



BOARD MEETING

December 18, 2014



Supporting the next generation of STEM & health care leaders

BOARD MEETING AGENDA DECEMBER 18, 2014, 1:00-3:00 P.M. MICROSOFT CAMPUS

I. Meeting Called to Order		Brad Smith, Chair	1:00p
II. Approval of Minutes from October 29, 2014 Meeting	[Tab A]	Brad Smith	1:00-1:05p
III. Scholar Spotlight	[Tab B]	WSOS Scholars	1:05-1:15p
IV. Presentation of 2014 Legislative Report	[Tab C]	Kelly Bay-Meyer Megan Nelson	1:15-1:45p
V. Private Fund Development	[Tab D]	Ostara Group	1:45-2:20p
A. Presentation: Landscape for Higher Education & Scholarship Fundraising		Naria K. Santa Lucia Jane Broom	
B. WSOS Working Development Plan & Recent Updates			
VI. Activities Update	[Tab E]	Naria K. Santa Lucia	2:20-2:40p
VII. Finance Update	[Tab F]	Mack Hogans Paul Kruglik	2:40-2:55p
VIII. Year in Review: 2014 Top 5 Accomplishments & Closing	[Tab G]	Brad Smith	2:55-3:00p

2015 Meeting Dates:

March 17, 2015 - Tuesday

June 30, 2015 - Tuesday

September 23, 2015 - Wednesday

December 15, 2015 - Tuesday



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12/18/14 BOARD MEETING INFORMATION

Location Details:

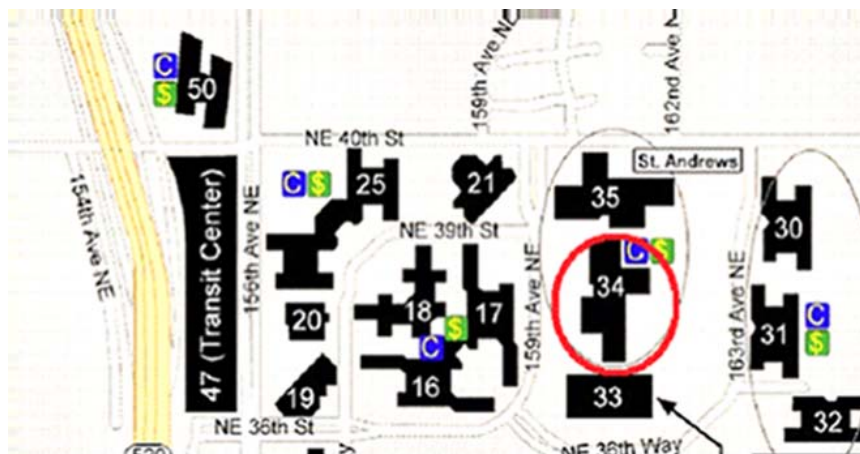
Building 34/Conference Room 5665 – Microsoft Main Campus
3720 159th Avenue NE, Redmond, WA 98052

From Sea-Tac Airport:

1. Follow signs to freeways; this will put you on SR-518 eastbound, and you'll want to merge carefully.
2. Follow signs to I-405.
3. Take the I-405 North-Renton exit (exits from center lane).
4. Continue on north I-405 through Renton and Bellevue (approximately 14 miles).
5. Take the SR-520 east exit toward Redmond.
6. Exit SR-520 at the NE 40th Street exit.
7. Turn RIGHT at end of ramp onto NE 40th Street.
8. Turn RIGHT at light onto 159th Avenue NE.

Note:

Microsoft Corporation requires that guests register with the front desk receptionist before entry into our offices. Both picture ID and the vehicle license plate number will be required.



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Tab A

Minutes from October 29, 2014 Meeting



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WASHINGTON STATE OPPORTUNITY SCHOLARSHIP BOARD MEETING OCTOBER 29, 2014, 1:00-3:00 P.M., MICROSOFT CAMPUS MINUTES

The Board of Directors of the Washington State Opportunity Scholarship (WSOS) met on October 29th, 2014 at the Microsoft headquarters in Redmond, Washington.

Board members present: Brad Smith (Board Chair), Miller Adams, Jerry Grinstein, Mack Hogans, Jane Park, Mike Wilson; Stan Deal and Terry Gillespie via telephone.

Additional attendees: Yolanda Watson Spiva, Naria Santa Lucia, Jane Broom, Caroline Maillard, Dave Stolier, Keith Swenson, John Wenstrup, Erin Ashley, Theresa Britschgi, Karyl Gregory, Juliette Schindler Kelly, Jeff Knudsen, Paul Kruglik, Megan Nelson, Vickie Rekow, Larry Wright

Meeting Called to Order

Having a quorum of the Board, Brad Smith, the Chair of the Washington State Opportunity Scholarship (WSOS), welcomed everyone to the board meeting at 1:07 pm and introductions were made.

Mack Hogans moved that the minutes of the June 25, 2014 meeting be approved. Jerry Grinstein seconded the motion. The motion carried unanimously.

Ratification of Votes

Smith reminded members that under the statute governing the WSOS, Board membership was expanded to eleven members and, therefore, the quorum is now seven members.

Dave Stolier, the Assistant Attorney General assigned to WSOS, reported that the new statute went into effect prior to the last Board meeting and therefore he recommends that votes taken at the June 24, 2014 Board meeting be ratified by the Board.

The Board then considered the previous decision to approve the investment of WSOS funds by the WSIB (Washington State Investment Board). After discussion, the motion to approve WSIB and the investment policy as presented on June 24, 2014 was made by Mack Hogans. Jerry Grinstein seconded the motion and the motion carried unanimously.

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Next, a motion was made by Mack Hogans to approve the WSOS program proposal with College Success Foundation for the 2014-2015 fiscal year. Jane Park seconded the motion. The motion carried unanimously.

Introduction of Board Members

Smith explained that this is our first meeting with the new WSOS Executive Director, Naria Santa Lucia, and four new board members – Miller Adams, Stan Deal, Jane Park, and Mike Wilson. He indicated that he was thrilled with each new board member for all they bring to the table.

Executive Director Report

Next, Naria Santa Lucia, the new WSOS Executive Director, identified her top three overall goals, the primary strengths of WSOS, the key stakeholders, and her priority areas of focus for this year.

Following her brief presentation, members discussed the importance of placing students with employers as well as strategies around providing guidance to our students on how to position themselves in majors that lead to the highest demand fields.

The Board also discussed the need to prioritize the recruitment of younger members who have experience raising funds from a variety of sources.

Program Updates

Theresa Britschgi highlighted four students in the program and also provided an overview of the ongoing support services including fall welcomes at various WA colleges and universities. Hogans asked if elected officials are invited to join the fall welcomes and Britschgi confirmed they are.

Vickie Rekow next updated the Board on Scholarship Services and explained the renewal status for Cohorts 1, 2 and 3 as of October 6, 2014. Seniors are now receiving \$7,500 and 93% of them have renewed their scholarship. Mike Wilson asked if a college senior can apply for a scholarship and Rekow confirmed they can. Rekow indicated the renewal form and website are being updated for Cohort 4. Hogans asked if the increased scholarship for the past two years is meeting our objective of helping students remain in college. Rekow explained we will know more as we continue to track this data.

Finally, Jeff Knudsen provided an update on Research and Evaluation based on the Renewal/Needs Assessment Survey. This survey elicits responses from students who have renewed their scholarship, have graduated, or have withdrawn from college. The goal of research and evaluation is the improvement of programs and their efficacy for those renewing,

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graduating, and those who withdrew. The survey indicates students who renewed are still concerned with paying school-related expenses. Only 9% of those who graduated and were not going on for an advanced degree are still seeking a job in their field of study. Hogans asked if the renewal form requires an essay. Rekow indicated that for the first year, no essay was required. For the second year, four essays were required. Now only one essay is required.

Fundraising and Advocacy Update

Jane Broom presented an update on the Microsoft Giving Campaign. Their online auction is on target to reach \$1.1 – 1.2M by the end of the month with half of the proceeds going to WSOS. Each employee dollar is matched by Microsoft and then the state matches that amount so \$1 = \$4.

Next, Santa Lucia presented the proposed 2014-2017 Fund Development Strategy and the staffing needed to accomplish the goal of raising \$48M.

Finance Update

Hogans presented on the WSIB and their approval of the WSOS investment policy in late September. He noted that there was a transfer of \$24M in private funds to WSIB in September and WSIB is now actively managing WSOS' privately-raised funds. Hogans also reported that \$25M in state-matched funds was received from WSAC in October.

Paul Kruglik provided an analysis of the WSOS balance sheet, income statement, and cash flow through 8/31/14.

Presentation: Investing in STEM Education Research

John Wenstrup from the Boston Consulting Group presented their research which showcases the urgency and value of investing in STEM education in Washington.

Next Meeting

The next board meeting is scheduled on Thursday, December 18th, at 1:00 – 3:00 pm at Microsoft.

The meeting adjourned at 3:02 pm.

Respectfully submitted,
Karyl Gregory

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Tab B

Scholar Spotlights



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SCHOLAR SPOTLIGHT

MAHDI RAMADAN

Mahdi is a neurobiology major at the University of Washington Seattle and a graduate of Kent Meridian High School. Mahdi has spent the last year collaborating on a research project to develop efficient wireless energy technology that one day could power biomedical devices. Mahdi was previously an intern at the Center for Sensorimotor Neural Engineering and is a current recipient of the Mary Gates Research fellowship. In addition to being a Washington State Opportunity Scholar, Mahdi is also a recipient of the John Collins Scholarship, a scholarship awarded to one exceptional student awarded annually to a student whose family lives in government housing in the Pacific Northwest. Mahdi is the first person in his family to attend a four-year university.

Mahdi's take on WSOS: "WSOS has given me the incredible privilege of creating a life full of dreams and aspirations guided only by the passion of the heart, not the burden of money. And for that, thank you."

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SCHOLAR SPOTLIGHT

HUONG VO

Huong graduated from Auburn Mountainview High School as a Running Start student. Already recognized as a member of the National Honor Society and the Washington Aerospace Scholars program, Huong entered Green River Community College to study physics. Huong transferred to the University of Washington (UW) where she is now majoring in both Physics and Electrical Engineering (although a third major in Applied Mathematics has crossed her mind). Huong is a NASA Space Grant Scholar and does research in the Advanced Propulsion Laboratory. She has already built a zeppelin to collect atmospheric data and has presented her atmospheric science findings at national and international conferences. When not in classes, the lab, or tutoring at the UW Center for Learning and Undergraduate Enrichment, Huong enjoys painting and making plans to build a CubeSat (miniature satellite).

Huong's take on her progress as a woman in STEM: "My physics professor during my junior year of high school instilled in me a love for physics and for physics education which is why I hope one day to receive a doctorate in physics and become a teacher and continue the grand tradition of inspiring future generations like he did for me. That class, as cliché as it sounds, opened my eyes to the true wonders of the world and I couldn't get enough. There have definitely been many doubts and hurdles along the way, but I feel so fortunate to receive so many opportunities like the Washington State Opportunity Scholarship. Being a member of WSOS and the NASA Space Grant has given me the opportunity to surround myself with incredibly talented, passionate students across all fields of STEM. The work they are doing never ceases to amaze me and only pushes me to work harder."

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Tab C

Presentation of the 2014 Legislative Report



Presenting the 2014 WSOS Legislative Report

Dear Legislators and Education Stakeholders,

I am pleased to present the third annual Legislative Report as required by House Bill 2088, Section 8 legislation, entitled Opportunity Scholarship Board effective June 6, 2011.

The Washington State Opportunity Scholarship (WSOS) has changed the trajectories of thousands of students' lives. Because of the support of the WSOS, nearly 2,300 Scholars are enrolled in college full time for the 2014-15 academic year.

Scholars hail from every legislative district in the state and are studying one or more of 367 major programs in science, technology, engineering, math and health care fields that will prepare them to fulfill the high-demand jobs that will continue to drive innovation, economy and vitality in our great state of Washington. The majority of enrolled scholars are women and self-identify as students of color.

This legislative report provides the most recent data about the first three cohorts of WSOS Scholars as well as characteristics of the most recent applicants.

Your support of this unique public-private partnership is fulfilling its goals of helping to close our state's skills gap. In just over three years, more than 800 scholar recipients have already graduated from colleges across our state. Over two-thirds of WSOS graduates are employed in their field or seeking an advanced degree in a high-demand field, and nearly 90 percent of graduates employed in their field of study remain in Washington State!

I invite you to contact Juliette Schindler Kelly, director of government relations and advocacy for WSOS, at jskelly@waopportunityscholarship.org, if you have any questions about this report or the scholarship program.

On behalf of these future game-changing industry professionals, succeeding with the help of this program, we are deeply thankful for your ongoing support.

A handwritten signature in blue ink, appearing to read "Brad Smith". The signature is fluid and stylized, with a long horizontal stroke extending to the right.

Brad Smith
Chair, Washington State Opportunity Scholarship Board
Executive Vice President and General Counsel, Microsoft Corporation



2014 LEGISLATIVE REPORT

REPORTING DATA FOR COHORTS 1-3

SUBMITTED BY **COLLEGE SUCCESS FOUNDATION**

THE WASHINGTON STATE OPPORTUNITY
SCHOLARSHIP PROGRAM ADMINISTRATOR



WASHINGTON STATE
OPPORTUNITY
SCHOLARSHIP

Supporting the next generation of STEM & health care leaders

■ LETTER FROM THE EXECUTIVE DIRECTOR

I am honored to join the Washington State Opportunity Scholarship (WSOS) program as the new Executive Director and look forward to working with you, the members of the Washington State Legislature, to increase the number of Washington students pursuing degrees in the high-demand fields that are key to Washington's innovative and thriving economy.

The time I have spent with our Scholars has solidified for me the significance of the WSOS program and the unique and extraordinary opportunity it provides the State of Washington.

As we pause at this annual checkpoint, we reflect on the Scholars—who they are, where they attend school, what they study and how many are employed. The data is exciting but it is only part of the story.

Over 900 WSOS Scholars have graduated in a STEM or health care field and two-thirds are employed in their field or seeking an advanced degree. We are proud and optimistic, but, like you, we know this is just the beginning.

Heading into this new academic year with 1,500 renewed and over 700 new Scholars, representing every legislative district across the state, we are more intentional than ever before in connecting with them, listening to their challenges and championing their successes.

Working with campuses across the state, we planned Fall Welcome events at over a dozen schools those events enhanced Scholar cohesion and identification with the program, introduced Scholars to program staff, university faculty and leaders from their campus and community, the event also encourage faculty and staff to identify campus strategies that improve outcomes for the Scholars.

As this year's Fall Welcome events came to a close, two observations became very apparent. First, these Scholars are truly remarkable and tenacious in their drive to achieve their academic and professional goals. And second, but for this important and unprecedented program and scholarship award, many of these extraordinary Scholars would not be successfully entering into and completing their degrees with experiences that are helping them to be future-ready.

Through new momentum and a growing team of allies and friends across the state, we are thoughtful, agile and innovative in our partnerships and program delivery and look forward to continuing to share how WSOS is impacting the lives of Scholars—the future STEM and health care leaders of our state.

On behalf of the Scholars as well as the staff and practitioners who realize this work, we thank you immensely for your continued support. By continuing to work together, we can accomplish our vision of a robust and enduring homegrown workforce fulfilling the jobs across our state that feed, fuel, and heal Washington—and the world.



Naria K. Santa Lucia

Executive Director

Washington State Opportunity Scholarship

■ BOARD OF DIRECTORS

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Managing Director, Triad Capital Partners

Stanley A. Deal

*Senior Vice President, Commercial Airlines,
The Boeing Company*

Theresa Gillespie

*Co-Founder and Managing Director,
Trilogy Partnership*

Jerry Grinstein

*Co-Founder and Strategic Director,
Madrona Venture Group
and former CEO of Delta Air Lines*

Kimberly Harris

President and CEO, Puget Sound Energy

Mack Hogans

*President, Puget Sound BOLD Initiative and
Affiliate Professor, School of Forest Resources,
University of Washington*

Jane Park

Co-Founder and CEO, Julep

Jim Sinegal

*Co-Founder and Director, Costco Wholesale
Corporation*

Brad Smith, Chair

*Executive Vice President and General Counsel,
Microsoft Corporation*

Mike Wilson

Former CEO, Providence Health Care



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■ INTRODUCTION

The Washington State Opportunity Scholarship (WSOS) increases access to high-demand STEM (science, technology, engineering, mathematics) and health care majors for low- and middle-income students through scholarships and academic supports. Helping Washington's students meet their full potential is key to the stability and prosperity of our state's workforce and economy. If our students are supported in local higher education and employment, they will help keep our economy strong and competitive, blazing the trail for the next generation.

