

CULTURAL DIVERSITY TEACHER TRAINING SCHOLARSHIP

Lipscomb's College of Education's Policy for Recruiting & Retaining Diverse Student Population

The College of Education has a strong desire to increase the diversity of its candidates to meet the needs of the community in which it is located. To that end, several initiatives have been established. Some of the initiatives have a long history, and others have been adopted in recent years as the diversity of the community has expanded.

BACKGROUND

A **Cultural Diversity Teaching Training Program Scholarship Fund** was initially established in 1995 through a joint venture of First American Corporation and Lipscomb University and continued for several years under the initial agreement. The purpose of the fund was to encourage young men and women of culturally diverse backgrounds to enter the field of education and to use the skills acquired during their undergraduate education to teach children in Tennessee public schools. Additionally, other individuals interested in the purpose of the fund made contributions.

When the bank dropped its support of the fund, many faculty members in the College of Education contributed to the fund in order to support minority candidates in becoming teachers. The fund continues to be available to individuals who are seeking initial licensure, but has been extended to both undergraduate and graduate students enrolled in the program. The fund recently received a large individual donor gift from a member of Lipscomb's Board of Trustees.

Additional initiatives have also developed to assist with recruitment and support of minority candidates in the teaching programs. Latino Achievers was established in 2010 to provide financial support to the Latino community, a population experiencing steady growth in the greater Nashville area. This scholarship provides support to both on-campus and commuter students.

Students who transfer to Lipscomb from a community college are also eligible for financial assistance. Lipscomb has enjoyed an increase in minority candidates from the area colleges due to this support. This aid is dependent on both a candidate's GPA and full-time enrollment status. Students in this category often have attended a community college due to financial availability, and funding support for their completion of a 4-year degree has been a tremendous help. In addition, Tennessee Promise, a plan to provide free community college to all Tennessee high school graduates is slated to begin fall 2015.

Lipscomb also offers other support intended to bring diverse students to the university who may otherwise not be able to fund their education. An example is the Vision Award for entering freshmen established to provide first generation students an opportunity to attend college. This support to individuals brings students to the campus who adds a new dimension to the student body.

CULTURAL DIVERSITY TEACHER TRAINING SCHOLARSHIP GUIDELINES

The College of Education embraces and encourages diversity among its candidates, and we strive to provide the support and encouragement needed to achieve candidates' professional goals. We have seen an increased participation of traditionally under-represented groups in both undergraduate and graduate programs as a result of the initiatives that have been established for student support. We realize that all students must be given the necessary guidance and support in becoming effective teachers in today's classrooms.

The following guidelines have been developed to assist candidates with financial support in their pursuit of an initial teaching license. Candidates can be considered for resources made available through individual and group contributions to the Cultural Diversity Teacher Training Scholarship, based on the guidelines listed below:

- Candidates from a traditionally under-represented group may be considered for the scholarship on the basis of their cultural heritage and their intent to teach in a culturally rich environment.
- Priority will be given to candidates having greatest need based on FASFA data and expected family contribution (EFC). **Students who qualify for this scholarship must be eligible to file FASFA in order to qualify. FASFA must be filed by March 1.**
- Funds will be distributed as available on an annual basis.
- Recipients will be notified of award prior to university deadline for payment of fees.
- Awards will be given based on the needs of candidate(s).
- Applications must be completed and submitted by mid-term of the semester preceding the semester in which the award will be given.
- Candidates will be expected to submit multiple documents for use by the university staff to inform contributors to the fund.