

Scholarship Restructuring Recommendations
 University Assembly Committee on
 Recruitment, Admissions, Retention, and Student Financial Aid
 April 24, 2007

Points for Consideration:

- UMSL has a limited amount of Student Financial Aid resources
- Scholarship resources are not being spent as effectively as possible to recruit and retain an outstanding student body
- Our proposal details a more effective mechanism for spending our limited scholarship dollars to focus on recruitment and retention
- Including Summer scholarship within the Financial Aid structure promotes the concept of Year-Round University and allows students to more effectively manage their time to degree completion
- The report is informational – there are no action items
- The University Assembly Committee on Recruitment, Admissions, Retention, and Student Financial Aid will assist Student Affairs and Academic Affairs with the implementation of these recommendations and report back to Faculty Senate and University Assembly
- Implementation : Fall 2008

<p>How are UMSL students performing academically?</p>	<p>Full-Time Undergrads</p> <ul style="list-style-type: none"> • GPA ≥ 3.5 – 1,146 students • GPA 3.0 – 3.49 – 920 students <p>Part – Time Undergrads</p> <ul style="list-style-type: none"> • GPA ≥ 3.5 – 1,326 students • GPA 3.0 – 3.49 – 1,030 students <p>Freshmen (Full-Time)</p> <ul style="list-style-type: none"> • GPA ≥ 3.5 – 94 (62 receiving scholarship) • GPA 3.0 – 3.49 – 87 (46 receiving scholarship)
<p>What amounts of scholarships are currently available?</p>	<p>Total amount of scholarship dollars available ~\$17,000,000 Awarded ~\$15,000,000</p> <p><i>Scholarship Coordinator will gather actual numbers to build the formula for the UMSL scholarship</i></p> <p>In the past, we have always spent until gone – we will continue to do that, but the new structure focuses attention on <u>spending to recruit</u> rather than once they have been admitted and <u>to retain</u> the students who are performing well.....</p>

<p>How are we currently spending our scholarship dollars?</p>	<p><u>How are these awarded?</u></p> <ul style="list-style-type: none"> • Which scholarships are controlled by Financial Aid? • Which scholarships are controlled by the departments/colleges? • <i>Scholarship coordinator will answer – this is beyond the scope of this inquiry group</i> <p><u>Review Freshmen Scholarship structure</u></p> <ul style="list-style-type: none"> • Concern that criteria not realistic with UMSL student and not commiserate with amount awarded • Not financial incentive to effectively recruit top caliber students and compete with other area institutions • Changes will support campus goal of recruiting top caliber FT/FT freshmen and retaining them at UMSL • <u>Curator’s scholarship</u> <ul style="list-style-type: none"> ○ \$7,000; ACT – 28, Upper 5% of HS class ○ Have to package as \$3,500 is set amount ○ Summer Scholarship – <ul style="list-style-type: none"> ▪ \$750 for 6 credit hours; \$375 for 3 credit hours • <u>Chancellor’s scholarship</u> <ul style="list-style-type: none"> ○ \$5,000; ACT – 26, Upper 10% of HS class ○ Summer Scholarship – <ul style="list-style-type: none"> ▪ \$750 for 6 credit hours; \$375 for 3 credit hours • <u>University Scholarship</u> <ul style="list-style-type: none"> ○ \$2,000; ACT – 25, Upper 25% of HS class ○ Summer Scholarship – <ul style="list-style-type: none"> ▪ \$500 for 6 credit hours; \$250 for 3 credit hours • <u>Academic scholarship</u> <ul style="list-style-type: none"> ○ \$1,500; ACT – 24, Upper 25% of HS class ○ Summer Scholarship – <ul style="list-style-type: none"> ▪ \$500 for 6 credit hours; \$250 for 3 credit hours • <u>Mark Twain scholarship</u> <ul style="list-style-type: none"> ○ \$1,000; ACT – 23, Upper 35% of HS class ○ Summer Scholarship – <ul style="list-style-type: none"> ▪ \$250 for 6 credit hours; \$125 for 3 credit hours <p>Renewal Criteria will remain the same for each scholarship Some H.S. have stopped ranking students, so info may not be available</p> <ul style="list-style-type: none"> • This concern has already been addressed and resolved within the Admissions Department
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How do we envision financial aid being utilized more effectively?