Eligible recipients are Washington state residents, who have earned their high school diplomas from a Washington state high school and intend to pursue a bachelor's degree in an eligible, high-demand STEM or health care field from a Washington state college or university, and must have a family income equal to or less than 125% of the Washington state median income, controlling for family size.

In 2013–14, the WSOS Board increased the scholarship amount for Scholars who were accepted into an eligible, high-demand major and had achieved junior class standing from \$2,500 to \$5,000. In 2014–15, the WSOS Board increased the minimum scholarship amount from \$1,000 to \$2,500, and increased the scholarship amount to \$7,500 for those who were accepted into an approved, high-demand major and had achieved senior class standing.

This Legislative Report provides the most recent data for how the first three cohorts of WSOS Scholars are doing as well as characteristics of the most recent applicants.

**I AM EXTREMELY
GRATEFUL FOR THE
OPPORTUNITIES
THIS SCHOLARSHIP
HAS PROVIDED ME**



■ EXECUTIVE SUMMARY

The College Success Foundation (CSF) serves as Program Administrator of the WSOS, managing both scholarship administration and student support responsibilities for the program. Prepared by the Program Administrator, this Legislative Report responds to the guidelines in Section 8 of House Bill 2088, Opportunity Scholarship Act filed on June 7, 2011.

The Report begins with a review of the eligible programs of study. The Report then provides an overview of the demographic, gender, socioeconomic, age and regional characteristics of Cohort 3 WSOS applicants, as well as Cohort 1, 2 and 3 WSOS recipients. The remainder of the Report summarizes dollars awarded to date, early program outcomes (enrollment, retention, and graduation), and concludes with a discussion of emerging trends and early signs of progress.

Additional information is provided in the attached Appendices: **Appendix A** Description of Program Administrator; **Appendix B** Scholar Enrollment and Graduation by Cohort and Major Category of Study; **Appendix C** County of Origin of Eligible WSOS Applicants and Scholars; **Appendix D** Scholar Enrollment and Graduation by Institution.

At a glance our results show:

1,507 applicants of diverse backgrounds applied in 2014 and almost half were selected.

- More than half (60%) of eligible applicants were female.
- More than half (53%) of eligible applicants self-identified as students of color.

739 Scholars enrolled full time as part of Cohort 3.

- More than half (62%) of Cohort 3 Scholars are female.
- More than half (55%) of Cohort 3 Scholars self-identify as students of color.
- Scholars come from counties across the state.

89% of Cohort 1, 2 and 3 Scholars currently attend four-year colleges or universities.

- The proportion of Scholars currently attending four-year colleges or universities continues to increase for Cohorts 1 and 2 (97% and 90%, respectively), indicating that many Scholars who attended two-year colleges have transferred successfully.
- The largest proportion of each cohort attends the University of Washington (Seattle).
- Scholars can choose from among 367 majors in 12 STEM and health care categories.

83% of Cohort 2 Scholars have either graduated or re-enrolled for the 2014–15 academic year.

- 996 Cohort 1 and Cohort 2 Scholars have graduated with a bachelor's degree, of which 903 were confirmed to be earned in a STEM or health care field.

ELIGIBLE EDUCATION PROGRAMS

SEC. 8.1 (a): Which education programs the Washington State Opportunity Scholarship Board determined were eligible for purposes of the Washington State Opportunity Scholarship.

The WSOS Board has approved 367 high-demand college majors in science, technology, engineering, mathematics and health care within 12 categories of majors. Eligible Scholars must be pursuing or intend to pursue a bachelor’s degree in one of these majors to be eligible for WSOS. To date, nearly three-quarters of selected Scholars have indicated a desire to pursue a bachelor’s degree in the field of health care, engineering or biology. See **Table 1** and **Appendix B** for details.

TABLE 1: Categories of Majors Approved by the WSOS Board and Number of Scholars Selected by Cohort and Major Originally Identified in Scholarship Application¹

CATEGORIES OF APPROVED MAJORS	COHORT 1		COHORT 2		COHORT 3		TOTAL	
	#	%	#	%	#	%	#	%
Health Professions & Related Programs	829	27%	254	33%	272	35%	1,355	29%
Engineering, Engineering Technologies & Engineering-Related Fields ²	743	24%	197	25%	179	23%	1,119	24%
Biological & Biomedical Sciences	595	20%	159	20%	170	22%	924	20%
Computer & Information Sciences & Supportive Services	315	10%	49	6%	59	8%	423	9%
Physical Sciences	180	6%	46	6%	25	3%	251	5%
Mathematics & Statistics	143	5%	23	3%	19	2%	185	4%
Multi/Interdisciplinary Studies ³	83	3%	17	2%	16	2%	116	3%
Natural Resources & Conversations	73	2%	13	2%	12	2%	98	2%
Agriculture, Agriculture Operations & Related Sciences	25	1%	3	0.4%	16	2%	44	1%
Education ⁴	14	0.5%	15	2%	13	2%	42	1%
Science Technologies/Technicians	3	0.1%	2	0.3%	1	0.1%	6	0.1%
Other ⁵	42	1%	0	0%	0	0%	42	1%
GRAND TOTAL	3,045	100%	778	100%	782	100%	4,605	100%

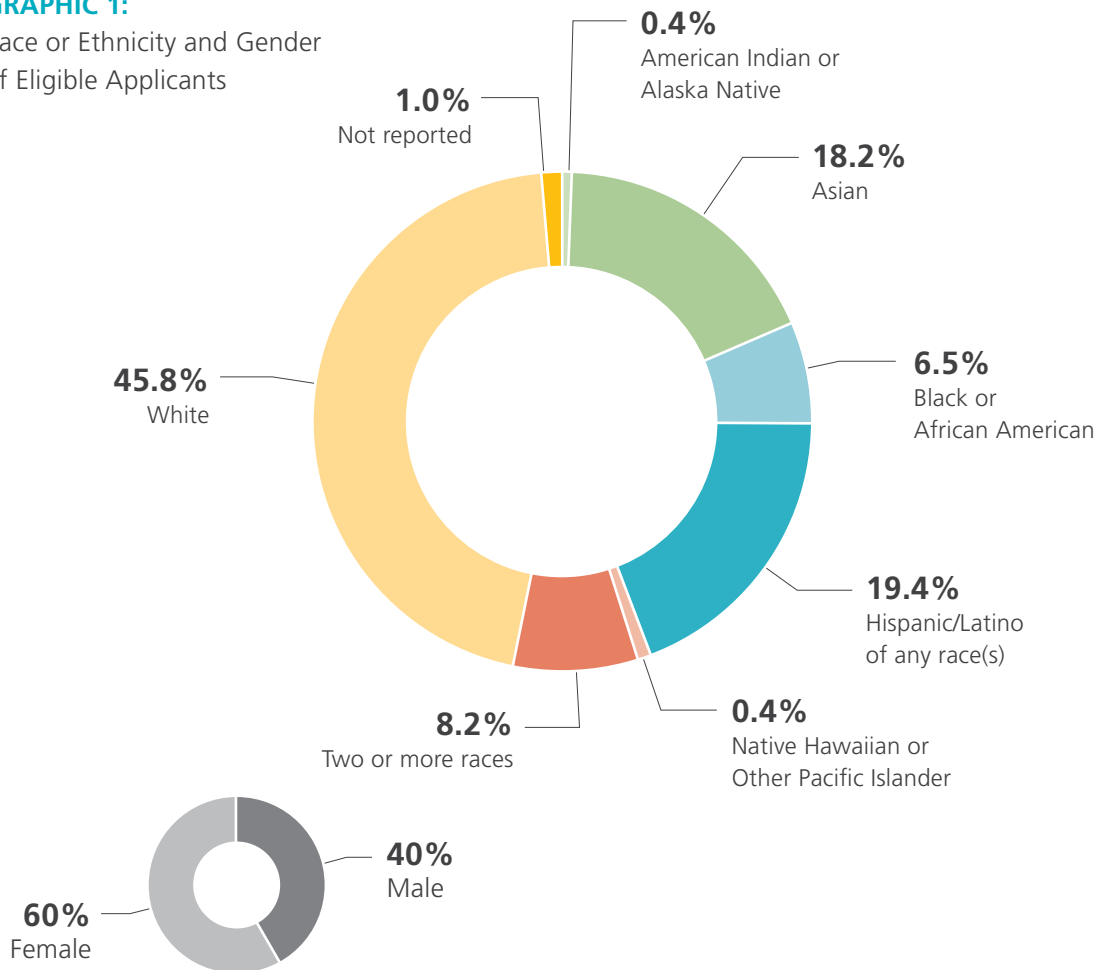
1. Please note that not all Scholars selected to receive the scholarship will enroll in college to become WSOS participants. Moreover, many college students change their major over time.
2. Please note that Engineering and Engineering Technologies and Engineering-Related Fields have been combined into one category here.
3. Multi/Interdisciplinary Studies includes biological and physical sciences, computational science, human biology, human computer interaction, marine sciences, mathematics, computer science and natural sciences only.
4. Education includes biology, chemistry, computer, earth science, mathematics, physics and science teacher education only.
5. Prior to determining the 367 majors within 12 categories with Cohort 2, 42 Cohort 1 Scholars originally applied under “Other” majors that no longer qualify.

■ APPLICANT CHARACTERISTICS

SEC. 8.1 (b): The number of applicants for the Washington State Opportunity Scholarship, disaggregated, to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

In total, 1,507 students submitted applications to join WSOS Cohort 3. Of those, 917 students met the eligibility requirements for the scholarship⁶. Over half (60%) of eligible applicants were female and over half (53%) self-identified as students of color. See **Graphic 1**.

GRAPHIC 1:
Race or Ethnicity and Gender of Eligible Applicants



6. Eligible recipients must be Washington state residents who have earned their high school diplomas from a Washington state high school and intend to pursue an eligible high-demand four-year major in the science, technology, engineering, mathematics (STEM) or health care fields from a Washington state college or university. Additionally, recipients must have filed the Free Application for Student Financial Aid (FAFSA) and must have a family income equal to or less than 125% of the Washington state median income, controlling for family size (e.g., \$104,000 for a family of four for the 2014–15 application). Scholars must have a GPA at or above 2.75.

Applicants came from counties across the state. See Appendix C.

Counties with the most applicants include:

- 28% in King County
- 12% in Pierce County
- 9% in Snohomish County
- 7% in Spokane County
- 6% in Clark County
- 6% in Yakima County

Most applicants (76%) were high school-aged.

At the scholarship application deadline on February 27, 2014, applicants indicated they were the following ages:

- 76% were 18 years old or younger
- 18% were 19 to 22 years old
- 6% were 23 years old or older

Applicant income distribution was fairly even across all deciles.

The median household income for all eligible applicants (regardless of household size) was \$47,105 while the mean family income for all eligible applicants was \$49,575. For each household size the maximum household income was divided into ten equal categories to create income deciles (with 1 as the lowest and 10 as the highest). For example, a family of four from the lowest income decile had a household income below \$10,400; from the fifth income decile below \$52,000; and from the highest income decile no more than \$104,000. In total, 32% of all eligible applicants came from the bottom three income deciles; 41% from the middle four income deciles; and 27% came from the top three income deciles.



**THE MAJORITY OF
COHORT 3 APPLICANTS
IDENTIFY AS FEMALE AND/
OR STUDENTS OF COLOR**

STUDENT SPOTLIGHT



"AS LONG AS I GET TO DO RESEARCH"

Balancing course work and laboratory experience can completely fill the week of a typical undergraduate pursuing a STEM major.

For Sergeant Jake Darley, serving in the United States Marine Corps Reserve, pursuing the root causes of Parkinson's disease as a student at Central Washington University (CWU) and teaching science to youth were all part of his regular schedule.

Growing up in rural Colville, Washington, Jake appreciated the authentic science practitioners in action around him and was drawn to and inspired by science from a young age.

He began studying at CWU studying Cell & Molecular Biology. Pausing for a tour of duty in the Bravo Company 4th Tank Battalion, Jake later began working in the lab and the community.

Engaging K–12 students from numerous schools around the central region of Washington state through science outreach programming, Jake provides students with hands-on experience with various interactive workshops that include microscopy, EKG's, EEG's and various microorganisms, sparking interest for some students with limited exposure to science in a classroom.

Today, Jake's research is focused on investigating environmental factors that induce, exacerbate or improve Parkinsonism symptoms in nematodes. While not yet graduated, Jake has already attended international conferences, submitted a manuscript and has been recognized as a distinguished scholar with a CWU Symposium On University Research and Creative Expression Award for his poster presentation.

"I don't care what I do as long as I get to do research," Jake says.

He looks forward to receiving increased WSOS support for his senior year and expects to graduate in June 2015. He plans to continue conducting research on Parkinson's in Washington state.

SCHOLAR CHARACTERISTICS

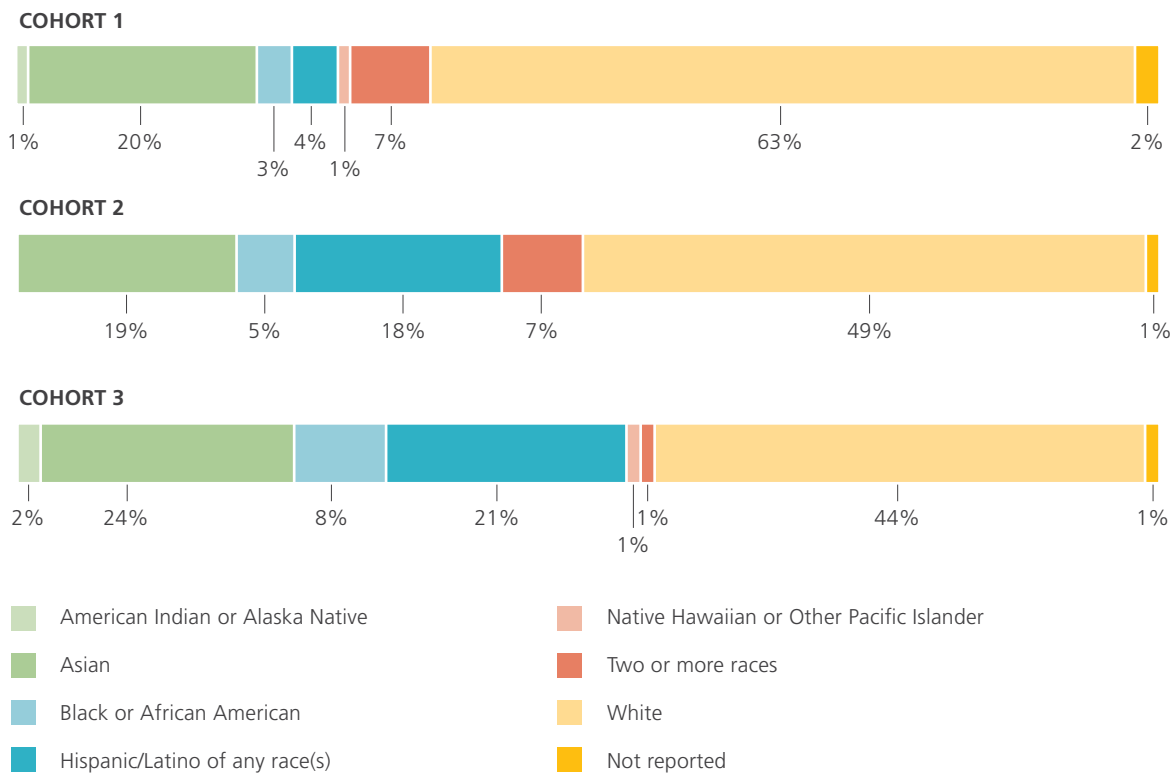
SEC. 8.1 (c): The number of Scholars in the Washington State Opportunity Scholarship program, disaggregated, to the extent possible, by race, ethnicity, gender, county of origin, age and median family income.

