

**REPORT TO THE
LOUISIANA BOARD OF REGENTS**

**ENHANCEMENT COMPONENT
OF THE BOARD OF REGENTS SUPPORT FUND**

ENDOWED TWO-YEAR WORKFORCE SCHOLARSHIPS

FY 2017-18 COMPETITION

March 2018

**External Review of the Board of Regents Support Fund
Endowed Two-Year Workforce Scholarships Subprogram**

**FY 2017-18 Competition for Matching Funds
Submitted to the Louisiana Board of Regents**

March 2018

An external reviewer, Dr. Allatia Harris, Vice Chancellor of Strategic Initiatives, Workforce Development, Community Relations and Diversity at San Jacinto College, evaluated the twenty-four (24) proposals submitted in FY 2017-18 for matching consideration to the Board of Regents Support Fund Two-Year Workforce Scholarships subprogram. Dr. Harris was provided with the FY 2017-18 Request for Proposals (RFP) and subprogram policy.

Twelve (12) institutions submitted a total of twenty-four (24) proposals in the Two-Year Workforce Scholarships subprogram. Proposals requested a combined total of \$860,000. Dr. Harris was advised that \$650,000 was budgeted for the current funding cycle, though budget reductions were likely.

Per the RFP, proposals were scored based on the degree to which they demonstrated the following:

- Quality of the targeted program(s) (25 points)
- Appropriateness of the targeted program(s) to Louisiana's workforce priorities (30 points)
- Performance of the targeted degree program(s) in fostering student success in training for the Louisiana workforce (30 points)
- Appropriateness of the targeted program(s) to the mission of the campus/college/department/unit and system, if appropriate (15 points)

After thorough assessment of the merits of each proposal, based on the goals of the subprogram and the scoring rubric provided, Dr. Harris established a rank order and provided funding recommendations along with brief summary reviews of each proposal. Recommendations are consistent with the funds budgeted.

A complete rank order of proposals submitted is included in Appendix A. The external reviewer recommends that eighteen (18) proposals submitted under the Endowed Two-Year Workforce Scholarships subprogram be funded in the amounts specified in Table I. Table II provides a rank-order list, with scores, for proposals not recommended for funding. Appendix B consists of brief narrative assessments of submitted proposals and Appendix C contains a listing of all proposals submitted to the subprogram during FY 2017-18.

Requests for match exceed the total amount of funding available. The external reviewer notes that several proposals included in Table II scored above the minimum required for funding and could be matched if additional monies became available.

All applicants are reminded that the Board of Regents established the Endowed Two-Year Workforce Scholarships as a competitive subprogram. The RFP sets minimum required elements for the proposal as well as the scoring rubric for the competitive review; applicants are strongly encouraged to review this guiding document prior to submitting proposals. Applicants should provide all appropriate information and data to argue for the necessity and impact of the provision of matching funds.

