

Presidents REPORT

Posse STEM Event Explores Strategies for Improving Diversity

Academic, Corporate, Philanthropic Leaders Convene in New York City for Day-Long Symposium

In February, college presidents, corporate leaders, foundation representatives and other members of the Posse community gathered to discuss solutions for increasing the number and diversity of STEM graduates and professionals.

The day-long conference, entitled “Diversity + STEM = X: Solving the Equation for Higher Education and the Workforce,” celebrated the 10th anniversary of the Posse STEM Program, which identifies, trains and supports students from diverse backgrounds interested in majoring in STEM.



College presidents Dan Porterfield of Franklin & Marshall College, Paula Johnson of Wellesley College and John Simon of Lehigh University spoke on a panel.



Posse President + Founder Deborah Bial with University of Michigan President Mark Schlissel.

The Posse STEM Program identifies and supports students from diverse backgrounds interested in majoring in STEM.

Infor sponsored the event, which took place at their headquarters in New York City. Additional support for the conference and the Posse STEM Program came from Deloitte, the Altman Foundation, the Tortora Sillcox Family Foundation, and Jeff and Laurie Ubben.

The first STEM Posse matriculated at Brandeis University in 2008. Today, the list of STEM Program partners has grown to include 11 top colleges and universities: Brandeis University, Bryn Mawr College, Davidson College, Franklin & Marshall College, Middlebury College, Pomona College, Smith College, Texas A&M University, the University of Michigan,



Davidson College President Carol Quillen.

the University of Wisconsin-Madison and Wellesley College.

The individual and collective successes of Posse STEM students were featured throughout the day. Scholars and alumni in attendance were joined by presidents of Posse’s partner colleges.



University of Michigan Vice Provost for Enrollment Management Kedra Ishop, Smith College Vice President for Enrollment Audrey Smith, NACME Vice President for Career Center, Community and Partnerships Aileen Walter and NACME Vice President of Scholarships, University Relations and Research Christopher Smith.

“Wellesley knows diverse experiences, backgrounds and ideas make colleges stronger; the same is true of the STEM fields where more diversity is needed,” said Wellesley College President Paula Johnson. “How valuable to discuss this and The Posse Foundation’s crucial role.”

Other guests and speakers included representatives from NASA, Infor, MIT, MD Anderson Cancer Center, the Alfred P. Sloan Foundation, the Information Technology Senior Management Forum, and the Business-Higher Education Forum. *

UChicago Signs On, Lehigh & UVA to Welcome First Posses

Partner Colleges and Universities Award a Total of \$1.2 Billion in Posse Scholarships Since 1989

The University of Chicago has signed on as the newest Posse Veterans Program partner. Chicago joins Dartmouth College, Vassar College, the University of Virginia and Wesleyan University in recruiting Scholars who are post-9/11 U.S. veterans. The first cohort of Chicago Posse Scholars will matriculate in fall 2019.

This September, Lehigh University will welcome its first Posse from the Bay Area, and the University of Virginia (UVA), which already recruits from Houston, will welcome its first Veterans Posse.

With the admission of the Class of 2022, Posse’s partner institutions have awarded \$1.2 billion in scholarships to Posse Scholars since the organization’s founding in 1989.

“We are thrilled to partner with The Posse Foundation in their noble work of extending the opportunity of high-quality education to promising young people in the Bay Area who might not otherwise have that opportunity,”

says Lehigh University President John Simon. “This commitment aligns with our continuing efforts to open Lehigh to students of all backgrounds and to create a more culturally diverse, inclusive and welcoming campus. Our community—and our society—can only benefit from expanding opportunity.”

The first cohort of Scholars set off for Vanderbilt University from New York City 28 years ago. Since then, The Posse Foundation has expanded to 10 cities nationwide and has sent close to 8,000 students to college. This year alone, 750 Scholars received the Posse Scholarship.

Posse Scholars hail from Atlanta, the Bay Area, Boston, Chicago, D.C., Houston, Los Angeles, Miami, New Orleans and New York. They are active and engaged members of their campus communities. Most important, Scholars graduate at a rate of 90 percent—well above the national average.

The Posse Veterans Program was launched in 2012, with Vassar College as its first partner. By creating cohorts

of veterans, preparing them for the college experience and supporting them through graduation, the Veterans initiative aims to greatly increase veterans’ success in college and ultimately in the workforce.

We are thrilled to partner with The Posse Foundation in their noble work of extending the opportunity of high-quality education to promising young people.

Posse partner colleges and universities are critical to advancing the foundation’s mission. Currently, 57 top institutions of higher education are collaborating with Posse to find and prepare the next generation of leaders. *



Lehigh University President John Simon.



Kim Cassidy
President
Bryn Mawr College

The exclusion and underrepresentation of women and racial and ethnic minorities in STEM is a grave social injustice. When intentional biases, unconscious attitudes, institutional structures, and lack of action to effect change combine to deprive members of minority groups and women from entering and succeeding in STEM fields, we all are diminished and we all lose.

Just over half of our K-through-12 students are female. As of 2012, more than 50 percent of the children now born in the United States are non-white. These students must be given equal opportunities and well-resourced encouragement to enter STEM fields if we are to avert workforce shortages in critical sectors of the economy.

Over the next decade, STEM jobs are expected to grow by 13 percent, outpacing growth in other fields.