Of the 917 eligible applicants from the third year, 782 were selected to receive the Washington State Opportunity Scholarship (Cohort 3). As of October 27, 2014, 43 scholarship recipients either did not enroll in college in Washington state or enrolled less than full time, leaving 739 WSOS Cohort 3 Scholars anticipated to enroll full time during the 2014–15 academic year. In total, 62% of Cohort 3 Scholars were female (n=458) and 38% were male (n=281).

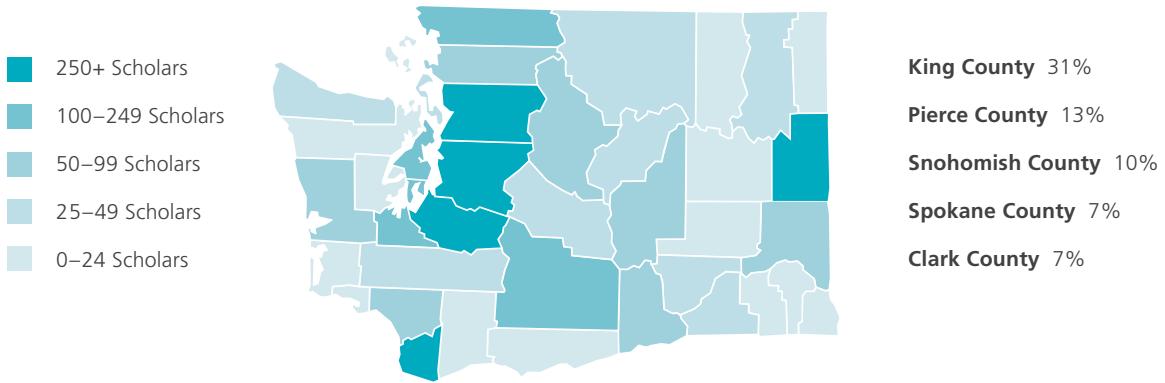
Cohort 3 is even more ethnically and racially diverse than Cohorts 1 and 2.

Fifty-five percent of Cohort 3 Scholars identify as students of color compared to 50% of Cohort 2 and 35% of Cohort 1. See **Graphic 2**.

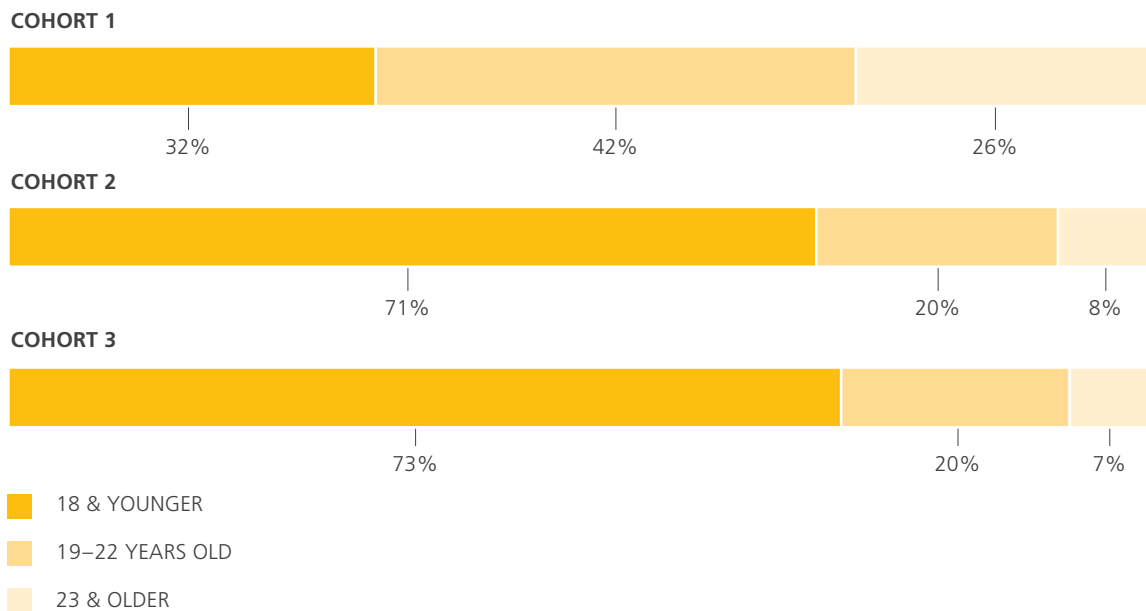
GRAPHIC 2: Race or Ethnicity of Scholars by Percent



GRAPHIC 3: County of Origin for C1, C2 & C3 Scholars



GRAPHIC 4: Age of Scholars by Percent



The increase in younger applicants between Cohort 1 and Cohorts 2 and 3 coincides with the WSOS Board’s decision to allot a higher proportion of scholarships to incoming first-year college students and a change in scholarship eligibility criteria. The new criteria limits the eligible class standing beginning with Cohort 2 applicants to their first, second or third year in college. In contrast, Cohort 1 Scholars in their fourth or fifth year of college were also eligible to receive the scholarship.

Family incomes slightly higher for C3 Scholars.

The median family income for all Cohort 3 Scholars (regardless of household size) was \$45,802, while the mean family income for all Cohort 3 Scholars was \$47,835. Compared to Cohort 2, a lower proportion of Cohort 3 Scholars represent the bottom three income deciles (34% vs. 40%); the same proportion represent the middle four income deciles (41%); and a higher proportion of Cohort 3 Scholars represent the top three income deciles (25% vs. 18%).

SCHOLARSHIP DISBURSEMENT

SEC. 8.1 (d): The number and amount of the scholarships actually awarded and whether the scholarships were paid from the scholarship account or the endowment account.

WSOS is renewable for up to five years of college attendance depending on class standing at time of selection. Students who have earned less than 90 college credits receive \$2,500 per academic year.

In 2013–14, the WSOS Board increased the scholarship amount for Scholars who attained junior class standing and were accepted into an approved, high-demand eligible major to \$5,000. In 2014–15, the WSOS Board increased the minimum scholarship amount from \$1,000 to \$2,500 for students in their first or second year in college. In addition, Scholars who achieved senior class standing and were accepted into an eligible high-demand major had their scholarship increased to \$7,500.

As of October 27, 2014, 2,289 Cohort 1, Cohort 2 and Cohort 3 Scholars were projected to enroll in college full time for the 2014–15 academic year. Of those Scholars, 1,425 were eligible to receive up to \$2,500, 322 were eligible to receive up to \$5,000, and 542 were eligible to receive up to \$7,500 over the course of the academic year (**Table 2**).

TABLE 2: Number of Scholarships Awarded by Academic Year, Cohort and Maximum Amount

ACADEMIC YEAR	COHORT	MAXIMUM ANNUAL AWARD AMOUNT				TOTAL # ANNUAL SCHOLARSHIPS AWARDED
		\$1,000	\$2,500	\$5,000	\$7,500	
2012–13	Cohort 1	2,990	N/A	N/A	N/A	2,990
	Annual Total	2,990	N/A	N/A	N/A	2,990
2013–14	Cohort 1	1,197	N/A	660	N/A	1,857
	Cohort 2	642	N/A	77	N/A	719
	Annual Total	1,839	N/A	737	N/A	2,576
2014–15	Cohort 1	N/A	286	261	415	962
	Cohort 2	N/A	425	42	121	588
	Cohort 3	N/A	714	19	6	739
	Annual Total	N/A	1,425	322	542	2,289
ALL YEARS	Cohort 1	4,187	286	921	415	5,809
	Cohort 2	642	425	119	121	1,307
	Cohort 3	N/A	714	19	6	739
	Grand Total	4,829	1,425	1,059	542	7,855

2,289 SCHOLARS HAVE BEEN AWARDED THE SCHOLARSHIP IN 2014–15



All scholarships were paid from the scholarship account.

As of October 27, 2014, \$2,871,641 in scholarship funding was disbursed during the 2012–13 academic year; \$5,725,844 during the 2013–14 academic year; and \$8,801,063 is anticipated to be disbursed during the 2014–15 academic year for a grand total of \$17,398,548 disbursed to Scholars from the scholarship account.

■ STUDENT SPOTLIGHT

**“I WANT TO
CONTRIBUTE
TO SOCIETY
THROUGH BEING
A PROFESSOR AND
DOING RESEARCH”**



Growing up in Colton, a town in eastern Washington home to just over 400 people, Jordana Dahmen was always doing a lot—in a town that didn’t have a whole lot to do.

“National Honor Society, Honor Roll, Colton-Uniontown Distinguished Young Woman, FFA... I like to stay busy,” she said.

By junior high, at a time when studies find girls lose interest or shy away from math and science, Jordana’s science teacher and Science Olympiad coach, Mr. Nordquist, helped to cultivate her interest and focus in science. “He just had a way of making it fun and exciting,” she said.

After high school, Jordana began her studies at Washington State University, just 14 miles away from Colton, where she is pursuing her degree in biology.

The summer after her freshman year, Jordana had the opportunity to participate in research and teamed up with her older sister, Jessamyn, a grad student at WSU working in the field of gerontechnology, and her sister’s professor, Dr. Diane Cook from the School of Electrical Engineering and Computer Science.

After that opportunity, Jordana says she was hooked. “It totally sparked my interest. I’m planning to minor in computer science. I feel it is something all majors can benefit from. It’s important to not only know how to use technology, but to actually understand it.”

Still involved in research with her sister, together they are conducting research on digital tablet versions of the paper cognitive tests that diagnose diseases such as Parkinson’s and Alzheimer’s with the goal of making apps and games that will be able to detect the diseases as well as the traditional tests.

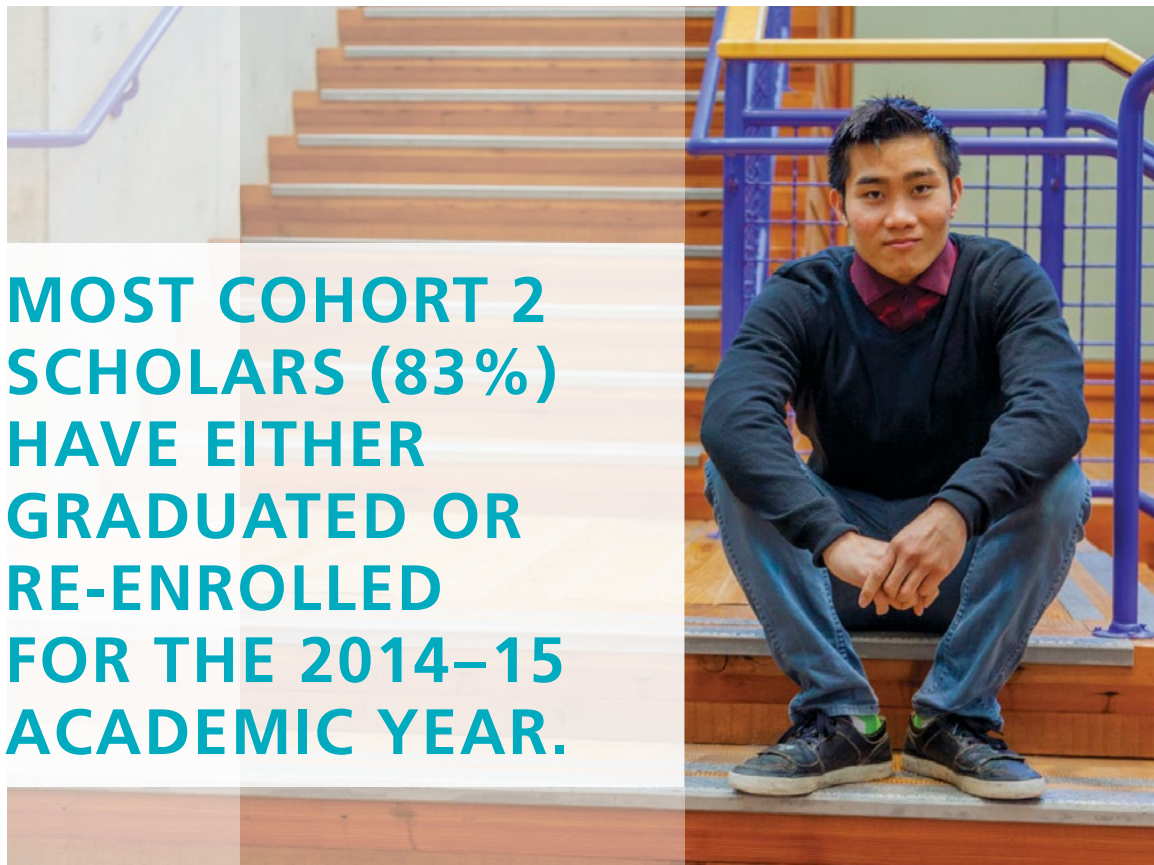
And Jordana has no plans of slowing down.

“I want to contribute to society through being a professor and doing research. I intend to educate the future generations and impact them as much as my teachers have impacted me,” she said. “The teachers I have been blessed to have are a key factor to all of my success, they have always supported me and given me help when I need it. I hope to be this person in my future students’ lives one day.”

PROGRAM ENROLLMENT

SEC. 8.1 (e): The institutions and eligible education programs in which Washington State Opportunity Scholarship Scholars enrolled, together with data regarding Scholars' completion and graduation.

As of October 27, 2014, 588 Cohort 2 Scholars (82%) had re-enrolled for the 2014–15 academic year. As of November 1, 2014, 996 Cohort 1 and Cohort 2 Scholars have graduated with a bachelor's degree of which 903 were confirmed to be earned in a STEM or health care field. (**Table 3**).