APPENDIX A

APPENDIX A

TABLE I: PROPOSALS RECOMMENDED FOR FUNDING

Rank	Proposal #	Campus	Scholarship Name	Match Requested	Quality of Targeted Program(s) (25 points)	Appropriateness to LA's Workforce Priorities (30 points)	Performancing in Training and Student Success (30 points)	Appropriateness to Mission (15 points)	Total Points (100 Points)	Funds Recommended
1	015EWS-18	South Louisiana Community College	Acadiana Healthcare Endowed Scholarship in Nursing	\$100,000	25	30	30	15	100	\$100,000
1	016EWS-18	South Louisiana Community College	St. Landry Parish Cy-Pres Award Endowed Scholarship in Nursing	\$80,000	25	30	30	15	100	\$80,000
1	017EWS-18	South Louisiana Community College	Evangeline Endowed Scholarship in Nursing	\$10,000	25	30	30	15	100	\$10,000
4	014EWS-18	South Louisiana Community College	Lafayette General Health Heart of Nursing Endowed Scholarship in Nursing	\$10,000	25	30	29	15	99	\$10,000
5	009EWS-18	Louisiana State University at Eunice	Heart of Nursing Scholarship	\$10,000	23	30	30	15	98	\$10,000
6	003EWS-18	Bossier Parish Community College	BPCC Curt Eysink Two-Year Workforce Scholarship Proposal in Allied Health	\$60,000	25	30	30	12	97	\$60,000
7	002EWS-18	Bossier Parish Community College	BPCC Two Year Workforce Scholarship Proposal in Industrial Production	\$20,000	25	30	30	10	95	\$20,000
7	012EWS-18	Nunez Community College	Curt Eysink Memorial Nursing Scholarship	\$20,000	25	30	25	15	95	\$20,000
9	021EWS-18	SOWELA Technical Community College	Sasol/Curt Eysink Endowed Scholarship	\$20,000	25	30	23	15	93	\$20,000
10	019EWS-18	Southern University at Shreveport	Williams Center for Undergraduate Achievement Student Scholarship	\$50,000	25	25	26	15	91	\$50,000
11	004EWS-18	Delgado Community College	Sister Laurentia Walsh Charity Alumni Endowed Two-Year Workforce Scholarship in Nursing	\$10,000	25	30	20	15	90	\$10,000
12	020EWS-18	Southern University at Shreveport	Alpha Kappa Alpha Sorority, Inc. S.C, Region Student Scholarship	\$10,000	25	25	24	15	89	\$10,000
13	013EWS-18	River Parishes Community College	The Lambert Family Scholarship	\$70,000	25	30	28	5	88	\$70,000
13	022EWS-18	SOWELA Technical Community College	Greater Lake Charles Rotary Club Endowed Scholarship (2) - Supplemental Support	\$10,000	25	28	20	15	88	\$10,000
13	023EWS-18	SOWELA Technical Community College	Jim and Jo Ann Beam Endowed Scholarship	\$20,000	25	28	20	15	88	\$20,000
13	024EWS-18	SOWELA Technical Community College	Frank A. Wood Endowed Scholarship	\$20,000	25	28	20	15	88	\$20,000
17	001EWS-18	Baton Rouge Community College	Curt Eysink Endowed Workforce Scholarship in Accounting and Finance	\$20,000	25	25	22	15	87	\$20,000
17	006EWS-18	Fletcher Technical Community College	Curt Eysink Memorial Endowment Scholarship in Integrated Production Technologies	\$60,000	20	30	22	15	87	\$60,000

APPENDIX A

TABLE II: PROPOSALS NOT RECOMMENDED FOR FUNDING

Rank	Proposal #	Campus	Scholarship Name	Match Requested	Quality of Targeted Program(s) (25 points)	Appropriateness to LA's Workforce Priorities (30 points)	Performancing in Training and Student Success (30 points)	Appropriateness to Mission (15 points)	Total Points (100 Points)
19	007EWS-18	Louisiana Delta Community College	LA Delta Curt Eysink Memorial Two-Year Workforce Endowed Scholarship in Nursing, Allied Health, and STEM Transfer	\$60,000.00	20	30	19	15	84
20	018EWS-18	South Louisiana Community College	Curt Eysink Memorial Two-Year Workforce Endowed Scholarship in STEM	\$60,000.00	25	25	25	5	80
21	005EWS-18	Delgado Community College	Curt Eysink Two-Year Student Workforce Scholarship in STEM Transfer	\$60,000.00	20	20	20	15	75
22	008EWS-18	Louisiana State University at Eunice	John and Geneva Lintzen Manuel Memorial Scholarship #1	\$10,000.00	20	30	20	0	70
22	010EWS-18	Louisiana State University at Eunice	John and Geneva Lintzen Manuel Memorial Scholarship #2	\$10,000.00	20	30	20	0	70
24	011EWS-18	Northshore Technical Community College	Richard Weeks/Curt Eysink Two Year Maritime Workforce Scholarship Endowment	\$60,000.00	25	0	20	15	60

APPENDIX B

**COMMENTS ON PROPOSALS SUBMITTED IN FY 2017-18 UNDER THE
BOARD OF REGENTS SUPPORT FUND
ENDOWED TWO-YEAR WORKFORCE SCHOLARSHIPS SUBPROGRAM**