Recruitment/Marketing

Community College President's Scholarship

- Awarded to each Community College in the State of Missouri and Southwestern Illinois College
 - 2 scholarships (1 Fall, 1 Spring) will be given to students transferring to UMSL from each institution
 - *These are the minimum number of scholarships per Community College campus; the Scholarship Coordinator and Director of Transfer Services will work together to award additional scholarships to campuses with larger amounts of transfers*
 - Scholarship to support 15 credit hours for Fall or Spring
 - Not to exceed 65 hours or 2 years of support
 - CC would pick slate of 3 potential recipients & UMSL would retain ability to make final decision
 - Criteria -
 - Transfer GPA ≥ 3.5
 - Earned AA required
 - Student must be admitted to UMSL to receive scholarship (not just applied, but admitted)
 - Renewal Criteria
 - UMSL GPA ≥ 3.0
 - Maintain full-time continuous enrollment
 - Fall & Spring semesters
 - Continuous defined as at least 24 hours in two consecutive semesters
 - Summer scholarship support -
 - 3 hours of credit = \$375
 - 6 hours of credit = \$750
 - Scholarship awarded jointly with CC president and UMSL chancellor
 - Marketing opportunity for UMSL & CC
 - CC would be integral part of process and further our relationship with those institutions
 - **Total Cost - \$100,000/year** (for 7 Metro area campuses)

High School scholarships

- Consider similar structure for school districts
- This would require much further planning
- As other changes are put into place, reevaluate budget and determine how much is available in scholarships
- Many political considerations to decisions regarding which school districts to include in program
 - *Look at profiles of current freshmen enrollments*
 - *Where can our recruiting/marketing dollars most effectively be spent?*
 - *Potential for BRIDGE program scholarships*
 - *How can we serve freshmen populations that are under-represented at UMSL?*

<p>How do we envision financial aid being utilized more effectively? (Cont.)</p>	<p><u>Transfer Scholarships</u></p> <ul style="list-style-type: none"> • Scholarships are <u>automatic</u> if qualified, but students must be admitted by March 15 for Fall & October 15 for Spring for the guaranteed award (if admitted after deadline, then first come first serve for qualified students) • At time of application, student must be admitted to UMSL and plan to enroll full-time to qualify (if do not enroll full-time, will no longer receive scholarship) • Must transfer at least 45 hours of study at 2 year institution • AA not required for consideration, but will be given preference <p><i>Named Scholarship –</i></p> <ul style="list-style-type: none"> • GPA ≥ 3.5 – \$3,500/year <ul style="list-style-type: none"> ○ 60 scholarships (40 Fall, 20 Spring) ○ Scholarships are currently in place • Renewal Criteria <ul style="list-style-type: none"> ○ UMSL GPA ≥ 3.0 ○ Maintain full-time continuous enrollment <ul style="list-style-type: none"> ▪ Fall & Spring semesters ▪ Continuous defined as at least 24 hours in two consecutive semesters • Summer scholarship support - <ul style="list-style-type: none"> ○ 3 hours of credit = \$375 ○ 6 hours of credit = \$750 • Total cost - \$210,000/year (Fall & Spring) <p><i>Named Scholarship</i></p> <ul style="list-style-type: none"> • GPA 3.25 – 3.49 - \$1,500/year <ul style="list-style-type: none"> ○ 140 scholarships (90 Fall, 50 Spring) • Renewal Criteria <ul style="list-style-type: none"> ○ UMSL GPA ≥ 3.0 ○ Maintain full-time continuous enrollment <ul style="list-style-type: none"> ▪ Fall & Spring semesters ▪ Continuous defined as at least 24 hours in two consecutive semesters • Summer scholarship support – <ul style="list-style-type: none"> ○ 3 hours of credit = \$375 ○ 6 hours of credit = \$750 • Total cost - \$210,000/year (Fall & Spring)
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<p>How do we envision financial aid being utilized more effectively? (Cont.)</p>	<p><u>Retention</u></p> <ul style="list-style-type: none"> • Students only eligible <u>if not currently receiving University scholarship</u> support • Focus is to reward good academic performance • Award would be automatic – if qualify, then receive award <ul style="list-style-type: none"> ○ Scholarship would be applied to the next consecutive semester of enrollment (focus is to retain and encourage continued enrollment) ○ <u>Dean’s Scholarship</u> (Full Time, 12+ hours) <ul style="list-style-type: none"> ▪ Term GPA ≥ 3.75 – \$750/semester (\$284,000) ▪ Term GPA 3.5 – 3.74 - \$500/semester (\$148,000) ▪ Total Cost - \$432,000 ○ <u>Dean’s Scholarship</u> (Part Time, 6 – 11 hours) <ul style="list-style-type: none"> ▪ Term GPA ≥ 3.75 – \$375/semester (\$84,000) ▪ Term GPA 3.5 – 3.74 - \$250/semester (\$34,000) ▪ Total Cost - \$118,000 ○ If student changes status, award amount will fluctuate accordingly <ul style="list-style-type: none"> ▪ Part-Time student enrolls full-time the following semester would receive full-time award amount ▪ Full-time student enrolls part-time the following semester would receive part-time award amount ○ Summer Scholarship Support – <ul style="list-style-type: none"> ▪ Eligible students who enroll for summer courses are eligible for the Part-Time <u>Dean’s Scholarship</u> ▪ If receive Summer scholarship, Fall scholarship eligibility will be determined by cumulative Spring and Summer GPA ▪ If do not receive Summer scholarship, Fall scholarship eligibility will be determined by Spring GPA • <i>Future goal of <u>Dean’s Scholarship</u></i> <ul style="list-style-type: none"> ○ <i>Reward all students who are recognized on the Dean’s List and are not currently receiving University scholarship support</i> ○ <i>As scholarship dollars are reallocated, the feasibility of the expansion of the Retention Scholarship to include all those students will be evaluated</i>
<p>Summary of Proposed Scholarship Additions</p>	<p>Currently, ~ \$2,000,000 in scholarship dollars not awarded</p> <p>Proposed scholarship increases –</p> <ul style="list-style-type: none"> ○ Additional \$1,070,000 ○ Freshman scholarship costs need to be calculated and included in adjustments ○ After initial implementation and revaluation of the outlays, scholarship programs can be expanded further without any new development dollars