**MOST COHORT 2
SCHOLARS (83%)
HAVE EITHER
GRADUATED OR
RE-ENROLLED
FOR THE 2014–15
ACADEMIC YEAR.**

TABLE 3: Participant Enrollment, Retention and Graduation by Cohort and Self-Reported Class Standing in Scholarship Application⁷

COHORT & APPLICATION CLASS STANDING	TOTAL		
	GRADUATION RATE	RE-ENROLLMENT RATE	GRADUATION + RE-ENROLLMENT RATE
COHORT 1 (2012)	33%	32%	65%
1ST YEAR	1%	67%	68%
2ND YEAR	6%	34%	40%
3RD YEAR	55%	21%	76%
4TH YEAR	81%	1%	82%
5TH YEAR	76%	N/A	76%
COHORT 2 (2013)	1%	82%	83%
1ST YEAR	0%	87%	87%
2ND YEAR	1%	77%	78%
3RD YEAR	5%	67%	72%
COHORT 3 (2014)	N/A	N/A	N/A
1ST YEAR	N/A	N/A	N/A
2ND YEAR	N/A	N/A	N/A
3RD YEAR	N/A	N/A	N/A
GRAND TOTAL	27%	42%	69%

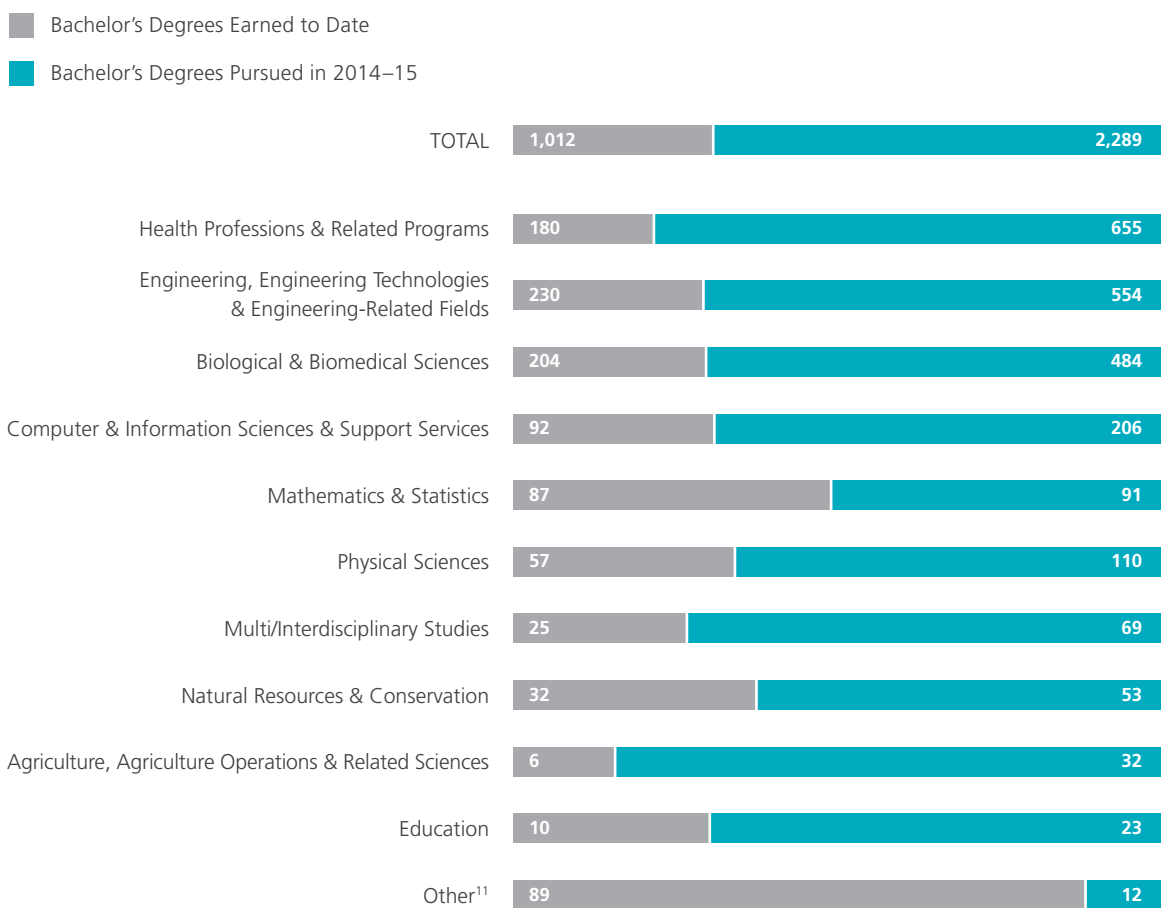
COHORT & APPLICATION CLASS STANDING	ACADEMIC YEAR					TOTAL GRADUATES
	2012–13		2013–14		2014–15	
	ENROLLED	GRADUATED	ENROLLED	GRADUATED	ENROLLED	
COHORT 1 (2012)	2,990	398	1,857	590	962	988
1ST YEAR	766	1	624	5	515	6
2ND YEAR	796	1	493	45	270	46
3RD YEAR	824	63	602	393	172	456
4TH YEAR	472	246	133	134	5	380
5TH YEAR	132	87	5	13	0	100
COHORT 2 (2013)	NA	NA	719	8	588	8
1ST YEAR	NA	NA	473	0	412	0
2ND YEAR	NA	NA	106	1	82	1
3RD YEAR	NA	NA	140	7	94	7
COHORT 3 (2014)	N/A	N/A	N/A	N/A	739	N/A
1ST YEAR	N/A	N/A	N/A	N/A	497	N/A
2ND YEAR	N/A	N/A	N/A	N/A	149	N/A
3RD YEAR	N/A	N/A	N/A	N/A	93	N/A
GRAND TOTAL	2,990	398	2,576	598	2,289	996

7. Previous graduation data has been updated to reflect revised scholarship disbursement and/or graduation date information. Only Scholars who received funding and earned their bachelor's degree in the academic year of their first scholarship disbursement or later are included in the analysis.

To date, Engineering and Biology are the most common degrees earned by Cohorts 1 and 2, and Health Care, Engineering and Biology are the most common degrees pursued.

To date, 996 Cohort 1 and Cohort 2 Scholars have earned 1,012 bachelor’s degrees. Among the 996 graduates, 903 earned degrees in STEM or health care.⁸ In 2014–15, 2,289 Cohort 1, Cohort 2 and Cohort 3 Scholars are pursuing bachelor’s degrees. Engineering, biology and health care represent more than 60% of all bachelor’s degrees earned to date (n=614 out of 1,012 or 23%, 20% and 18%, respectively). In turn, health care, engineering and biology represent nearly three-quarters of all degrees currently pursued (n=1,693 out of 2,289 or 29%, 24% and 21%, respectively). See **Graphic 5**. See **Appendix B** for the complete list of degrees earned and pursued by the 12 major eligible programs of study.

GRAPHIC 5: Bachelor’s Degrees Earned to Date⁹ and Pursued in 2014–15¹⁰



8. Please note that many Cohort 1 Scholars originally entered the program under college majors in 2012–13 that became ineligible in 2013–14. As a result, 8% of STEM and health care graduates (n=71 Cohort 1 Scholars) represent college majors that are no longer WSOS Board approved.

9. 16 Cohort 1 Scholars earned bachelor’s degree in two different STEM or health care major categories. Therefore, the Total Degrees by Major Category is 1,012, while the Total Unique Scholars for Total Earned is 996.

10. Since many college students change their major over time, Degrees Pursued in 2014–15 represents the Most Recent Major self-reported by Scholars with anticipated scholarship disbursements in 2014–15.

11. Of the 89 “Other” bachelor’s degrees earned, 85 represent non-STEM or non-health care majors and 4 represent bachelor’s degrees earned without a reported major.

Reasons for Scholars not renewing their scholarship.

Last year, the majority of Cohort 1 Scholars who did not re-enroll were not responsive to CSF's outreach efforts to detail why they chose not to continue in the program. This year, there was a greater response to the outreach strategy which provided a much clearer picture of why some Scholars are not re-enrolling. Responses indicate that the majority of Cohort 2 Scholars who did not graduate or renew their scholarship indicate that they are now pursuing an ineligible college major or did not complete any STEM or health care coursework in the previous year (**Table 4**).

TABLE 4: Reasons Cohort 2 Scholars Did Not Renew Their Scholarships

REASONS FOR NOT RENEWING	COHORT 2 (2014–15 Non-Renewal)
Are now pursuing an ineligible college major or did not complete any STEM or health care coursework in the previous year	46% (n=56)
Unknown; did not complete a renewal form despite multiple contact attempts	17% (n=21)
Did not re-enroll in college, exceeded term limit or dropped out	17% (n=21)
Are now attending an ineligible college, did not make satisfactory academic progress in the previous year or withdrew themselves from WSOS	7% (n=9)
Were not enrolled in college full-time	7% (n=8)
Did not complete the FAFSA	7% (n=8)
TOTAL SCHOLARS NOT GRADUATING OR RENEWING	100% (n=123)

Most Scholars (89%) currently attend four-year colleges or universities (Table 5).

The proportion of Scholars currently attending four-year colleges or universities continues to increase for Cohorts 1 and 2 (97% and 90%, respectively) indicating that many Scholars who attended two-year colleges have transferred successfully. While a larger proportion of Cohort 3 Scholars are currently attending two-year community or technical colleges (22%), we anticipate that many will transfer to a four-year college or university within two years.



996 BACHELOR'S DEGREE GRADUATES, WITH 903 IN STEM OR HEALTH CARE

TABLE 5: Most Cohort 3 Scholars (78%) Attend Four-Year Colleges or Universities

INSTITUTION TYPE ATTENDED 2014–15	COHORT 1	COHORT 2	COHORT 3	TOTAL
Four-Year Public Colleges or Universities	78% (n=746)	73% (n=427)	65% (n=484)	72% (n=1,657)
Four-Year Private or Independent Universities	19% (n=182)	17% (n=101)	13% (n=97)	17% (n=380)
Two-Year Community or Technical Colleges	4% (n=35)	10% (n=60)	22% (n=160)	11% (n=255)
TOTAL	100% (n=962)	100% (n=588)	100% (n=739)	100% (n=2,289)

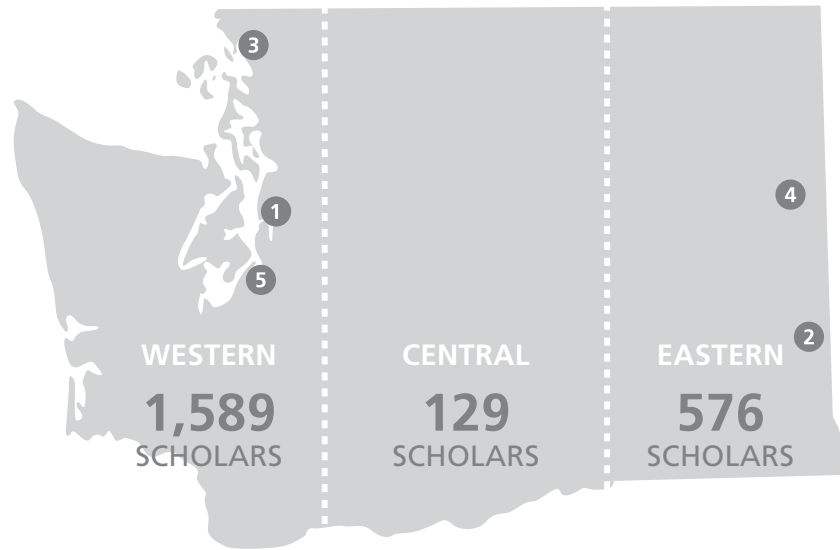
The largest proportion of Cohort 3 Scholars attends the University of Washington (Seattle).

The proportions of Cohort 3 Scholars per school with the most attendees are ranked as follows:

- University of Washington (Seattle) (n=222; 30%)
- Washington State University (n=103; 14%)
- Eastern Washington University (n=43; 6%)
- Western Washington University (n=37; 5%)
- Pacific Lutheran University (n=29; 4%)
- Tacoma Community College (n=19; 3%)

See **Graphic 6** and **Appendix D** for the complete list of institutions attended by Scholars and graduates.

GRAPHIC 6: Scholars Currently Enrolled by Region



WESTERN SCHOOLS

- Bastyr University
- Bates Technical College
- Bellevue College
- Bellingham Technical College
- Cascadia Community College
- Centralia College
- Clark College
- Clover Park Technical College
- DigiPen Institute of Technology
- Edmonds Community College
- Everett Community College
- Grays Harbor College
- Green River Community College
- Highline Community College
- ITT Technical Institute-Seattle
- Lake Washington Institute of Technology
- Lower Columbia College
- North Seattle Community College
- Northwest Indian College
- Northwest University
- Olympic College
- Pacific Lutheran University (5)**

- Peninsula College
- Pierce College at Fort Steilacoom
- Pierce College at Puyallup
- Renton Technical College
- Saint Martin’s University
- Seattle Central Community College
- Seattle Pacific University
- Seattle University
- Shoreline Community College
- Skagit Valley College
- South Puget Sound Community College
- South Seattle Community College
- Tacoma Community College
- The Evergreen State College
- Trinity Lutheran College
- University of Puget Sound
- University of Washington-Bothell
- University of Washington-Seattle (1)**
- University of Washington-Tacoma
- Washington State University-Vancouver
- Western Governors University
- Western Washington University (3)**
- Whatcom Community College

CENTRAL SCHOOLS

- Big Bend Community College
- Central Washington University
- Columbia Basin College
- Heritage University
- Walla Walla Community College
- Walla Walla University
- Washington State University-Tri-Cities
- Wenatchee Valley College
- Yakima Valley Community College

EASTERN SCHOOLS

- Eastern Washington University (4)**
- Gonzaga University
- Spokane Community College
- Spokane Falls Community College
- Washington State University (2)**
- Washington State University - Spokane
- Whitman College
- Whitworth University

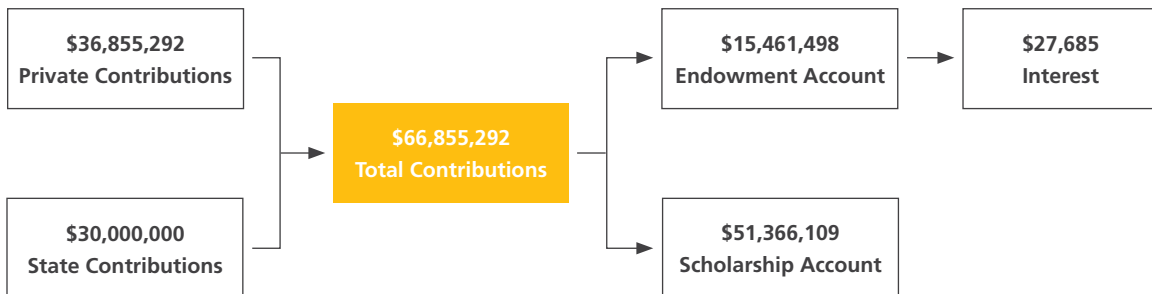
■ CONTRIBUTIONS

SEC. 8.1 (f): The total amount of private contributions and state-match funds received for the Washington State Opportunity Scholarship program, how the funds were distributed between the scholarship and endowment accounts, the interest or other earnings on the accounts and the amount of any administrative fee paid to the program administrator.

As of October 31, 2014, private contributions and state-match dollars accounted for \$36,855,292 and \$30,000,000 respectively. Funds in the amount of \$51,366,109 have been distributed to the scholarship account and \$15,461,498 has been distributed to the endowment account. The accounts have earned \$27,685 in interest. The administrative fee paid to the program administrator was \$3,822,452. See **Graphic 7**.

GRAPHIC 7

WSOS Contributions, Distributed Funds and Interest Earnings



■ EXPANSION PROGRAM

SEC. 8.1 (g): Identification of the programs the Washington State Opportunity Scholarship Board selected to receive Opportunity Expansion awards and the amount of such awards. Opportunity Expansion Account to be leveraged in 2015.

As of October 31, 2014, \$4,009,795 has been certified and transferred to the Opportunity Expansion Account for the purpose of supporting opportunity expansion awards. This winter, WSOS staff and Board will be working to develop opportunity expansion award criteria, grant-making procedures, and methods to leverage the funds. WSOS staff and Board will also work to identify critical partners and experts in grant-making to utilize best practices to maximize the impact of the grant. We plan to make our first Opportunity Expansion Account investment in 2015 and look forward to reporting our progress to the Legislature following disbursement.



**THANK YOU VERY MUCH
FOR BELIEVING IN ME**

FINDINGS – WHAT WE’VE LEARNED SO FAR

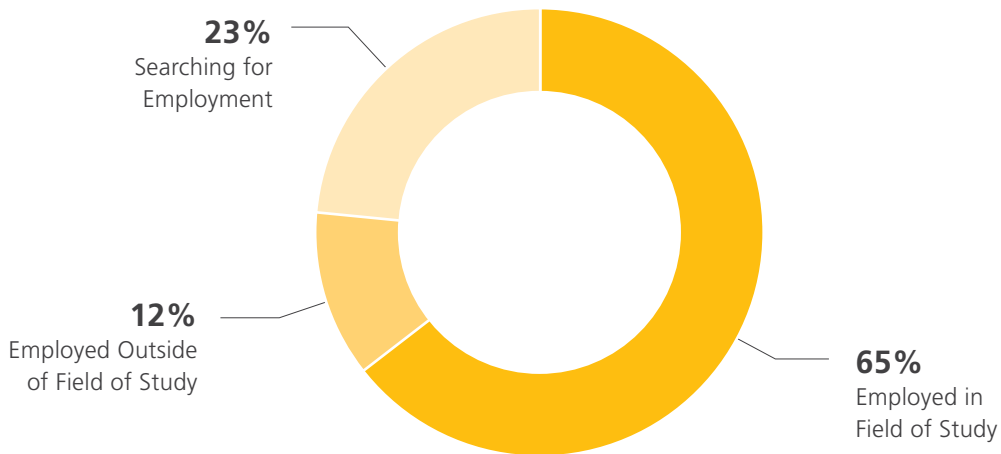
The intent of this section is to provide a deeper look at program outcomes that may or may not be evident from the preceding sections. Findings highlighted are selected based on strength of data and relevance to the intended impact of the legislation. This year’s focus is early trends in post-graduation employment.