Proposal #:	001EWS-18
Submitting Campus:	Baton Rouge Community College
Endowment Name:	Curt Eysink Endowed Workforce Scholarship in Accounting and Finance
Match Requested:	\$20,000

The proposal provides a good description of the program, which seems to be of high quality. Faculty are qualified and the department chair is strong. Workforce demand is well justified. The excellent retention rate in the most recent year provides evidence that program improvements (teaching innovations) are working. While the proposal asserts that students are getting jobs, no supporting data are provided. The requested match of \$20,000 is recommended.

Proposal #:	002EWS-18
Submitting Campus:	Bossier Parish Community College
Endowment Name:	BPCC Two Year Workforce Scholarship Proposal in Industrial Production
Match Requested:	\$20,000

The proposal described an extremely high-quality program with a good retention rate and excellent outcomes. The employment record for program graduates appears reasonable. It is a strength of the proposal that it names employers and industry partners who support the program. The requested match of \$20,000 is recommended.

Proposal #:	003EWS-18
Submitting Campus:	Bossier Parish Community College
Endowment Name:	BPCC Curt Eysink Two-Year Workforce Scholarship Proposal in Allied Health
Match Requested:	\$60,000

The quality of the Allied Health program at BPCC, with what are, overall, strong completion and employment rates, is very good. While the departmental mission is clearly described, the proposal does not present the campus mission, only alluding to it in saying that the proposal is aligned. Future proposals should explicitly cite the campus mission to enable reviewers to assess alignment. The requested match of \$60,000 is recommended.

Proposal #:	004EWS-18
Submitting Campus:	Delgado Community College
Endowment Name:	Sister Laurentia Walsh Charity Alumni Endowed Two-Year Workforce Scholarship in Nursing
Match Requested:	\$10,000

The proposal provides a strong statement of mission for the program and the campus, as well as a good program description. Success rates for completion are at 50%, which, though better than average, are not optimal. Only a statement on NCLEX pass rates was provided, with no supporting data. No information is provided on the faculty, which is a significant way to indicate program quality. The requested match of \$10,000 is recommended.

Proposal #:	005EWS-18
Submitting Campus:	Delgado Community College
Endowment Name:	Curt Eysink Two-Year Student Workforce Scholarship in STEM Transfer
Match Requested:	\$60,000

This interesting proposal from Delgado does not make the case that the programs to be supported fit within the STEM transfer area. The programs seem to be linked to STEM workforce jobs rather than preparation designed to lead to a baccalaureate program. Though they are not listed among the workforce areas eligible for these awards, they also are not evidently STEM transfer programs. Completion is at about 50%, which is not optimal. A better argument should be presented that these programs are eligible for State matching, which is restricted to certain workforce programs and STEM transfer. Funding is not recommended.

Proposal #:	006EWS-18
Submitting Campus:	Fletcher Technical Community College
Endowment Name:	Curt Eysink Memorial Endowment Scholarship in Integrated Production Technologies
Match Requested:	\$60,000

Workforce demand for graduates from the Integrated Production Technologies program is well established, as is the alignment with State economic development goals. Curriculum outcomes are positive. Retention is at 51%, which is reasonable for these types of programs. Though the number of completers appears to be low, time to completion is good. The requested match of \$60,000 is recommended.

Proposal #:	007EWS-18
Submitting Campus:	Louisiana Delta Community College
Endowment Name:	LA Delta Curt Eysink Memorial Two-Year Workforce Endowed Scholarship in Nursing, Allied Health, and STEM Transfer
Match Requested:	\$60,000

While the quality of the programs included in this application appeared good, insufficient documentation was provided to allow a reasonable assessment. In addition, data were not broken out and curricula were not mapped by program, which would have been helpful given that so many programs were involved. Faculty was not described, either in globo or by program. The partnerships cited are impressive and identified programs align well with Louisiana's workforce priorities. The retention rate in the listed programs was just 33% in the most recent reporting year, apparently down from 60% the prior year, which though it may be an anomaly is a serious concern. Funding is not recommended.

