



**Continuing the Dialogue:
Building A Successful Partnership to Achieve Diversity**

SSATB Annual Meeting, September 21, 2012

Panelists



Rhonda Auguste, Executive Director
The Wight Foundation

Michael Gary, Director of Admissions
Phillips Exeter Academy

Sandra Timmons, President
A Better Chance



A Better Chance
www.abetterchance.org

Phillips Exeter Academy
www.exeter.edu

The Wight Foundation
www.wightfoundation.org

Session Topics



1. Background and Overview
2. Identifying Successful Candidates
3. Successful Partnerships
4. Dialogue



“To whom much is given, much is expected. A Better Chance has been a life altering experience and one that I will continue to pay forward.”

Khary P. Barnes
Second Mile A Better Chance '94-'98
BS Cornell University
MBA Harvard Business School
American Express Company

50 Years of Better Chances



- For two generations, A Better Chance has placed talented young people of color into the nation's leadership pipeline through increased access to academically rigorous independent and public schools.
- Our record of success is evident in our 13,000 Alumni who have become great innovators, thinkers, and leaders in their respective fields.



50 Years
13,000 Alumni
2,000 Current Scholars
500 New Scholars Every Year
\$100,000 in Educational
Opportunities Leveraged for Every
Scholar

BY THE NUMBERS

50 Years of Better Chances



- We have helped transform 13,000 lives. Our Alumni largely credit A Better Chance as the catalyst for their accomplishments, with nearly 75% attributing their success to the educational opportunities we provided.
- In 60 years since *Brown vs. Board of Education* we have seen our Alumni break ground as leaders in business, government, media, and medicine.
- We will not rest until there are many thousands more.



96% of our graduates enroll directly in college compared to 24% of students of color nationwide.



79% of our Alumni attended Top 100-ranked colleges, and nearly half attended schools in the Top 25.



60% hold graduate degrees



48% have household incomes greater than \$100,000

ALUMNI STATISTICS

Our Legacy



• Tracy Chapman (Wooster School '79-'82) is the Grammy-winning singer-songwriter of "Fast Car," "Give Me One Reason," and "Talkin' 'bout a Revolution." She has sold more than 25 million albums worldwide, and has lent her voice to a number of humanitarian and social causes.

ARTS



• William M. Lewis (ABC Scholar '70, Phillips Academy, '74) is the Managing Director and Co-Chairman of Investment Banking at Lazard. He was previously the first African-American Managing Director at Morgan Stanley and was Co-Head of their Global Banking division.

BUSINESS



• Steven Rogers (Radnor A Better Chance '72-'75) is the Gund Professor of Graduate Entrepreneurship at the Kellogg Graduate School of Management at Northwestern University. He has been named Professor of the Year twice for the MBA program and 26 times for the Executive MBA program.

EDUCATION



• Gov. Deval Patrick (Milton Academy '70-'74) is the 71st Governor of the Commonwealth of Massachusetts and its first African-American chief executive. He is only the second African-American to serve as Governor of any state in the nation.

GOVERNMENT



• Jesse Spikes (Dresden A Better Chance '66-'68) is a retired Senior Partner of Atlanta-based law firm McKenna Long & Aldridge. A former Rhodes Scholar, he has traveled extensively, and played an integral part in securing the 1996 Olympic Games in Atlanta.

LAW



• Bertha Coombs (Milton Academy '77-'80) is a reporter for CNBC, covering financial markets and business news. She has reported on a wide range of stories including the HP board spying scandal, the trial of Tyco CEO Dennis Kozlowski, and the devastation of Hurricane Katrina.

MEDIA



• Dr. Dina Strachan (Hotchkiss School '81-'84) is an internationally acclaimed expert in ethnic skin. She has been named to "America's Guide to Top Dermatologists" multiple times and teaches at both Columbia and NYU Medical Schools.

MEDICINE



• Luis Ubiñas (Collegiate School '78-'81) is the 9th president of the Ford Foundation, the second-largest philanthropic foundation in the United States with more than \$13 billion in assets and \$500 million in annual giving to non-profit organizations around the world.

NON-PROFIT



• Torrence Boone (Phillips Academy '83-'87) is the Managing Director for Agency Business Development at Google. He oversees the internet giant's efforts to build the future of online advertising and strategic partnerships with ad agencies and their clients.