In-Field Employment

In February of 2014, the WSOS Research and Evaluation team administered an online survey to recent WSOS graduates (n=415) regarding their employment and post-graduation job search experiences. The survey, which yielded a 46% response rate, indicated that nearly two-thirds (65%) of graduates seeking employment had successfully found work in their field of study. This number compares very favorably to national estimates which indicate that less than half (47%) of college-educated workers said their first job after college was not related to their college major (CareerBuilder, 2013). Perhaps most exciting, among graduates securing post-graduation employment in their field of study, 89% are working in Washington state.

GRAPHIC 8:

Employment Status for
Those Seeking Work (N=136)



Career Launch Points

While early, data from the 2014 WSOS Renewal/ Needs Assessment survey (fielded by WSOS in the summer of 2014; n=2,337) appears to identify two distinct career launch points for WSOS graduates: those immediately entering the workforce (69%) and those attending graduate, law or medical school (31%). Graduates majoring in computer science, engineering and health care were statistically more likely to enter the workforce immediately upon completion of their

undergraduate degree, while graduates majoring in biology, physical health and mathematics/statistics were statistically more likely to attend graduate school upon completion of their undergraduate degree, effectively delaying their entry into the workforce.

TABLE 6: WSOS Graduates – Career Launch Points

AREA OF STUDY	% ENTERING WORKFORCE	% ATTENDING GRAD/LAW/MEDICAL SCHOOL
Agriculture	100	0
Biological & Medical Sciences	40	60
Computer & Informational Sciences & Support Services	97	3
Education	67	33
Engineering	85	15
Family & Consumer/Human Sciences	50	50
Health Professions & Related Programs	80	20
Mathematics & Statistics	63	37
Multi/Interdisciplinary Studies	67	33
Natural Resources & Conservation	100	0
Physical Sciences	50	50
OVERALL	69	31

This trend, if stable, will be of great importance to those monitoring WSOS graduates’ potential progression into the Washington state workforce. It will also be impactful in guiding WSOS plans for providing career readiness and networking supports for students as these supports may have differential timing in terms of their benefit for Scholars.

Projecting STEM Workforce Growth in Washington State

Data collected over the past year has been very useful in identifying the trends and dynamics associated with WSOS Scholars’ progressions that will impact subsequent STEM workforce gains in Washington state. As presented in this report, early graduation trends are now available as are trends related to immediate or delayed (graduate school) entry into the workforce.

Appreciating our State’s evolving workforce trends and aligning early data regarding WSOS graduation and rates of entry into the workforce are vital to ensuring that the WSOS investment is keeping with the hiring needs of today and tomorrow.

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■ APPENDIX A

Description of Program Administrator

In 2011, the College Success Foundation (CSF) was named as the program administrator of WSOS.

In this capacity, CSF is charged with the management and development of the application and selection processes based on selection criteria authorized by the WSOS Board. Administration of the scholarship program involves development of application materials, outreach to potential applicants, collaboration with financial aid, academic advisement and post-graduate support professionals at colleges and universities, and storing of student data in CSF's in-house data system. CSF also oversees communications to WSOS applicants and manages the scholarship awarding and disbursement processes through an electronic database as well as through student service supports.

CSF also provides general support and staff capacity to the WSOS Board. This support includes engagement with the Washington Student Achievement Council, higher education institutions in the state, and the Joint Legislative Audit and Review Commission, which will be completing an evaluation of the program in 2018. CSF has also developed and implemented a cohesive marketing and communications strategy for WSOS along with providing cash management and investment management of the scholarship and endowment accounts while directly supporting the fundraising efforts of the WSOS Board.

APPENDIX B

Scholar Enrollment and Graduation by Cohort and Major Category of Study¹²

MAJOR CATEGORY	TOTAL		COHORT 1		COHORT 2		COHORT 3	
	Earned	Pursued	Earned	Pursued	Earned	Pursued	Earned	Pursued
Engineering, Engineering Technologies & Engineering-Related Fields	230 (23%)	554 (24%)	229 (23%)	238 (25%)	1 (13%)	149 (25%)	N/A	167 (23%)
Biological & Biomedical Sciences	204 (20%)	484 (21%)	203 (20%)	203 (21%)	1 (13%)	130 (22%)	N/A	151 (20%)
Health Professions & Related Programs	180 (18%)	655 (29%)	178 (18%)	234 (24%)	2 (25%)	152 (26%)	N/A	269 (36%)
Computer & Information Sciences & Support Services	92 (9%)	206 (9%)	89 (9%)	103 (11%)	3 (38%)	47 (8%)	N/A	56 (8%)
Mathematics & Statistics	87 (9%)	91 (4%)	86 (9%)	49 (5%)	1 (13%)	25 (4%)	N/A	17 (2%)
Physical Sciences	57 (6%)	110 (5%)	57 (6%)	51 (5%)	0 (0%)	34 (6%)	N/A	25 (3%)
Natural Resources & Conservation	32 (3%)	53 (2%)	32 (3%)	28 (3%)	0 (0%)	13 (2%)	N/A	12 (2%)
Multi/Interdisciplinary Studies	25 (2%)	69 (3%)	25 (2%)	30 (3%)	0 (0%)	23 (4%)	N/A	16 (2%)
Education	10 (1%)	23 (1%)	10 (1%)	2 (0.2%)	0 (0%)	10 (2%)	N/A	11 (1%)
Agriculture, Agriculture Operations & Related Sciences	6 (1%)	32 (1%)	6 (1%)	13 (1%)	0 (0%)	4 (1%)	N/A	15 (2%)
Other ¹³	85 (8%)	12 (1%)	85 (8%)	11 (1%)	0 (0%)	1 (0.2%)	N/A	0 (0%)
Not Reported	4 (0.4%)	0 (0%)	4 (0.4%)	0 (0%)	0 (0%)	0 (0%)	N/A	0 (0%)
Total Unique Scholars	996	2,289 (100%)	988	962 (100%)	8	588 (100%)	N/A	739 (100%)
TOTAL DEGREES BY MAJOR CATEGORY¹⁴	1,012 (100%)		1,004 (100%)		8 (100%)		N/A	

12. Since many college students change their major over time, Degrees Pursued in 2013–14 represents the Most Recent Major self-reported by Scholars with anticipated scholarship disbursements in 2014–15.

13. The 85 “Other” bachelor’s degrees earned represent non-STEM or non-health care majors.

14. 16 Cohort 1 Scholars earned bachelor’s degree in two different STEM or health care major categories. Therefore, the Total Degrees by Major Category is 1,012, while the Total Unique Scholars for Total Earned is 996.

APPENDIX C

County of Origin of Eligible WSOS Applicants and Scholars

COUNTY	COHORT 3 ELIGIBLE APPLICANTS		COHORT 3 PARTICIPANTS		COHORT 2 PARTICIPANTS		COHORT 1 PARTICIPANTS		TOTAL PARTICIPANTS	
Adams	8	0.87%	5	0.68%	3	0.40%	7	0.20%	15	0.34%
Asotin	2	0.22%	2	0.27%	1	0.10%	7	0.20%	10	0.22%
Benton	17	1.85%	16	2.17%	10	1.40%	36	1.20%	62	1.39%
Chelan	13	1.42%	11	1.49%	14	1.90%	39	1.30%	64	1.44%
Clallam	5	0.55%	2	0.27%	3	0.40%	30	1.00%	35	0.79%
Clark	59	6.43%	45	6.09%	37	5.10%	211	7.20%	293	6.59%
Columbia	2	0.22%	1	0.14%	-	0.00%	2	0.10%	3	0.07%
Cowlitz	14	1.53%	13	1.76%	14	1.90%	36	1.20%	63	1.42%
Douglas	12	1.31%	12	1.62%	2	0.30%	11	0.40%	25	0.56%
Ferry	2	0.22%	1	0.14%	2	0.30%	2	0.10%	5	0.11%
Franklin	18	1.96%	13	1.76%	10	1.40%	15	0.50%	38	0.85%
Garfield	-	0.00%	-	0.00%	-	0.00%	-	0.00%	-	0.00%
Grant	13	1.42%	12	1.62%	12	1.70%	33	1.10%	57	1.28%
Grays Harbor	13	1.42%	7	0.95%	9	1.30%	36	1.20%	52	1.17%
Island	2	0.22%	2	0.27%	8	1.10%	32	1.10%	42	0.94%
Jefferson	6	0.65%	2	0.27%	1	0.10%	11	0.40%	14	0.31%
King	257	28.03%	214	28.96%	220	30.60%	924	30.90%	1,358	30.53%
Kitsap	35	3.82%	27	3.65%	16	2.20%	94	3.20%	137	3.08%
Kittitas	6	0.65%	3	0.41%	5	0.70%	24	0.80%	32	0.72%
Klickitat	10	1.09%	8	1.08%	5	0.70%	3	0.10%	16	0.36%
Lewis	8	0.87%	7	0.95%	5	0.70%	27	0.90%	39	0.88%
Lincoln	7	0.76%	6	0.81%	4	0.60%	12	0.40%	22	0.49%
Mason	6	0.65%	6	0.81%	4	0.60%	11	0.40%	21	0.47%
Okanogan	6	0.65%	5	0.68%	13	1.80%	15	0.50%	33	0.74%
Pacific	4	0.44%	1	0.14%	4	0.60%	4	0.10%	9	0.20%
Pend Oreille	5	0.55%	5	0.68%	1	0.10%	2	0.10%	8	0.18%
Pierce	106	11.56%	89	12.04%	88	12.20%	402	13.30%	579	13.02%
San Juan	-	0.00%	-	0.00%	3	0.40%	3	0.10%	6	0.13%
Skagit	18	1.96%	15	2.03%	12	1.70%	42	1.40%	69	1.55%
Skamania	-	0.00%	-	0.00%	-	0.00%	2	0.10%	2	0.04%
Snohomish	78	8.51%	59	7.98%	61	8.50%	303	10.10%	423	9.51%
Spokane	63	6.87%	49	6.63%	45	6.30%	200	6.70%	294	6.61%
Stevens	7	0.76%	7	0.95%	7	1.00%	18	0.60%	32	0.72%
Thurston	23	2.51%	16	2.17%	22	3.10%	107	3.60%	145	3.26%
Wahkiakum	1	0.11%	1	0.14%	-	0.00%	1	0.00%	2	0.04%
Walla Walla	11	1.20%	7	0.95%	4	0.60%	33	1.10%	44	0.99%
Whatcom	18	1.96%	14	1.89%	19	2.60%	123	4.10%	156	3.51%
Whitman	4	0.44%	2	0.27%	11	1.50%	44	1.50%	57	1.28%
Yakima	58	6.32%	54	7.31%	44	6.10%	88	2.90%	186	4.18%
TOTAL	917	100.00%	739	100.00%	719	100.00%	2,990	100.00%	4,448	100.00%

APPENDIX D

Scholar Enrollment and Graduation by Institution

INSTITUTION	ENROLLED 2014 – 2015				BACHELOR'S DEGREE GRADUATES		
	C1	C2	C3	TOTAL	C1	C2	TOTAL
FOUR-YEAR PUBLIC	746	427	484	1,657	814	7	821
Central Washington University	16	18	14	48	28	0	28
Columbia Basin College		1	7	8	0	0	0
Eastern Washington University	38	31	43	112	38	0	38
Eastern Washington University & Washington State University – Spokane	N/A	N/A	N/A	N/A	3	0	3
The Evergreen State College	16	4	5	25	25	0	25
University of Washington – Bothell	19	8	15	42	35	1	36
University of Washington – Seattle	414	219	222	855	434	3	437
University of Washington – Tacoma	22	7	15	44	59	2	61
Washington State University	115	82	103	300	99	1	100
Washington State University – Spokane	15	5	2	22	15	0	15
Washington State University – Tri-Cities	9	6	12	27	11	0	11
Washington State University – Vancouver	24	12	11	47	25	0	25
Western Washington University	58	34	37	129	42	0	42
FOUR-YEAR INDEPENDENT	182	101	97	380	168	0	168
Bastyr University	1	1	0	2	15	0	15
Brandman University	0	0	0	0	1	0	1
Digipen Institute of Technology	5	0	3	8	0	0	0
Gonzaga University	40	16	10	66	28	0	28
Heritage University	1	3	5	9	3	0	3
Northwest University	2	7	5	14	5	0	5
Pacific Lutheran University	33	26	29	88	36	0	36
Saint Martin's University	12	3	3	18	8	0	8
Seattle Pacific University	13	12	13	38	22	0	22
Seattle University	25	10	9	44	42	0	42
Trinity Lutheran College	0	1	0	1	0	0	0
University of Puget Sound	8	0	2	10	2	0	2
Walla Walla University	1	2	0	3	1	0	1
Western Governors University	10	1	5	16	1	0	1
Whitman College	6	3	1	10	2	0	2
Whitworth University	25	16	12	53	2	0	2

INSTITUTION	ENROLLED 2014 – 2015				BACHELOR'S DEGREE GRADUATES		
	C1	C2	C3	TOTAL	C1	C2	TOTAL
TWO-YEAR	35	60	160	255	6	1	7
Bates Technical College	1	0	0	1	0	0	0
Bellevue College	3	3	9	15	1	0	1
Bellingham Technical College	1	0	2	3	1	1	2
Big Bend Community College	0	0	1	1	0	0	0
Cascadia Community College	0	1	2	3	0	0	0
Centralia College	0	3	5	8	0	0	0
Clark College	4	7	14	25	0	0	0
Clover Park Technical College	0	0	1	1	0	0	0
Edmonds Community College	1	2	1	4	0	0	0
Everett Community College	1	3	6	10	0	0	0
Greys Harbor College	0	0	1	1	0	0	0
Green River Community College	1	2	3	6	0	0	0
Highline Community College	0	2	13	15	0	0	0
ITT Technical Institute – Seattle	1	0	0	1	0	0	0
Lake Washington Institute of Technology	0	1	2	3	0	0	0
Lower Columbia College	0	2	3	5	0	0	0
North Seattle Community College	0	2	6	8	0	0	0
Northwest Indian College	0	0	1	1	0	0	0
Olympic College	3	0	11	14	2	0	2
Peninsula College	2	0	1	3	0	0	0
Pierce College at Fort Steilacoom	2	2	3	7	1	0	1
Pierce College at Puyallup	1	2	0	3	0	0	0
Renton Technical College	0	0	2	2	0	0	0
Seattle Central Community College	0	2	6	8	0	0	0
Shoreline Community College	1	1	3	5	0	0	0
Skagit Valley College	1	2	1	4	0	0	0
South Puget Sound Community College	1	1	7	9	0	0	0
South Seattle Community College	2	0	7	9	0	0	0
Spokane Community College	1	1	2	4	0	0	0
Spokane Falls Community College	0	4	5	9	0	0	0
Tacoma Community College	3	7	19	29	0	0	0
Walla Walla Community College	2	3	2	7	0	0	0
Wenatchee Valley College	0	3	10	13	1	0	1
Whatcom Community College	1	1	3	5	0	0	0
Yakima Valley Community College	2	3	8	13	0	0	0
GRAND TOTAL	962	588	739	2,289	988	8	996



WASHINGTON STATE
OPPORTUNITY
SCHOLARSHIP

Supporting the next generation of STEM & health care leaders

WAOPPORTUNITYSCHOLARSHIP.ORG

Tab D

Private Fund Development

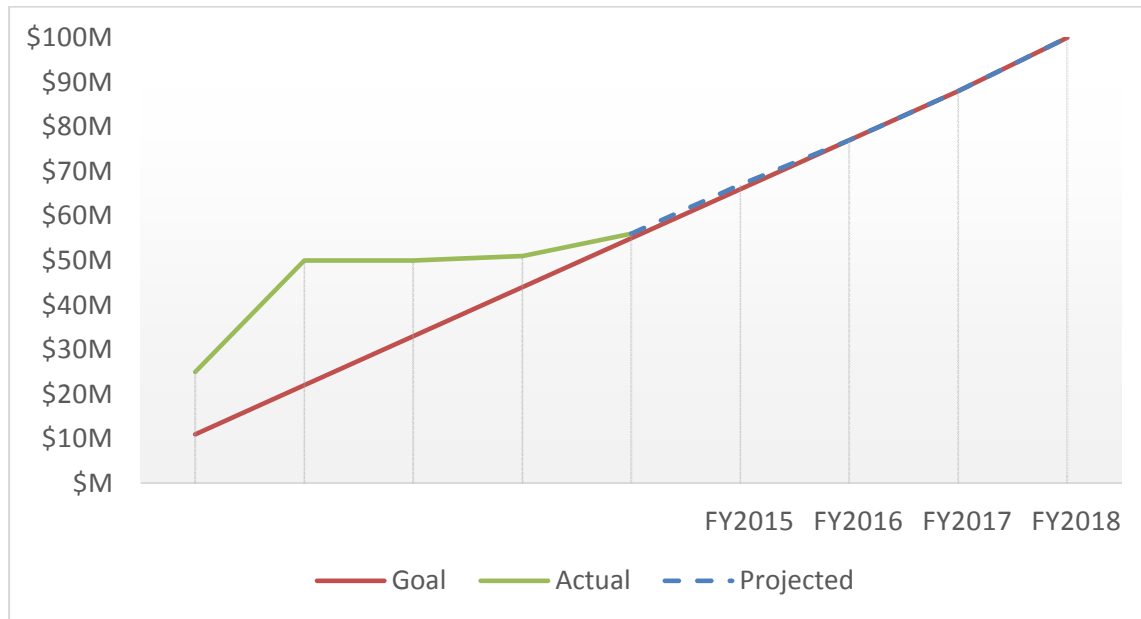
- A. Landscape for Higher Education and
Scholarship Fundraising**
- B. WSOS Working Development Plan & Recent
Updates**



DEVELOPMENT WORKING PLAN FOR FY2015-2018

OVERVIEW

Washington State Opportunity Scholarship (WSOS) has developed an initial fundraising plan to secure private philanthropic dollars as required by the WSOS match program as outlined in House Bill 2612. WSOS seeks to raise a total of \$100 million in private philanthropy by the end of fiscal year 2018 (June 2018). With early successes and a foundation of \$53 million in support, executive leadership's goal is to secure an additional \$47 million.