<p>How do we envision financial aid being utilized more effectively? (Cont.)</p>	<p>With a large amount of scholarship dollars not being used as effectively as possible, we are proposing the creation of a position responsible for managing scholarship awards</p> <p><u>Scholarship Coordinator</u></p> <ul style="list-style-type: none"> • Report to Associate Vice-Provost for Student Affairs • Work closely with Financial Aid office • Recommend this position be funded through existing FTES • Focus on creating position without diminishing current service levels • Job functions currently spread across many positions – need centralized responsibility <p>Job Responsibilities -</p> <ul style="list-style-type: none"> • Ensure eligible students are aware of available scholarships and are receiving those scholarships <ul style="list-style-type: none"> ○ Simplify process as much as possible ○ Automated scholarships based on eligibility will eliminate steps and streamline process ○ Streamline scholarship info on FA website • Create a positive impression with students by providing a highly visible, student focused service <ul style="list-style-type: none"> ○ Students will be able to more effectively navigate the financial aid process with the personal assistance • Market scholarship programs to current and prospective students <ul style="list-style-type: none"> ○ Current students –Web-link; UMSL Day, Major/Minor Fair, Mirthday, etc. ○ Prospective students – recruiters could heavily market at High Schools & Community Colleges • Maintain up-to-date records of scholarship awards <ul style="list-style-type: none"> ○ What has been awarded? ○ What scholarships have not been awarded? ○ What percent of students receiving scholarships have left UMSL? Is there a correlation between award amount and retention? ○ Work with Vice-Provost and Institutional Research to determine if scholarships are meeting purposes of recruitment and retention goals ○ Suggest changes as needed based on the data • Work with Colleges and Departments to facilitate eligible students applying for College/Department awarded scholarships <ul style="list-style-type: none"> ○ Consider implementation of timeline for departmental awards to create consistency between UMSL scholarship awards & dept/college awards • Work with Development Office and donors to ensure scholarship criteria are awardable according to profile of UMSL students <ul style="list-style-type: none"> ○ Concern that scholarships are consistently underutilized due to unrealistic eligibility criteria • Create booklet of all current scholarships <ul style="list-style-type: none"> ○ Review list to look for potential to consolidate awards ○ Publish in print and electronic for students to view ○ Streamline scholarship info on FA website • Review scholarship award amounts annually to consider <ul style="list-style-type: none"> ○ Tuition increases ○ Increases/decreases in available scholarship dollars
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How do we envision financial aid being utilized more effectively? (Cont.)

Equity Packaging Model/UMSL Scholarship -

- Inquiry Group recommends changes to the method for awarding UMSL scholarships
- Concern is that model focuses attention on need and not merit
- Refocus to reflect the more merit-qualified & financially-needy a student, the more aid money; not just the more financial need, the more scholarship award given
- Suggest creation of a table that reflects merit on the x-axis and Estimated Family Contribution on the y-axis
- UMSL Scholarship criteria
 - Minimum 2.75 GPA
 - Renewable, but reassessed each academic year based on EFC from the FAFSA
 - If student has no need, no UMSL scholarship
- *Table creation beyond the scope and knowledge of this inquiry group* – suggested format below, but EFC amounts are not considered accurate or reflective of what should be
- Recommend Associate Vice-Provost for Student Affairs and Enrollment Services, Scholarship Coordinator, Director of Financial Aid, Director of OTSA, and admissions advisors work together to establish table that reflects UMSL students

\$4,000					
\$3,000					
\$2,000					
\$1,000					
EFC / GPA	2.75 – 3.0	3.01 – 3.25	3.26 – 3.50	3.51 – 3.75	3.76 – 4.00