Avenue
Chicago, IL 60653
(312) 285-3800

President: *James W. Compton*
Education Director: *Dr. Gwendolyn LaRoche*

The Chicago Urban League's *Scholarship and Loan Program* provides assistance to students in obtaining technical and vocational training at two-year institutions.

The affiliate's *Whitney M. Young, Jr. Memorial Fund*, provides financial assistance to minority students attending institutions of higher learning.

The *Basic Skills Instruction Center* serves 125 potential dropouts and provides a comprehensive literacy program for adults.

COLUMBUS URBAN LEAGUE

700 Bryden Road, Suite 230
Columbus, OH 43215
(614) 221-0544

President: *Samuel Gresham, Jr.*

Education Director: *Annette Jefferson*

The Columbus Urban League's *Higher Education Resource Options Program* is coordinated with the Independent Student Financial Aid Association and is designed to provide information for parents about higher education options. Seminars are held on financial aid for higher education and students participate in tours of colleges and universities.

The affiliate's *Saturday Academy for Computer Training* gives students the opportunity to acquire computer skills and knowledge which will motivate and encourage them to pursue science and technical courses and careers.

DETROIT URBAN LEAGUE

8411 E. Forest Street
Detroit, MI 48214
(313) 832-4600

President: *N. Charles Anderson*

Education Director: *Blanche Pringle*

The Detroit Urban League's *College Club* is an organization open to high school students in the city of Detroit. It provides academic, career and financial aid counseling to its members and their parents or guardians.

Workshops on the college admissions process, financial aid opportunities and applications as well as field trips to colleges and universities are among the activities sponsored by the College Club.

Students are given the opportunity to become acquainted with the SAT through Standardized Test Preparation Workshops. Parents are also involved in the programs through the affiliate's Parents Club.

LOS ANGELES URBAN LEAGUE

3450 Mount Vernon Drive
Los Angeles, CA 90008
(213) 299-9660

President: *John W. Mack*
Vice President, Programs: *Sandra Carter*

The Los Angeles Urban League's *Computer Literacy Program* provides academic instruction for students in grades 3 through 12 in mathematics, language arts and reading. SAT preparation is also a component of the program's curriculum. Summer courses are also offered to youth and to adults.

The affiliates' *Data Processing Training Center* is operated to expose high school students to the real work-setting by placing them in companies for training. Students are provided with vocational skills training, job-related academic skills training, vocational and occupational counseling and with basic remedial skills training.

The mobile computer units with tutorials in mathematics, reading and science, are provided to schools throughout the city.

SEATTLE URBAN LEAGUE

105 14th Avenue
Seattle, WA 98122
(206) 447-3792

President: *Rosalind Y. Woodhouse, Ph. D.*
Education Director: *Makini Washington*

The Seattle Urban League's *Comprehensive Competencies Program* provides academic assistance to high school students and to dropouts.

The affiliate's *Edwin T. Prett Undergraduate Scholarship Program* provides tuition assistance to high school graduates for post-secondary education.

THE URBAN LEAGUE OF FLINT

202 East Boulevard Drive
Flint, MI 48503
(313) 239-2195

President: *Melvyn S. Brannon*
Education Director: *Deborah Tinsley*

The Urban League of Flint, MI operates a *Black Scholars Recognition Program* designed to profile incentives for high school students with grade point averages of 3.0 or better.

Students are identified during their senior year of high school and are provided with information and motivation to encourage academic achievement, post-secondary education and career planning. The Urban League also provides financial assistance for students seeking post-secondary education.

This program recognizes the academic achievement of the Black Scholars publicly with a Salute to Black Scholars Dinner which is held each Spring. The students publicly recognized as Black Scholars will influence students to emulate their efforts and to strive also to graduate as Black Scholars.

TRI-COUNTY URBAN LEAGUE

317 South MacArthur Highway
Peoria, IL 61605
(309) 673-7474

Executive Director: *Frank Campbell*
Education Director: *Johnnie Turner*

The Peoria Urban League implements a nationally-recognized pre-college mathematics and science program. The program, *Tomorrow's Scientists, Technicians and Managers*, collaborates with industry to encourage minority youth to enter technology-based careers. Student recognition and career orientation are prominent program features.

Tutors from the area's Bradley University are available to students in the program through the Urban League four days a week for four hours per day. Participants are also involved in the League's creative writing and math/science summer enrichment programs.

URBAN LEAGUE OF GREATER MIAMI

8500 NW 25th Avenue
Miami, FL 33132
(305) 696-4456

President: *T. Willard Fair*
Education Director: *Mary Taylor*

The Miami Urban League's *Scholarship Program* provides tuition assistance through the use of student sponsors and the Miami-Dade Community College.

Students participating in the program are awarded a scholarship bank account and the Wolfson Foundation matches these funds during the sophomore, junior and senior years of high school.