ELEMENTS OF SUCCESS

A compelling case for support, well-trained and prepared internal staff, strong volunteer leadership at the Board level, and existing philanthropic potential from within the community will position WSOS for success in its fundraising endeavors.

The case for support and rationale for why WSOS is a worthy philanthropic cause to support will be further developed in the months to come with input from the Board of Directors and research by the Boston Consulting Group. It will highlight the organization's goals to invest in Washington's workforce, prepare for current and future high-demand jobs, leverage state match dollars, advance equity and uplift the middle class.

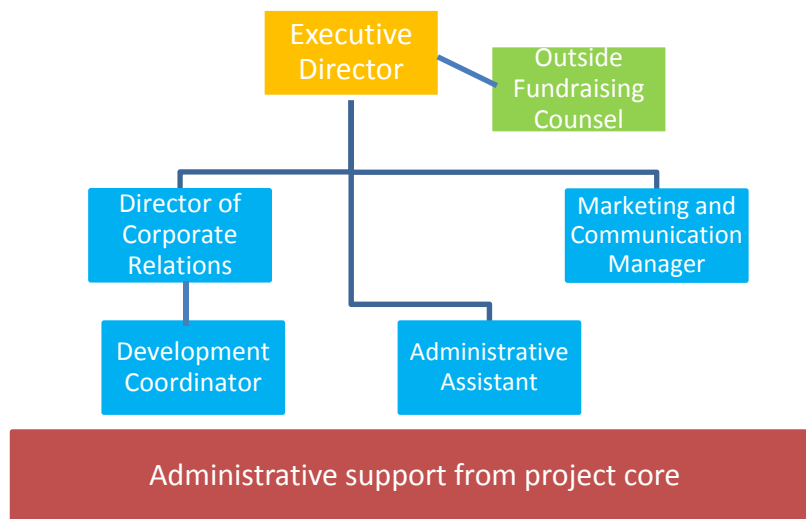
To date, WSOS has raised \$53 million in private philanthropic dollars, largely from two cornerstone investments by Microsoft and The Boeing Company. The following table illustrates our progress to date:

Gift level	Gifts raised	Dollars raised
\$ 25,000,000	2	\$ 50,000,000
\$ 10,000,000	0	\$ -
\$ 5,000,000	0	\$ -
\$ 1,000,000	1	\$ 1,000,000
\$ 500,000	1	\$ 500,000
\$ 250,000	0	\$ -
\$ 100,000	1	\$ 100,000
\$ 50,000	0	\$ -
Less than \$50,000	Many	\$ 1,400,000
		\$ 53,000,000

This initial working plan will guide efforts to raise an additional \$47 million by the end of FY18.

INTERNAL PREPAREDNESS

WSOS benefits from a unique partnership with its program administrator, the College Success Foundation, which provides the bulk of administrative support. The Board recently hired an executive director and corporate relations professional to lead its fundraising efforts. The WSOS team is responsible for achieving fundraising goals set forth by the Board and will rely on back-office and administrative support from the program administrator's core team. This gives WSOS the distinct advantage of operating with minimal overhead. Fund development staffing plan is described below.



VOLUNTEER LEADERSHIP

Strong leadership from the WSOS Board of Directors will be critical to the success of the private fundraising initiative. Assisting staff with strategy development, opening doors, making contacts, and helping refine the case for support are a few of the ways we expect to leverage volunteer expertise.

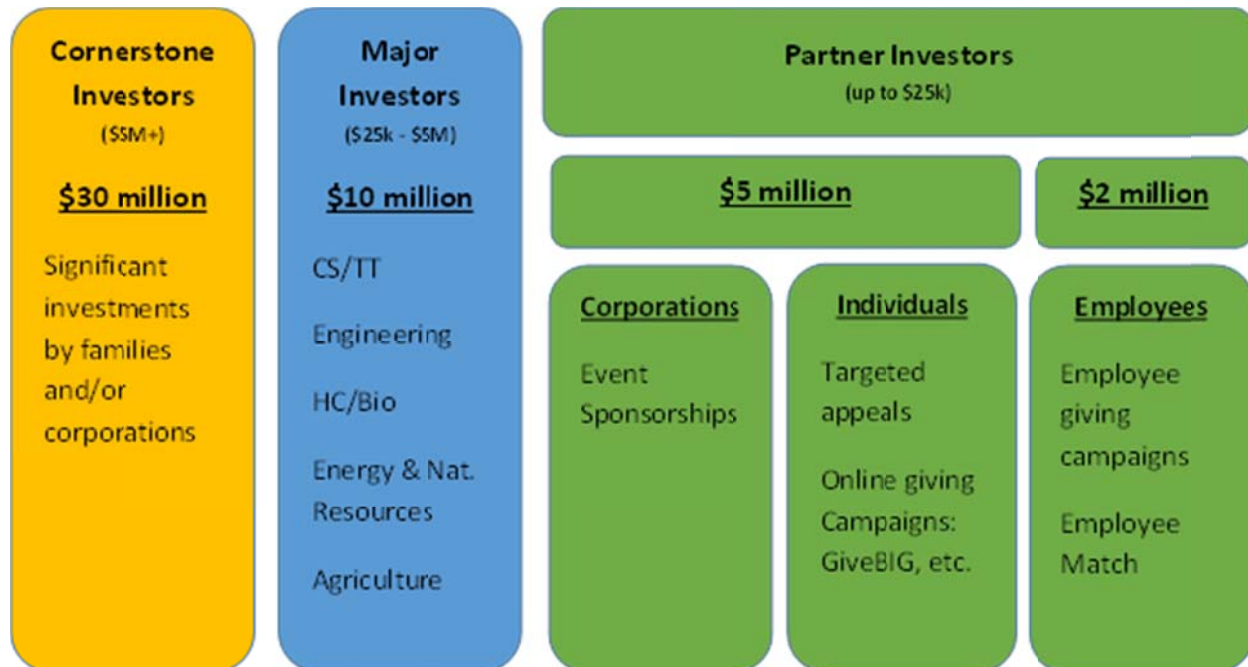
INVESTOR POTENTIAL

Another key component for campaign success is an appropriate-sized pool of prospective donors – individuals and organizations with demonstrated affinity and capacity. This may possibly be the greatest challenge for WSOS given that the organization is relatively new and has yet to test the philanthropic waters.

WSOS has developed a list of investor prospects including top cornerstone families and more than 100 industry partners. Staff will continue to refine and prioritize this list with input from the Board of Directors and fundraising counsel.

PRIVATE FUNDRAISING STRATEGY

Beginning in 2015, WSOS will launch a private fundraising strategy focused on three investor prospect pools: Cornerstone, Major, and Partner Investors as laid out below to raise the remaining \$47 million in private support by the end of 2018. This effort will focus investments and partnership in funding WSOS across a wide range of Washington industries and individuals.



#

CORNERSTONE INVESTORS – INITIAL APPROACH

WSOS’ cornerstone fundraising strategy centers on raising \$30M+ from industry leaders and family donors with significant ability and interest in funding Washington’s future STEM leaders. To realize this goal, WSOS will partner with Washington STEM and Thrive by Five Washington to collaboratively seek funding from Washington’s cornerstone families for cradle to career continuum of STEM services. WSOS will also continue to seek and cultivate gifts from Washington industry leaders with the capacity to make a significant commitment to WSOS.

Gift level	Number of gifts	Prospects needed	Prospects ID'd	Gift range subtotal
\$ 10,000,000	1	2	TBD	\$ 10,000,000
\$ 5,000,000	1	2	TBD	\$ 10,000,000
\$ 2,500,000	2	4	TBD	\$ 5,000,000
\$ 1,000,000	5	10	TBD	\$ 5,000,000
				\$ 30,000,000

MAJOR INVESTORS – INITIAL APPROACH

WSOS will seek to raise at least \$10 million in revenue via major gifts (\$25,000 to \$5 million) from individuals and corporations (please see Addendum 1 for further detail). Through strategic donor cultivation events and tailored asks, corporate and individual donors will have the opportunity to make a major investment in one of five WSOS STEM degree vertical areas: (1) computer science and information technology (CS/IT); (2) healthcare and biomedical sciences; (3) engineering; (4) energy and natural resources; (5) agriculture. Each of the five investment verticals will be treated as a “unit” campaign within the larger strategic focus.

Each year, 750 scholarships are awarded to promising Washington state students from low- and middle-income families who will pursue an in-demand career in a STEM (science, technology, engineering, math) or healthcare field. The five degree verticals represent the 360+ majors supported by the Washington State Opportunity Scholarship.

The investment model identifies and engages major donors aligned with one or more verticals.

Gift level	Number of gifts	Prospects needed	Prospects ID'd	Gift range subtotal
\$ 1,000,000	2	8	TBD	\$ 2,000,000
\$ 500,000	4	16	TBD	\$ 2,000,000
\$ 250,000	10	40	TBD	\$ 2,500,000
\$ 100,000	14	56	TBD	\$ 1,400,000
\$ 50,000	28	112	TBD	\$ 1,400,000
\$ 25,000	28	112	TBD	\$ 700,000
				\$ 10,000,000

PARTNER INVESTORS

WSOS will seek to raise \$7 million via partner investments consisting of smaller gifts from corporations and individuals. The donor pool will be comprised of: (1) corporations who would benefit from a robust STEM workforce; (2) individuals with an affinity toward supporting low- to middle-income students, first-in-family, or students from under-represented populations; (3) foundations with an interest in college access and investment in STEM and healthcare; (4) employees of STEM industries with matching giving programs. This strategy will largely rely on revenue generated from corporate event sponsorships, donor events, and employee giving campaigns including:

- **OpportunityTalks** (to launch in November 2015) - Corporate Breakfast – A ‘TedTalks’-style fundraising event will draw 300 – 350 corporate partners and prospects for a complimentary breakfast in early June 2015. The financial goal is to net \$200,000 in the first year, with intent to double attendance and giving in the second year (2016).

The polished program will feature one or two entertaining STEM-related speakers. WSOS success stories will be presented in a professionally produced video. Audiences will also hear from a dynamic Scholar speaker immediately prior to the ask. Using the ‘free event’ table captain model, tables of ten will be filled by invitation and through sponsorship offerings. Table captains will be the peer-to-peer solicitors of gifts from their breakfast guests following the ask. Members of the WSOS Board and **OpportunityTalks** event committee will act as table captains and recruiters who will identify and solicit corporate partners to underwrite expenses through event sponsorship.

- **Employee Giving Campaigns** – Through existing partnerships, such as our partnership with Microsoft, we will work to be highlighted as potential recipients of STEM-related individual workplace giving campaigns. Our team will work with potential partner companies to provide meaningful charitable content which highlights the importance of leveraging state dollars to double the impact (or quadruple in the case of Microsoft’s giving campaign).
- **Association Outreach** – WSOS will work to connect with the hundreds of STEM and healthcare-related trade and professional associations to create mentorship and volunteer opportunities with our WSOS Scholars. Through these connections, we aim to build our individual giving base for campaigns such as an annual appeal, GiveBIG, and Giving Tuesday.
- **Homecoming Gala** (to launch in 2016) –The target audiences for WSOS' annual signature fundraising event are individual, corporate and prospective donors. The focus in its inaugural year will be on audience development, building a database of contacts, prospects, and friends, and recognition opportunities for investors and sponsors.

This energetic and creative fundraiser is inspired by the traditional fall formal with a tailgate pre-party for VIP donors and sponsors. 400 - 500 guests will enjoy a reception-style dinner, silent and live auctions, and a live dance band. The financial goal will be modest to allow **Homecoming** to build an audience and take its place amid Seattle’s more established fundraising galas as it grows.

A feature of **Homecoming** will be the nomination of the homecoming court in which sponsors will be invited to nominate an individual for Homecoming King or Queen. Each will be paired with a WSOS Scholar for whom the nominee is competing. The Scholars, paired with the two winners, will receive their own prize (example: \$500 toward books or other college expenses). One event ticket will come with 5 votes and additional votes may be purchased.

ADDENDUM 1

MAJOR INVESTOR GIFT CHARTS – BY INDUSTRY SECTOR

The three gift charts below describe sub-campaigns by designated industry sector. Each campaign estimates that the smallest gifts will be in the \$25,000 range. According to the gift structure outlined below, WSOS must identify a total of 344 prospects in order to obtain a target of 86 gifts totaling \$10 million.

Computer Science and Technology			
Gift level	Number of gifts	Prospects needed	Gift range subtotal
\$ 1,000,000	2	8	\$ 2,000,000
\$ 500,000	2	8	\$ 1,000,000
\$ 250,000	2	8	\$ 500,000
\$ 100,000	2	8	\$ 200,000
\$ 50,000	4	16	\$ 200,000
\$ 25,000	4	16	\$ 100,000
			\$ 4,000,000

Engineering			
Gift level	Number of gifts	Prospects needed	Gift range subtotal
\$ 500,000	1	4	\$ 500,000
\$ 250,000	2	8	\$ 500,000
\$ 100,000	4	16	\$ 400,000
\$ 50,000	8	32	\$ 400,000
\$ 25,000	8	32	\$ 200,000
			\$ 2,000,000

Health Care and Biology			
Gift level	Number of gifts	Prospects needed	Gift range subtotal
\$ 500,000	1	4	\$ 500,000
\$ 250,000	2	8	\$ 500,000
\$ 100,000	4	16	\$ 400,000
\$ 50,000	8	32	\$ 400,000
\$ 25,000	8	32	\$ 200,000
			\$ 2,000,000

Natural Resources and Conservation			
Gift level	Number of gifts	Prospects needed	Gift range subtotal
\$ 500,000	0	0	\$ -
\$ 250,000	2	8	\$ 500,000
\$ 100,000	2	8	\$ 200,000
\$ 50,000	4	16	\$ 200,000
\$ 25,000	4	16	\$ 100,000
			\$ 1,000,000

Agriculture			
Gift level	Number of gifts	Prospects needed	Gift range subtotal
\$ 500,000	0	0	\$ -
\$ 250,000	2	8	\$ 500,000
\$ 100,000	2	8	\$ 200,000
\$ 50,000	4	16	\$ 200,000
\$ 25,000	4	16	\$ 100,000
			\$ 1,000,000

Tab E

Activities Update

ACTIVITIES UPDATE



Board Meeting | December 18, 2014

2015 Support Services Overview



Supporting the next generation of STEM & health care leaders

STRATEGIES

What support services should we provide to current WSOS Scholars and are these services (1) Impactful, (2) attributable, (3) scalable, and (4) efficient?