Proposal #:	008EWS-18
Submitting Campus:	Louisiana State University at Eunice
Endowment Name:	John and Geneva Lintzen Manuel Memorial Scholarship #1
Match Requested:	\$10,000

The proposal provides a good description of the environment in which the students will learn, but minimal information on the actual curriculum or program faculty, and limited data. While capturing more specific data may require additional steps, it seems possible and would be helpful to the program. The program produces few graduates, and while the application mentions that many transfer after one year, there are no data to support that statement. The proposal lacks any reference to mission or alignment. No funding is recommended.

Proposal #:	009EWS-18
Submitting Campus:	Louisiana State University at Eunice
Endowment Name:	Heart of Nursing Scholarship
Match Requested:	\$10,000

The quality of the nursing program at LSUE is good, as evidenced by the curriculum and opportunities to learn in the local community through practicums and other activities. The quality and qualifications of the faculty are not addressed in description of the program, though these are generally considered an important indicator of quality. Program completion and NCLEX pass rates are good. The requested match of \$10,000 is recommended.

Proposal #:	010EWS-18
Submitting Campus:	Louisiana State University at Eunice
Endowment Name:	John and Geneva Lintzen Manuel Memorial Scholarship #2
Match Requested:	\$10,000

This proposal is similar to 008EWS, with the same strengths and areas of concern. It may be worthwhile and more efficient to present a single proposal for two slots, particularly since the EWS subprogram does not seem to require that each scholarship matched be awarded to a single student at a time. No funding is recommended.

Proposal #:	011EWS-18
Submitting Campus:	Northshore Technical Community College
Endowment Name:	Richard Weeks/Curt Eysink Two Year Maritime Workforce Scholarship Endowment
Match Requested:	\$60,000

This is a new program, and it is clear that scholarships will help to grow enrollment. The curriculum and industry support are good, though the low retention rate clearly poses a challenge. While the application makes a clear argument that this workforce development is needed, the program is not included in the workforce areas that are eligible for this award. No funding is recommended.

Proposal #:	012EWS-18
Submitting Campus:	Nunez Community College
Endowment Name:	Curt Eysink Memorial Nursing Scholarship
Match Requested:	\$20,000

Nunez's nursing program has a strong curriculum, and the proposal provides a good description of labs. An assessment of faculty quality and qualifications is not provided. There is clearly demand in the workforce, and student pass rates are high. Retention is low, which the proposal argues can be attributed to the socioeconomic status of students in the program and the higher costs of the program in the early semesters. Citing the 90% success rate for students in the program who are supported by Methodist Hospital was persuasive and supports well the argument for more student support resources. The requested match of \$20,000 is recommended.

Proposal #:	013EWS-18
Submitting Campus:	River Parishes Community College
Endowment Name:	The Lambert Family Scholarship
Match Requested:	\$70,000

The curricula for the affected programs are good, and work with healthcare partners is strong. Data support the proposal arguments, showing that completion rates and pass scores are high. Retention, however, is disappointing. Though inferred in the proposal, there is no explicit reference to the mission of

the campus or the programs; this should be included in future proposals, as it comprises a significant element in the assessment. The requested match of \$70,000 is recommended.

Proposal #:	014EWS-18
Submitting Campus:	South Louisiana Community College
Endowment Name:	Lafayette General Health Heart of Nursing Endowed Scholarship in Nursing
Match Requested:	\$10,000

Demand for nurses is well documented in the proposal, and partnerships described are excellent. Program performance data are solid, with good retention and excellent NCLEX scores. Hiring data are anecdotal, so difficult to assess; nevertheless, the application addressed hiring rates and industry involvement in program assessment. The requested match of \$10,000 is recommended.