URBAN LEAGUE OF ROCHESTER

177 North Clinton Avenue
Rochester, NY 14604
(716) 325-6530

President: *William A. Johnson, Jr.*
Education Director: *Annette Rouse*

The Rochester Urban League's Education Initiative includes programs focusing on college preparation for minority students.

The League's *Black Scholars Program* recognizes and honors black high school graduates who have achieved academic distinction. The League provides seminars for Black Scholar nominees and their parents that include information about financial aid and other details of higher education planning.

Also included in this program are tutorial sessions for students who wish to raise their grades in one or more subjects, training sessions for the SAT and ACT, assistance in applying to colleges, and luncheons and awards presentations to all Black Scholars. More than 800 students have been honored in this program.

The *Early Recognition Program* identifies scholastically-talented students in grades 9, 10 and 11 and encourages continued high achievement. Students who successfully maintain a cumulative average of "B" or better into their senior year are designated as Black Scholar nominees.

NATIONAL URBAN LEAGUE, INC.

NATIONAL HEADQUARTERS

500 EAST 62nd Street
New York, NY 10021

WASHINGTON OPERATIONS

1111 14th Street, NW
Washington, DC 20005

Local Affiliates:

Akron, Ohio
Albany, Georgia
Albany, New York
Alton, Illinois
Amityville, New York
Anderson, Indiana
Atlanta, Georgia
Aurora, Illinois
Austin, Texas

Baltimore, Maryland
Battle Creek, Michigan
Binghamton, New York
Birmingham, Alabama
Boston, Massachusetts
Bridgeport, Connecticut
Buffalo, New York

Canton, Ohio
Champaign, Illinois
Charlotte, North Carolina
Chattanooga, Tennessee
Chicago, Illinois
Cincinnati, Ohio
Cleveland, Ohio

Colorado Springs, Colorado
Columbia, South Carolina
Columbus, Georgia
Columbus, Ohio

Dallas, Texas
Dayton, Ohio
Denver, Colorado
Detroit, Michigan

Elizabeth, New Jersey
Elvria, Ohio
Englewood, New Jersey

Flint, Michigan
Fort Lauderdale, Florida
Fort Wayne, Indiana

Gary, Indiana
Grand Rapids, Michigan
Greenville, South Carolina

Harrisburg, Pennsylvania
Hartford, Connecticut
Houston, Texas

Indianapolis, Indiana

Jackson, Mississippi
Jacksonville, Florida
Jersey City, New Jersey

Kansas City, Missouri
Knoxville, Tennessee

NATIONAL URBAN LEAGUE, INC.

Local Affiliates: (cont.)

Lancaster, Pennsylvania
Lansing, Michigan
Lexington, Kentucky
Little Rock, Arkansas
Los Angeles, California
Louisville, Kentucky

Madison, Wisconsin
Marion, Indiana
Massillon, Ohio
Memphis, Tennessee
Miami, Florida
Milwaukee, Wisconsin
Minneapolis, Minnesota
Morristown, New Jersey
Muskegon, Michigan

Nashville, Tennessee
Newark, New Jersey
New Haven, Connecticut
New Orleans, Louisiana
New York, New York
Norfolk, Virginia

Oakland, California
Oklahoma City, Oklahoma
Omaha, Nebraska
Orlando, Florida

Peoria, Illinois
Philadelphia, Pennsylvania

Phoenix, Arizona
Pittsburgh, Pennsylvania
Pontiac, Michigan
Portland, Oregon
Providence, Rhode Island

Racine, Wisconsin
Richmond, Virginia
Rochester, New York

Sacramento, California
San Diego, California
San Jose, California
Santa Ana, California
Seattle, Washington
Sharon, Pennsylvania
South Bend, Indiana
Springfield, Illinois
Springfield, Massachusetts
Springfield, Ohio
Stamford, Connecticut
St. Louis, Missouri
St. Paul, Minnesota
St. Petersburg, Florida
Syracuse, New York
Tacoma, Washington
Tallahassee, Florida
Tampa, Florida
Trenton, New Jersey
Tucson, Arizona
Tulsa, Oklahoma

Warren, Ohio
Washington, D.C.
Waukegan, Illinois
West Palm Beach, Florida
White Plains, New York
Wichita, Kansas
Winston-Salem, North Carolina

Youngstown, Ohio

CAREER PATHS

User Survey Form

We want CAREER PATHS to work as a valuable reference resource for students, their parents, teachers and counselors.

You can help us make this program serve as a vehicle for a better future by returning this form.

Please complete and return with comments, suggestions or thoughts you have about the program.

Your personal participation is appreciated.

PLACE
STAMP
HERE

CAREER PATHS
c/o Continental Corporation Foundation
180 Maiden Lane
New York, NY 10038

221

207

Please check one:

I am a:

ETHNIC ORIGIN (OPTIONAL)

student (grade _____ age _____)

Black Native American

parent

White Hispanic

teacher

Asian

guidance/placement counselor

job training supervisor

corporate officer/function _____

librarian/other _____

FOLD

Where did you get a copy of CAREER PATHS? _____

Is the information clear and easy to use? _____

What kind of additional data would be useful to you? _____

FOLD

I would like: additional copies of CAREER PATHS

more information about other programs that offer scholarship, internship, or career development opportunities for minority students. I have enclosed my name and address.