Provide college and career resources to WSOS scholars and reach out to scholars who are struggling in their majors.

Provide professional development skills training for WSOS scholars.

Provide opportunities for WSOS scholars to access networks and STEM professionals.

NEW TACTICS

How should we implement the strategy? What activities should we engage in?

- Office hours
- Interactive orientation materials with available school and community resources

- Boston Consulting Group professional development series

- STEM professionals network developed through partner events & cultivation and matched with Scholars

INTENDED OUTCOMES

Short-term Outcomes (i.e., changes in awareness, attitude or belief)

- WSOS scholars report knowledge of WSOS renewal process
- WSOS scholars are aware of support services offered by their colleges and through WSOS

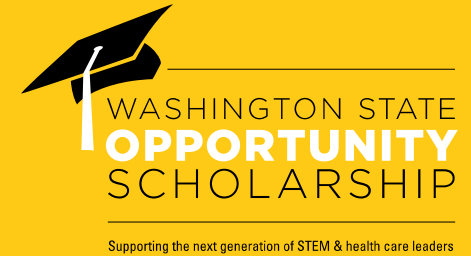
Intermediate Outcomes (i.e., changes in behavior)

- WSOS scholars have renewed their scholarships, if eligible
- WSOS scholars have connected with at least one STEM professional
- WSOS scholars report a sense of community among current and alumni WSOS Scholars
- WSOS Scholars possess professional skills that make them future ready
- WSOS scholars persist in an approved, high-demand STEM or health care major

Long-Term Outcomes (i.e., changes in condition)

- WSOS Scholars complete BA in an approved, high-demand STEM or health care major
- WSOS scholars retain a job or grad school in WA

Cohort 4 Application and Outreach



- Application goes “live” on January 5, 2015 and is due by Monday, March 2, 2015
- Outreach to high schools, community colleges, colleges and universities
- Paid and earned media/marketing channels
- Data sharing and collaboration with Washington STEM’s STEM networks
- Goal is to increase number of qualified applicants



Supporting the next generation of STEM & health care leaders

2015 WASHINGTON STATE OPPORTUNITY SCHOLARSHIP (WSOS) APPLICATION & ELIGIBILITY SUMMARY

2015-16 SCHOLARSHIP AWARD SUMMARY

The Washington State Opportunity Scholarship (WSOS) supports low- and middle-income students pursuing eligible high-demand majors in [science, technology, engineering, math \(STEM\)](#) or [health care](#) and encourages recipients to work in Washington State once they complete their degrees. The amount of renewable funding that selected students will be eligible to receive each year will vary based on the number of credits they have completed.

ELIGIBILITY CRITERIA

Applicants must meet the following eligibility criteria:

- » Must be a Washington state resident.
- » Must have earned a high school diploma or GED from a Washington state high school, a tribal school or institution by June 2015.
- » Must be enrolling in an eligible Washington state college or university, or tribal school fall term 2015.
- » Must be pursuing one of the eligible high-demand majors in science, technology, engineering, math (STEM) or health care listed at www.waopportunitiescholarship.org.
- » Must be working toward a first bachelor's degree, (i.e. four-year degree).
- » Must be a high school senior, or college freshman or sophomore at the time of application. Please note: College students who will have earned 90 or more quarter credits or 60 or more semester credits at the start of fall term 2015 are not eligible. Running Start, IB and transfer credits that your college has accepted count toward that total.
- » Must have a cumulative grade point average (GPA) through fall quarter or semester 2014 of at least 2.75 (on a 4.0 scale).
- » Must apply for Federal Education tax credits if eligible.
- » Must have a family income (adjusted gross income plus all untaxed income) less than the amount listed by family size on the chart below.

# IN HOUSEHOLD	MAXIMUM INCOME	<i>Note: Unless you qualified to submit the FAFSA as an independent student, the family income amounts are those reported by your parent(s) on your 2014-15 FAFSA.</i>
Family of 1	\$54,500	
Family of 2	\$71,500	
Family of 3	\$88,000	
Family of 4	\$105,000	
Family of 5	\$121,500	
Family of 6	\$138,500	

APPLICATION

The application will be available at www.waopportunitiescholarship.org starting on January 5, 2015, and must be submitted by Monday, March 2, 2015.

WWW.WAOPPORTUNITYSCHOLARSHIP.ORG



Supporting the next generation of STEM & health care leaders

NEW APPLICANT CHECKLIST FOR 2015-2016

To be considered for the Washington State Opportunity Scholarship (WSOS) for the 2015-2016 academic year you must meet the eligibility requirements and complete each step below:

- Submit the WSOS Application by Monday, March 2, 2015 at 5:00 PM, PST.** Be sure to leave yourself enough time to complete the essay question.

- Submit your official high school or college transcript,** based on your current enrollment status. Transcripts must be postmarked by **Monday, March 9, 2015.** Make sure you request a transcript in advance so that it can be postmarked by the deadline.
 - **Enrolled in high school** - If you have not yet graduated from high school, you must submit an official high school transcript, showing all of your classes through fall quarter/semester 2014 and it must include your cumulative GPA.
 - **Running Start student not yet graduated from high school** - If you are a Running Start student, you will need to submit an official transcript from your high school (not college). Check with your high school to ensure that your Running Start credits for fall quarter/semester are included.
 - **Enrolled in college/university** - You must submit an official transcript from your current college/university, showing all of your classes through fall quarter/semester 2014 and it must include your cumulative GPA.
 - **Graduated from high school, but have not yet enrolled in college** - You must submit an official high school transcript.
 - **Graduated from high school, attended college, but not enrolled fall quarter/semester 2014** - You must submit an official transcript from the college/university where you earned the most credit, showing all of your classes through fall quarter/semester 2014 and it must include your cumulative GPA.
 - **Received your GED** - You must submit a copy of your official GED score.

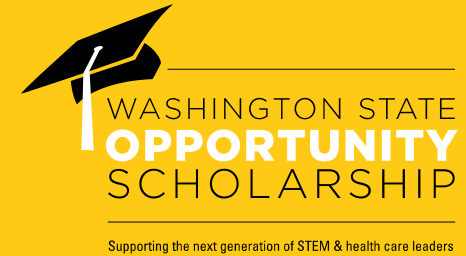
Transcripts should be mailed to:

College Success Foundation
Attn: Washington State Opportunity Scholarship
1605 NW Sammamish Road, Suite 200
Issaquah, WA 98027-5388

- Complete and submit the FAFSA by Monday, March 2, 2015.** Establish a Personal Identification Number (PIN) which is needed to file the FAFSA and to make any changes.

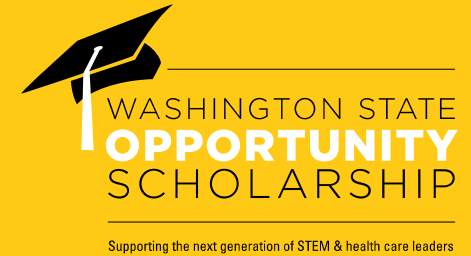
You will be notified of your scholarship status in May 2015. We will notify you via the email address you entered on the application. Please forward email address changes to info@waopportunityscholarship.org.

Advocacy & Government Relations



- \$20 million forecasted for upcoming biennium; \$50 million forecasted *per year* for 2017-19 Biennium
- Governor Inslee mentions WSOS is priority during his 2014 STEM Summit remarks & two WSOS Scholars headline the opening session
- Presentation to Senator McCoy and the Tribal Leaders Congress
- Outreach meetings with Speaker Chopp, Senator Hill, Representative Hansen, House Democratic Caucus, WSAC, Council of Presidents, Governor's Office, and others

Media



- Editorials in The Daily Herald
- Spotlight in Puget Sound Business Journal
- Scheduling Editorial board with local and regional papers across the stat
- E-communication newsletter to Scholars
- Increase in hits on social media – facebook, twitter, website, etc.

IN OUR VIEW / EDUCATION FUNDING AND JOBS

Don't let STEM jobs in state go unfilled

Washington state is actually doing pretty well in producing family-wage jobs in technology fields. The Boston Consulting Group, in its recent report, ["Opportunity For All: Investing in Washington State's STEM Education Pipeline."](#) finds that the state has one of the highest proportions of science, technology, engineering and math jobs in the nation, half of which are in computer science.

The difficulty, it says, comes in filling those jobs. Under current trends, only 9 of 100 children born in the state will end up in STEM-related jobs in the state, jobs that BCG estimates number around 25,000 now and which could double by 2017.

Jobs not won by state residents are instead filled by out-of-state workers, or — worse yet — the jobs themselves could be sent out of state.

What's needed, the consulting group says in its report, are investments by the state and others in early learning, K-12 education, the transition to college, post-secondary education and career coaching. An investment of \$650 million in the first three, the report says, would result in the creation of 8,000 STEM jobs and generate \$4.5 billion in tax revenue and reductions in spending for the state.

Specifically, the BCG report urges the state to provide:

Early learning opportunities for all students that emphasizes learning numbers as well as language and reading skills;

An emphasis on STEM subjects and curriculum in K-12 education and recruitment and training of teachers in STEM courses;

A doubling of the capacity in colleges for STEM students and an expansion of scholarship programs, such as the [Washington State Opportunity Scholarship](#), which helps low- and middle-income students earn bachelor's degrees in STEM and health care fields;

Efforts to support and retain at-risk students already in college, to keep them on their paths;

And programs after college to help graduates find work in their chosen field, coach them in their careers and help employers make those jobs attractive to state residents, particularly the women and minorities that many tech companies are eager to recruit and retain.

Delay on these investments would be costly.

Already, students in K-12 schools are preparing to study in STEM fields and are showing great success.

An [earlier report by the Washington Roundtable](#) found that the state's eighth-graders ranked No. 6 in the nation in terms of math achievement and No. 18 in the nation in terms of achievement in science.

We've made gains in preparing these students to study in these fields; now we have to provide the seats in our colleges to capitalize on that investment.

Tomorrow, we'll go into greater detail regarding one aspect of this effort: the Washington State Opportunity Scholarship and its outreach to low-income students, women and minorities.

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IN OUR VIEW / EDUCATION FUNDING AND JOBS

Keeping our jobs and students

In [Wednesday's editorial](#) we outlined the findings of a report by the Boston Consulting Group that found that while Washington is producing a healthy number of jobs in technology fields, very few residents born in the state, only 9 in 100, are filling those positions.

The report, "[Opportunity For All: Investing in Washington State's STEM Education Pipeline.](#)" calls for investment by the state and others in early learning, K-12 education, the transition to college, post-secondary education and career coaching.

One crucial component in that investment is the Washington State Opportunity Scholarship program, which seeks to encourage and support students who choose to study in fields related to science, technology, engineering, math and health care. Launched in 2011 and preparing now to accept applications in early January for its fourth year, the scholarship is open to state residents with a high school diploma or GED whose families are at or below 125 percent of the state median income, \$104,000 for a family of four. Students also must be studying one of 367 majors related to STEM or health care fields and must have a 2.75 grade point average. The scholarship, over a maximum five years, is worth up to \$22,500, beginning with \$2,500 grants in the first two years, \$5,000 once a major is declared and up to \$7,500 for a high-demand major. Those are significant numbers as tuitions continue to rise and make higher education less attainable for low- and middle-income families.

Word is getting out among young women and minorities. Of its applicants last year, 60 percent were female and 53 percent identified themselves as persons of color. Nine percent of high school applicants last year were from Snohomish County.

The intent, said Naria Santa Lucia, executive director for Opportunity, is to lift families out of poverty, encourage women and minorities to study for careers they might not have considered and place graduates in well-paying careers in STEM and health care fields where demand is high.

"By 2018, 80 percent of available jobs will be in STEM or health care," Santa Lucia said.

As evidence of the eagerness of tech companies to see the pool of state job applicants increased, Microsoft and Boeing have each pledged \$25 million to the scholarship fund, which the state has committed to matching dollar-for-dollar. Opportunity is continuing its campaign for donations from individuals and corporations, specifically those who might soon benefit from the creation of these

graduates.

The program does more than offer students a scholarship and a wish of good luck; it tracks students' academic progress, can match them with mentors in their field of study, then work with them after graduation to find a job in their field.

The scholarship program's care in selecting its scholars and offering assistance during their studies already is showing fruit, even with just three years of data. To date, of those students who earned scholarships in the program's first two years, 1,012 have earned bachelor's degrees. Of those students awarded a scholarship in the second year, 83 percent have either graduated or re-enrolled for the 2014-15 academic year.

Of those who earned degrees, 65 percent are employed in their field of study, compared to the national average of 47 percent who found work in their field. And of those working in their chosen career, 89 percent are living in Washington state.

This is how we keep our students and our jobs right here.

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In Our View: STEM Key to State's Future

Report underscores need to train today's students for tomorrow's high-tech jobs

Published: December 14, 2014, 6:01 AM

Changes in the economic structure of the country have created a need for changes in the educational structure, as well.

Not long ago, manufacturing jobs provided a foundation for a strong middle class. A high school graduate could reasonably expect to enter the workforce and secure a job that often would provide security throughout their working years and into retirement. It's no secret that dynamic has changed as manufacturing opportunities have diminished over the past several decades. And as the nation transitions into a high-tech, global economy, the emphasis for establishing a strong middle class has turned to STEM fields, with jobs and a need for workers being found in professions related to science, technology, engineering, and math.

As the home of groundbreaking aerospace and software companies, Washington long has been a leader in this transformation. But, as a new report from Boston Consulting Group concludes, the state can do more to produce workers to fill the jobs created by those innovative industries. "Washington state's economy is booming, producing great jobs that offer competitive salaries," reads the report. "But a serious problem is lurking behind the boom: A leak in the pipeline for employees to fill the state's most valuable jobs."

The report, "Opportunity for All: Investing in Washington State's STEM Education Pipeline," suggests that an investment of \$650 million could generate \$4.5 billion in additional tax revenues and social-service savings. While hard numbers are inherently speculative, it is difficult to quibble with the assertion that investment in such education is crucial and will position the state for long-term economic stability.

Primary among the issues is the need for a qualified workforce to meet the demands of high-tech industries. Without workers, companies will import employees from outside the state or move jobs to where the workers are. "We estimate that only 9 out of 100 children born in Washington will ultimately end up as employees in a STEM-related field in the state — far fewer than the number of people needed to fill Washington jobs."

Specifically, the report focuses on three major areas: Early learning; an emphasis on STEM curriculum in K-12 education; and a doubling of capacity for STEM students in college along with an expansion of scholarship programs. Among the state's efforts in this regard is the Washington State Opportunity Scholarship program, which was launched in 2011 and supports students who choose to study in high-tech or health care fields. Microsoft and Boeing each have donated \$25 million to the scholarship program, with the state providing matching funds.

The involvement of two of Washington's signature high-tech businesses emphasizes the importance of the issue. Companies in many such fields will continue to grow and innovate, and the ability of the state's educational system to match that innovation will be essential to Washington's future prosperity. "Creating more STEM jobs would not only boost Washington's economy, it would also reduce poverty and unemployment, help all Washington families prosper, and create a better-prepared workforce," reads the report from Boston Consulting Group.

Such assertions are not original, but they rarely are tied to this nation's need to rebuild its middle class. High-tech industries are to the present and the future what blue-collar manufacturing was to the past — a pathway to prosperity that benefits all of society.

Tab F

Financial Update



DRAFT
Investment & Finance Committee Meeting
Minutes

Tuesday, December 16, 2014

Teleconference

Members Present: Mack Hogans, Peter Harvey, Caroline Kelly
Others Present: Beau Damon, Paul Kruglik, Karyl Gregory

Mack Hogans called the meeting to order at 2:03 PM.

Peter Harvey moved and Caroline Kelly seconded the approval of the minutes of the September 23, 2014 Committee meeting, and the motion carried.