Proposal #:	015EWS-18
Submitting Campus:	South Louisiana Community College
Endowment Name:	Acadiana Healthcare Endowed Scholarship in Nursing
Match Requested:	\$100,000

This proposal for a nursing scholars provides strong explanations of programs, curricula, and need. Discussions of faculty and of teaching labs and instructional modes are thorough. Both programs have high pass rates, with excellent retention in RN program. While the LPN program retention rate is not as high, it is better than in many similar programs. There is an attempt to address hiring, though program data are not yet available. Overall the impact of the programs and their graduates is clear, and the high level of student support made possible by this endowment will be beneficial. The requested match of \$100,000 is recommended.

Proposal #:	016EWS-18
Submitting Campus:	South Louisiana Community College
Endowment Name:	St. Landry Parish Cy-Pres Award Endowed Scholarship in Nursing
Match Requested:	\$80,000

This proposal is similar to others from the nursing programs at SLCC. Facilities are good, as are efforts to connect with Federal Work-Study funds. The proposal acknowledges that the program, once struggling, has been substantially improved and the data bear this out. The requested match of \$80,000 is recommended.

Proposal #:	017EWS-18
Submitting Campus:	South Louisiana Community College
Endowment Name:	Evangeline Endowed Scholarship in Nursing
Match Requested:	\$10,000

This proposal is similar to others from the nursing programs at SLCC. The funding request is aligned with campus and program missions, and the specific commitment to opportunities for low-income students is admirable. The requested match of \$10,000 is recommended.

Proposal #:	018EWS-18
Submitting Campus:	South Louisiana Community College
Endowment Name:	Curt Eysink Memorial Two-Year Workforce Endowed Scholarship in STEM
Match Requested:	\$60,000

The proposal features a solid curriculum, though identifies a retention rate that should be improved. The number of degrees awarded is low for the student population, and there is no explanation for the small number. Industry partnerships are very good, and the job demand is four-star. No specific reference is made to campus mission, which makes that criterion difficult to assess. No funding is recommended.

Proposal #:	019EWS-18
Submitting Campus:	Southern University at Shreveport
Endowment Name:	Williams Center for Undergraduate Achievement Student Scholarship
Match Requested:	\$50,000

This proposal includes detailed description of curricula, faculty, and outcomes in various programs, as well as a good account of the alignment of the proposal with the campus mission. The pass rate in allied health programs is high, though the medical lab program is small. Data were not included for the STEM transfer program. Though variable, job placements in some programs were good. The requested match of \$50,000 is recommended.

Proposal #:	020EWS-18
Submitting Campus:	Southern University at Shreveport
Endowment Name:	Alpha Kappa Alpha Sorority, Inc. S.C., Region Student Scholarship
Match Requested:	\$10,000

The allied health programs at SUS are highly successful, according to the data provided, though data on STEM transfer programs were lacking. The proposal included helpful and detailed descriptions of curricula and faculty, and explanations of workforce needs and salaries. The scholarship request was clearly aligned with the campus mission. The requested match of \$10,000 is recommended.

Proposal #:	021EWS-18
Submitting Campus:	SOWELA Technical Community College
Endowment Name:	Sasol/Curt Eysink Endowed Scholarship
Match Requested:	\$20,000

This is a strong proposal from an excellent program. The curriculum is good, and industry partnerships are strong. The facility is a major asset to the program. Program completion appears to be low, and strategies may be needed to encourage students to finish. The requested match of \$20,000 is recommended.

Proposal #:	022EWS-18
Submitting Campus:	SOWELA Technical Community College
Endowment Name:	Greater Lake Charles Rotary Club Endowed Scholarship (2) – Supplemental Support
Match Requested:	\$10,000

This proposal is marked by its good intention to direct funds to LPN students who have high tuition in the first year. Data show issues with program retention. Though one year showed a dramatic increase in students continuing, the improvement was not subsequently sustained. Graduation rates are also lower than desired. The proposal offers strong accounts of student support during enrollment, noting service learning opportunities, practicums, etc., as well as excellent information on workforce opportunities and needs. The proposal includes no specific references to mission, but does discuss alignment with the campus's strategic plan and goals. The requested match of \$10,000 is recommended.