TECHNOLOGY



Identifying Successful Candidates



ACADEMIC ABILITY	PERSONAL CHARACTERISTICS
School Grades	Leadership
Standardized Test Scores	Maturity
Recommendations	Emotional Stability
Writing Ability	Reaction to Criticism
Analytical Skills	Empathy
	Integrity
	Sense of Humor
	Self-Confidence
	Resilience
	Openness to change



Assessing Successful Candidates



- Application Process
- Student Essays
- Recommendations
- Interviews



Our Admissions Funnel

BY THE NUMBERS

2500 Applicants

1000 Referrals

543 Placements

Scholar Support and Enrichment



ORIENTATION	SCHOOL AND STUDENT LIFE	COLLEGE AWARENESS AND PREPARATION	CAREER AWARENESS AND PREPARATION
New Scholar Orientation	Member School Visits	Senior Year Mailing	Career Workshops
	“Parents as Partners”	Affiliated Colleges Program	
Welcome New Scholar Celebrations	Annual Awards	College Planning Workshops	Volunteer Internship Program
	Summer Enrichment Opportunities (<i>EIL, other</i>)	College Tour	



The Wight Foundation



- **1986:** Created in Newark, New Jersey by Mr. Russell B. Wight, Jr.
- **THE FIRST YEAR:** 5 students attended Blair Academy, The Gunnery, Peddie School and the Taft School
- **CURRENTLY:** More than 100 Scholars attend over 45 college preparatory boarding schools in the Mid-Atlantic and New England regions



The Wight Foundation Programming and Support



SCHOLAR TRAINING AND ENRICHMENT PROGRAM (STEP)

- 48 eighth grade students
- Summer Component
 - 6 weeks: Monday-Friday; full-day schedule
- Fall Component
 - Saturday & Wednesday Classes
- Spring Component
 - Saturday & Wednesday Classes
- Summer Immersion Program
 - 4-6 week boarding school experience

12 months

SUPPORT NETWORK

- Staff Boarding School Visits
- Funding for Academic Enrichment Opportunities (FAEO)
- Professional Skills Workshops
- Internship Opportunities
- Community Service
- College Admission and Advising Program
- College Tours
- College Scholars Program
- Parents Support Group

*A World of
Difference*

Identifying and Assessing Successful Candidates



Internal Factors

QUALITIES OF SUCCESS	MEASURES
Defining the Why	Intrinsic Motivation
Identity/Sense of Self	Morals/Values/ Experiences
Personality Traits	Character/Integrity/Passion
Commitment/Dedication	Overall Academic/Social Performance
Leadership Potential	Inherent/Demonstrated
Degree of Proactivity	Initiates engagement in various interests
Depth/Clarity of Thought	Articulation
Desire to Learn/Explore	Questions/Interests Shared

Identifying and Assessing Successful Candidates



External Factors

QUALITIES OF SUCCESS	MEASURES
Community Engagement	Community Service Examples
Support	Family/Network
Exposure	Travel/Exploration
Extracurricular Interests	Demonstrated/Expressed
Grades/Test Scores	Application/Recommendations
Effective Placement	School Profile vs. Student Profile
Follow-up	Resources/Support Mechanisms
Goal-Setting	Analysis of Results

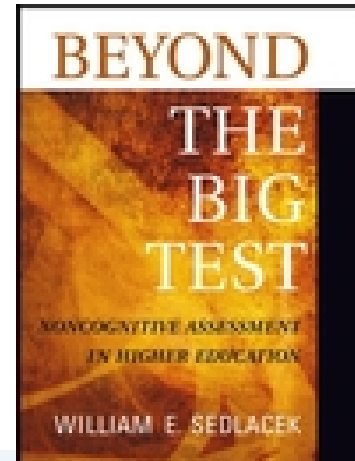
Identifying Successful Candidates



At Phillips Exeter

Non-Cognitive Variables

- Positive Self-Concept
- Realistic Self-Appraisal
- Community involvement
- Leadership position
- Availability of strong support person
- Handling the system
- Acquired Knowledge in field
- Preference for long range goals



Parnian Nazary, Afghanistan

Cutis Thomas, Hurricane Katrina

Kimble Wright, Hurricane Katrina

Assessing Successful Candidates



- Personal interview
- Teacher recommendation
- Grades
- Extracurricular involvement
- Quantitative strength



Program → *Exeter* → *Williams*

Characteristics of Successful Partnerships



- Commitment to an inclusive learning environment
- Clear understanding of program's and school's mission and profile
- Clearly articulated goals and expectations
- Active engagement of, and support for parents and families
- Open, candid, frequent communications
- Knowledge about this age group, race, ethnicity, educational research and best practices
- Shared risk and reward
- Financial aid
- Mutual respect and collaboration





THANK YOU!



Continuing the Conversation: A New Dialogue