Name/Title _____

Name of Organization _____

Street _____

City _____ State _____ Zip _____

222 208

J. VICTOR HERD MEMORIAL SCHOLARSHIP

The Continental Foundation also includes this prestigious scholarship program as well. Our late Chairman, J. Victor Herd, whose name we commemorate with these scholarships, was instrumental in establishing Howard University's insurance program.

We annually award full, two-year scholarships which include tuition, room and board, two ten-week summer internships at Continental, and summer housing accommodations. The J. Victor Herd Memorial Scholarship provides an average \$10,000 to each of three recipients. These recipients are selected by Howard University and a Continental team of line and Human Resources Managers and must meet the following criteria:

Full-time student at Howard University.

Currently in sophomore year.

Concentrating in insurance or actuarial science.

Solid academic record (GPA 3.0 or above).

Contact: Clydene Ayers, Assistant Director, Center for Insurance Education, Howard University (202) 806-1526

JOHN H. BRETHERICK, JR. SCHOLARSHIP FUND

The Continental Foundation endowed the John H. Bretherick, Jr. Scholarship Fund at Temple University's School of Business and Management with a gift of \$100,000 in 1989. This scholarship and development fund is named in honor of Continental's retired president.

The purpose of the Fund is to encourage students to choose insurance and actuarial science majors in their junior and senior years at Temple, with a special emphasis on minority students, and to expose students majoring in these disciplines to professional opportunities at Continental.

Contact: Prof. Bonnie Auerbach, Department of Risk Management and Insurance, Temple University (215) 787-8956

WALTER L. TARVER MEMORIAL SCHOLARSHIP

The Continental Foundation established in 1990 the Walter L. Tarver Memorial Scholarship at The College of William and Mary, his alma mater. This scholarship commemorates the late Mr. Tarver's, distinguished career with Continental as Vice President, Agency and Brokerage Group.

A \$2,000 grant representing one of our two general scholarships at the College will be awarded to a senior, liberal arts major (Mr. Tarver's major) with a 3.0 GPA or above, who has demonstrated an interest in a business career and is willing to consider a career in the insurance industry.

Contact: Ed Irish, Director Financial Aid (804) 221-2425

THE CONTINENTAL FOUNDATION SCHOLARSHIP PROGRAM

GENERAL SCHOLARSHIP

The Continental Foundation Scholarship Program was established in 1988 as part of our ongoing college relations efforts. The objective of the scholarship program is to contribute to the establishment of strong and mutually beneficial relationships with targeted schools. Participating schools include:

The Catholic University

Contact: Kyle Terrell, St. Bonaventure Hall (202) 319-5623

The College of William and Mary

Contact: Ed Irish, Director, Financial Aid (804) 221-2425

Pace University

Contact: Lynne Byrne, Associate Dean, Lubin School of Business (212) 346-1986

Rochester Institute of Technology

Contact: Michael Catillaz, Director of Development (716) 475-5043

Rutgers University

Contact: Emily Sutton, Associate Director, Corporate Relations
191 College Ave., New Brunswick, NJ 08903

The University of Connecticut

Contact: Pat Mochel, School of Business Administration (203) 486-5136

The program provides for \$1,000 grants awarded annually to two students (ascending to their senior year) at each of the designated schools. The scholarship recipients, who are selected by the schools themselves, must meet the following criteria:

- * Demonstrated interest in a business career (possibly, though not necessarily, insurance). This interest can have been demonstrated through coursework, part-time or summer jobs, or membership in business-related clubs or societies.
- * Leadership ability as evidenced by participation in extracurricular activities.
- * Solid academic record (GPA 3.0 or above).

No employment-related conditions are attached to the receipt of the scholarship.

NTID SCHOLARSHIP

Through an endowed scholarship fund at the National Technical Institute for the Deaf, one Continental scholar is named annually.

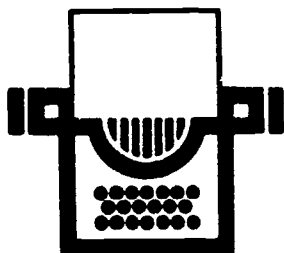
NTID is the only technical college for deaf students in the world. It is resident at the Rochester Institute of Technology and is an accredited two year college which awards associate degree programs in business, science, engineering, and visual communications.

Contact: Michael Catillaz, Director of Development (716) 475-5043

THE FOUNDATION FOR EXCEPTIONAL CHILDREN



Leadership Education And Development



“Education isn’t just the key. . .it’s the door, stairs and corridor to opportunity. Success is the natural outgrowth of education and unrelenting persistence.”

A. S. Hutchcraft, Jr.
President
Kaiser Aluminum and Chemical Corporation

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