Proposal #:	023EWS-18
Submitting Campus:	SOWELA Technical Community College
Endowment Name:	Jim and Jo Ann Beam Endowed Scholarship
Match Requested:	\$20,000

This proposal is similar to 022EWS, with the same strengths and areas of concern. The requested match of \$20,000 is recommended.

Proposal #:	024EWS-18
Submitting Campus:	SOWELA Technical Community College
Endowment Name:	Frank A. Wood Endowed Scholarship
Match Requested:	\$20,000

This proposal is similar to 022EWS and 023EWS, with the same strengths and areas of concern. The requested match of \$20,000 is recommended.

APPENDIX C

BoRSF Endowed Two-Year Workforce Scholarships Program
Proposal Submissions, FY 2017-18

Proposal #	Institution Name	Scholarship Title	BoRSF Match Requested
001EWS-18	Baton Rouge Community College	Curt Eysink Endowed Workforce Scholarship in Accounting and Finance	\$20,000.00
002EWS-18	Bossier Parish Community College	BPCC Two Year Workforce Scholarship Proposal in Industrial Production	\$20,000.00
003EWS-18	Bossier Parish Community College	BPCC Curt Eysink Two-Year Workforce Scholarship Proposal in Allied Health	\$60,000.00
004EWS-18	Delgado Community College	Sister Laurentia Walsh Charity Alumni Endowed Two-Year Workforce Scholarship in Nursing	\$10,000.00
005EWS-18	Delgado Community College	Curt Eysink Two-Year Student Workforce Scholarship in STEM Transfer	\$60,000.00
006EWS-18	Fletcher Technical Community College	Curt Eysink Memorial Endowment Scholarship in Integrated Production Technologies	\$60,000.00
007EWS-18	Louisiana Delta Community College	LA Delta Curt Eysink Memorial Two-Year Workforce Endowed Scholarship in Nursing, Allied Health, and STEM Transfer	\$60,000.00
008EWS-18	Louisiana State University at Eunice	John and Geneva Lintzen Manuel Memorial Scholarship #1	\$10,000.00
009EWS-18	Louisiana State University at Eunice	Heart of Nursing Scholarship	\$10,000.00
010EWS-18	Louisiana State University at Eunice	John and Geneva Lintzen Manuel Memorial Scholarship #2	\$10,000.00
011EWS-18	Northshore Technical Community College	Richard Weeks/Curt Eysink Two Year Maritime Workforce Scholarship Endowment	\$60,000.00
012EWS-18	Nunez Community College	Curt Eysink Memorial Nursing Scholarship	\$20,000.00
013EWS-18	River Parishes Community College	The Lambert Family Scholarship	\$70,000.00
014EWS-18	South Louisiana Community College	Lafayette General Health Heart of Nursing Endowed Scholarship in Nursing	\$10,000.00
015EWS-18	South Louisiana Community College	Acadiana Healthcare Endowed Scholarship in Nursing	\$100,000.00
016EWS-18	South Louisiana Community College	St. Landry Parish Cy-Pres Award Endowed Scholarship in Nursing	\$80,000.00
017EWS-18	South Louisiana Community College	Evangeline Endowed Scholarship in Nursing	\$10,000.00
018EWS-18	South Louisiana Community College	Curt Eysink Memorial Two-Year Workforce Endowed Scholarship in STEM	\$60,000.00
019EWS-18	Southern University at Shreveport	Williams Center for Undergraduate Achievement Student Scholarship	\$50,000.00
020EWS-18	Southern University at Shreveport	Alpha Kappa Alpha Sorority, Inc. S.C., Region Student Scholarship	\$10,000.00
021EWS-18	SOWELA Technical Community College	Saso/Curt Eysink Endowed Scholarship	\$20,000.00
022EWS-18	SOWELA Technical Community College	Greater Lake Charles Rotary Club Endowed Scholarship (2) - Supplemental Support	\$10,000.00
023EWS-18	SOWELA Technical Community College	Jim and Jo Ann Beam Endowed Scholarship	\$20,000.00
024EWS-18	SOWELA Technical Community College	Frank A. Wood Endowed Scholarship	\$20,000.00
TOTAL REQUESTED			\$860,000.00