Financial/WSIB Investment Update

Paul indicated it was a pretty quiet quarter. Boeing was invoiced for their pledge at the end of November. Their pledge was received in December so it will not be included in this quarter we're reporting on.

From its inception, WSOS has sent 43M over to WSIB – first 24M and then 19M. The next committee meeting is in March and we'll be reviewing statements ending 12/31/14. Allyson Tucker is willing to provide monthly statements which will provide more real time reporting. Peter said quarterly statements are fine and he suggests Paul touch base with WSIB prior to our Investment and Finance Committee meetings.

Paul referred the committee to the new cash flow projection at the end of the packet. The purpose for reviewing this report is to substantiate the recommendation to send 3.5M over to WSIB.

Committee or board wanted to make sure we drew down on the public funds faster than the private funds. The logic is that in the short term, the public funds cannot be invested by WSIB in equities. Therefore, we wanted to draw down the public funds first to support the scholarship.

Paul wants the committee to consider sending a more liquid balance to WSIB to manage. Money not given to WSIB is sitting in Oppenheimer gaining a small percentage.

Carolyn suggested transferring 4.5M. Paul recommended staying at the original estimate to account for a reasonable contingency.

The Profit and Loss Statement indicates revenue received includes \$129,000 from the public sector, 25M from the state of WA, and a small amount of investment dollars. The variance in salaries and benefits is based on unfilled positions and positions filled later than expected. That amount will decrease over time as positions are filled. Naria continues to work on her staffing plan accordingly.

The 1.4M Oppenheimer Endowment is part of the 3.5M we're considering as a transfer to WSIB.

Legislative Update

Mack's information may not be up to date. The Governor and legislature have agreed to include 50M in the budget to match private funding 50-50 for WSOS up to a billion dollars. This is a

serious challenge to the private sector to come up with their share. Mack finds it quite encouraging to hear the Governor talking about this. The Governor and legislature selected 50M even without our asking. The original designation was 50% to endowment and 50% to the scholarship, and we could invest whatever amount made sense. Brad had previously recommended we designate all the money into scholarship. Perhaps we should go back to a 50/50 split between endowment and scholarship. Mack will get clarity on that.

Attorney General's Opinions Update

In order for the Attorney General to issue an opinion, public funds would be declared private once they went to WSOS and therefore we could invest them however we deemed best. The Attorney General has convened a panel and a decision should be made in a month or two. At that time, we will find out if public funds can be invested in equities.

Timing of Investments

The Committee discussed the timing of investments. George had previously reported that WSIB would not want to make the decision on when we should invest the money due to market fluctuations; they would want our committee to make that decision. Paul made the point that the 43M already given to WSIB was split between two transfers - 24M first and then 19M later – as a decision made by this committee.

The committee decided the policy is fine as it is and does not need an amendment. A decision was made to send another 3.5M to WSIB.

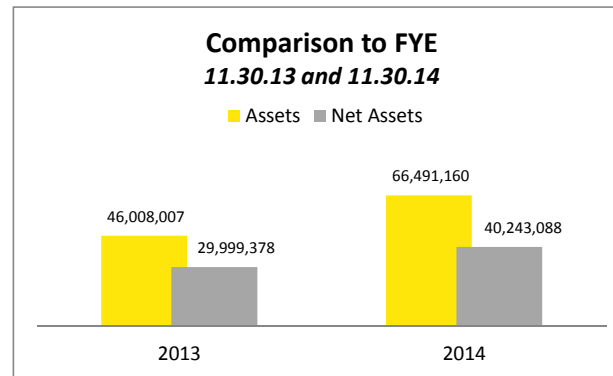
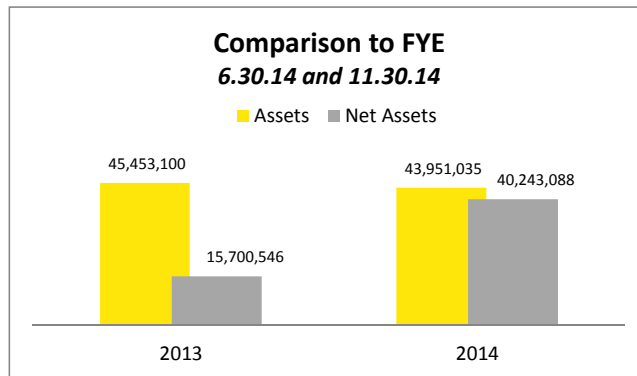
The meeting adjourned and the Committee went into Executive Session at 2:48 pm.

Respectfully submitted,
Karyl Gregory



Washington State Opportunity Scholarship
Comparative Balance Sheets
Period Ending November 30, 2014

	Comparison to FYE			Comparison to same period LFY		
	6/30/14	% Change	11/30/14	11/30/13	% Change	11/30/14
Assets						
Cash	1,357,640	355%	6,178,572	986,979	526%	6,178,572
Investments	28,163,081	58%	44,425,649	20,588,405	116%	44,425,649
Pledges Receivable	15,932,379	0%	15,886,939	24,432,623	-35%	15,886,939
Total Assets	45,453,100		66,491,160	46,008,007		66,491,160
Liabilities and Net Assets						
Accounts Payable	354,277	-17%	293,256	292,336	0%	293,256
Scholarship Commitments	29,398,277	-12%	25,954,816	15,716,293	65%	25,954,816
Total Liabilities	29,752,554	-12%	26,248,072	16,008,629	64%	26,248,072
Total Net Assets	15,700,546	156%	40,243,088	29,999,378	34%	40,243,088
Total Liabilities and Net Assets	45,453,100	46%	66,491,160	46,008,007	45%	66,491,160





Washington State Opportunity Scholarship
Income Statement for the Five (5) Months Ending November 30, 2014
Actual vs Budget | Prepared on Accrual Basis

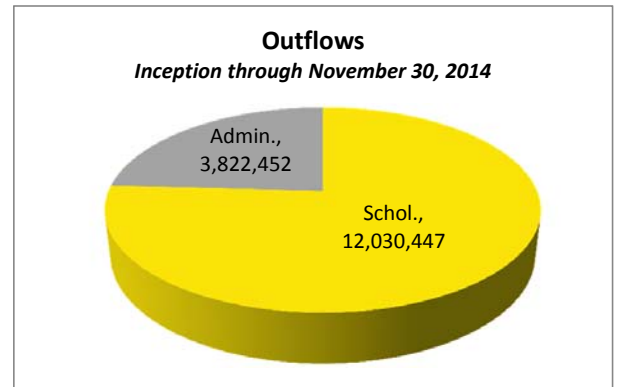
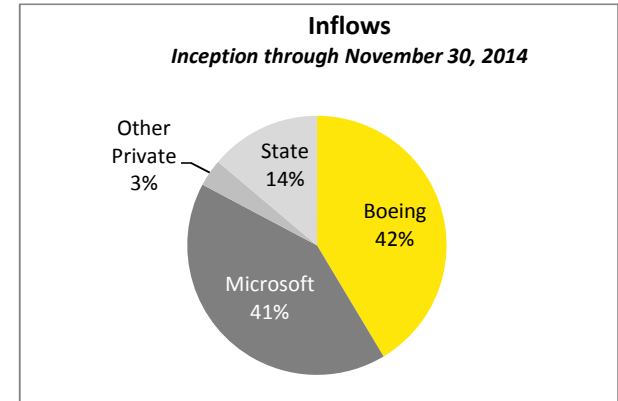
	Two months ending November 30, 2014			FYE June 30, 2015
	Actual	Budget	Variance Fav (Unfav)	Annual Budget
<u>Revenue</u>				
Private	\$ 129,593	\$ 4,166,667	\$ (4,037,074)	\$ 10,000,000
Public	25,000,000	25,000,000	-	25,000,000
Investment Income	14,284	330,810	(316,526)	793,944
Total Revenue	25,143,877	29,497,477	(4,353,600)	35,793,944
<u>Expense</u>				
Scholarship	3,449,491	4,848,969	1,399,478	11,637,525
Salaries and Benefits	100,864	301,672	200,808	724,013
Program Other Direct	166,999	116,458	(50,541)	279,499
Allocated Indirect Overhead	52,366	59,713	7,347	143,311
Professional Fees	281,106	337,175	56,069	809,219
Total Expense	4,050,826	5,663,987	1,613,161	13,593,567
Net Income (Loss)	\$ 21,093,051	\$23,833,490	\$ (2,740,439)	\$ 22,200,377



Cash Flow and Reconciliation to Net Assets
Inception-To-Date
Through November 30, 2014

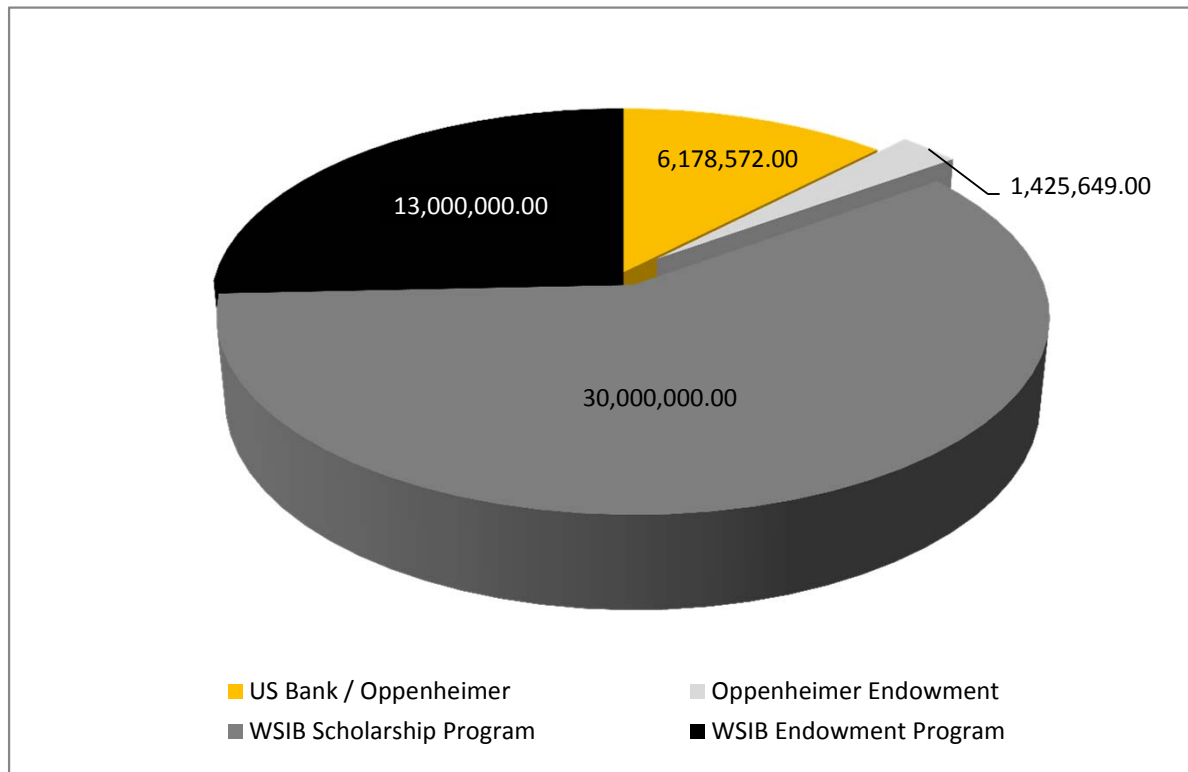
Inception -- November 2014

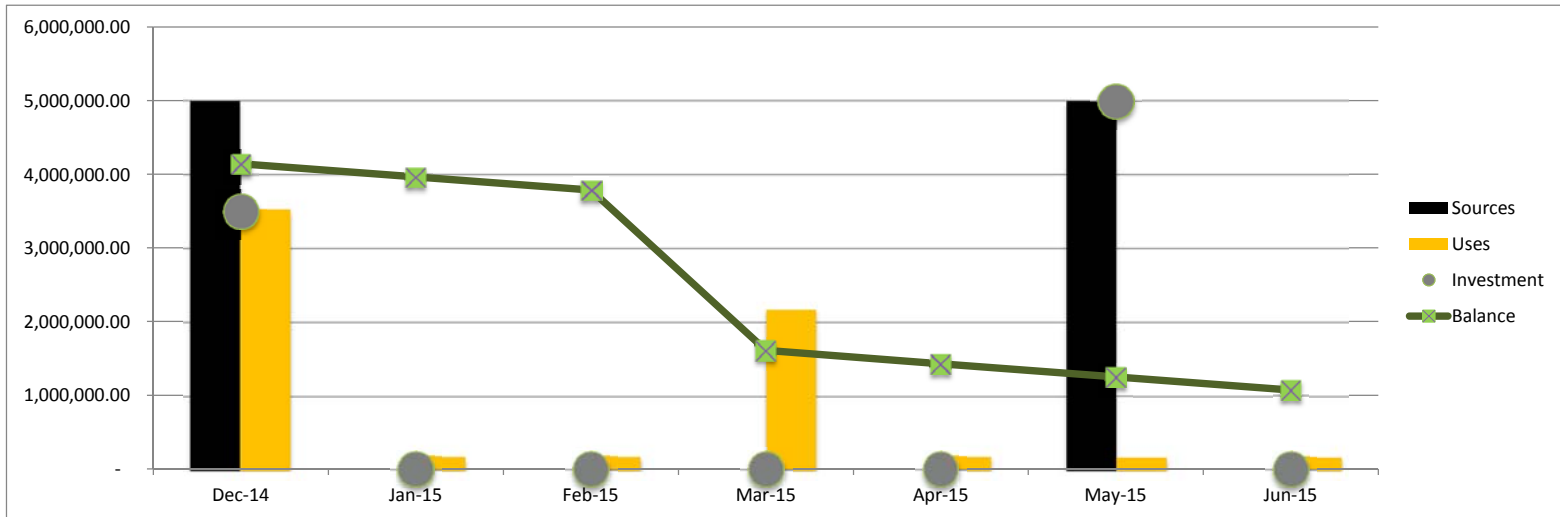
	<u>Scholarship</u>	<u>Endowment</u>	<u>Total</u>
CASH FLOW			
Cash Inflows:			
Boeing	7,500,000	7,500,000	15,000,000
Microsoft	20,000,000		20,000,000
Other Private	794,754	630,262	1,425,016
State	24,000,000	6,000,000	30,000,000
Investment Income	17,708	14,396	32,104
Total Cash Inflows	52,312,462	14,144,658	66,457,120
Cash Outflows:			
Scholarships	(12,030,447)	-	(12,030,447)
Program Administrator and Marketing	(3,822,452)	-	(3,822,452)
Total Cash Outflows	(15,852,899)	-	(15,852,899)
Net Cash Flow Inception-To-Date & Balance of Cash & Investments November 30, 2014	36,459,563	14,144,658	50,604,221





Through 11.30.14





WSOS / CSF OPERATING	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15
Beginning Balance	6,178,572.00	4,144,390.00	3,964,890.00	3,785,390.00	1,608,900.00	1,424,400.00	1,247,400.00
Sources during period	5,000,000.00	-	-	-	-	5,000,000.00	-
Scholarships paid	(3,362,182.00)	(2,500.00)	(7,500.00)	(2,004,490.00)	(12,500.00)	(5,000.00)	(3,750.00)
Other Uses of funds	(172,000.00)	(172,000.00)	(172,000.00)	(172,000.00)	(172,000.00)	(172,000.00)	(172,000.00)
Investment (WSIB)	(3,500,000.00)	-	-	-	-	(5,000,000.00)	-
Ending Balance	4,144,390.00	3,969,890.00	3,785,390.00	1,608,900.00	1,424,400.00	1,247,400.00	1,071,650.00

Tab G

Year in Review: Top 5 Accomplishments

2015 Meeting Dates

Top WSOS Five Highlights



Supporting the next generation of STEM & health care leaders

Statute revised to increase the number of board members

Increase in scholarship amounts to maximum of \$22,500 per student

\$25M in funds received from Washington State

Investment Policy adopted and funds invested and managed by WSIB

New Board Members and Staff



2015 WSOS Board Meetings

March 17 - Tuesday

June 30 - Tuesday

September 23 - Wednesday

December 15 - Tuesday