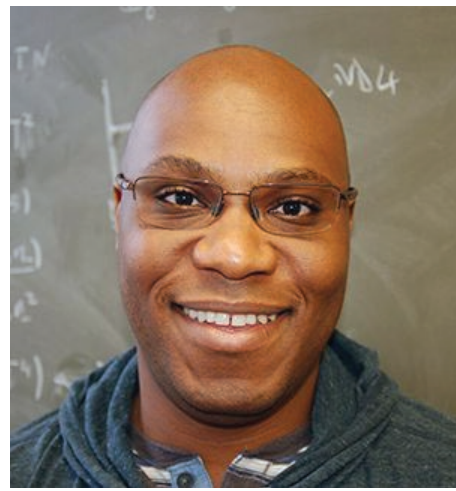
We need more people of all backgrounds to study and persist in STEM. Multiple studies have documented that diversity in STEM teams leads to better problem solving and increased innovation.

We actually already know a great deal about how to change the pattern of underrepresentation of people of color and women in STEM education. First, it is critical to foster intellectual engagement and excitement through passionate teaching and through curricula that connects STEM fields to the interests and concerns of a diverse student body.

Second, success requires building a climate of belonging for all students. It demands a practice of identifying and addressing unconscious bias in our assumptions about students and about how we teach them.

When intentional biases and institutional structures deprive minority groups and women from succeeding in STEM fields, we all lose.

Third, we must ensure that we work with students to cultivate the requisite STEM skills and knowledge for success. That is why Posse, and in particular STEM Posse, is so important. It identifies students with interests, aptitude, leadership skills, and resilience to undertake STEM majors and sends them to first-rate colleges and universities offering rigorous academic skill development.*



Dr. Ibrahima Bah
Physics Professor
Johns Hopkins University
Posse Alumnus, Brandeis University

As long as I can remember, I've always been interested in two questions: How do things work? And why do they work? My childhood was littered with me doing all sorts of things that could kill me. Miraculously, I survived.

To many people it's no surprise that I ended up on the faculty at Johns Hopkins doing research, trying to understand some of the most basic laws of nature. While that narrative may seem natural, it's actually hard to draw a straight line from being a kid from my background who's deeply interested in how and why things work to becoming someone doing research as an adult.

I grew up in Dakar, Senegal, and I came to the U.S. when I was 13. Neither of my parents were educated past 6th grade. We lived in the South Bronx of New York City—not a place

known for the greatest schools. But my parents were very adamant about education. This is why they worked hard, gave up their lives, and sacrificed so much.

I attended Martin Luther Jr. High School in Manhattan. While there, I found several teachers who really nurtured me.

Then I happily earned a Posse Scholarship, and became part of the first Posse to attend Lafayette College. I was able to go to school without a single dime from my parents or myself, which was critical.

I went on to complete a Ph.D. at the University of Michigan that received international attention and proceeded on to two really fantastic postdocs.

It's actually hard to draw a straight line from being a kid from my background to becoming someone doing research as an adult.

The thing that I want people to draw from this story is that I was incredibly lucky. There was a person who held my hand at each stage, until grad school.

There are many other kids who are equally driven, who are equally excited about many different things. The only difference between them and me is that I was much luckier than they are. How many driven kids are out there? And without people to hold their hands along the way, how will they ever be able to reach their full potential? *



Dan Porterfield
President
Franklin & Marshall College

Franklin & Marshall now has had six cohorts of STEM Scholars who are in our student body, with our seventh recently selected.

It's exciting to see that all six of our STEM Posse cohorts have achieved at or above full student-body levels in terms of grades, retention, graduation rate. They're actually exceeding the student body as a whole in terms of post-graduate fellowships.

We've also seen that universally among our Pell Grant students. The overall Pell achievement at F&M is the same as the student body as a whole. We've gone from 6 percent of the student body being Pell Grant recipients to 19-21 percent for each of the last four incoming cohorts. It's deepened the quality of the student body and improved all students' education.

The power of the F&M example, I think, is being able to show that one of the most rigorous academic programs in the country is a great fit for talented, highly motivated first-gen students.

And what's been inspiring to see is that this program has led our faculty to embrace the notion that first-gen students and lower-income students can thrive at our institution.

Back in 2011, when we began developing our talent strategy to expand financial aid and recruit top low-income students, some well-intended colleagues worried that we wouldn't identify the right students, and so they would be hurt by going into a program that wasn't a good fit.

All six of our STEM Posses have achieved at or above the general student body in terms of grades and graduation rate.

But then we recruited, with posse, great students to F&M. And all those anxieties dissipated and were replaced by profound enthusiasm for this approach among our faculty and board members.

I would argue that STEM Posse is not a double or a triple or a quadruple threat, but a quintuple threat. It benefits the Scholars, it benefits the student body as a whole, it benefits the faculty, it benefits the college, and it benefits society.*



Adam Falk
President
Alfred P. Sloan Foundation

In order to be successful in promoting diversity and inclusion, it is not enough simply to bring people into our communities who have been excluded; we have to change who we are. I think Posse has a vital role to play in making that happen.

The Alfred P. Sloan Foundation gives away about \$80 million in grants every year. When you're making grants at that scale, one of the things you're thinking about is how you can have an impact. One way we try to have an impact is by investing in emerging communities of research, providing funding and support to help them along the journey towards greater inclusion.

About half a decade ago, we recognized something that's at the heart of everything Posse's been talking about today—which is that successful inclusion can't just be

about individual students. Inclusion has to be about the environment in which students work. It's about institutions buying in and committing to the kinds of changes needed to support all students, and particularly students who are underrepresented in their fields.

The Sloan Foundation makes about two hundred grants every year. In every single one, we talk about diversity. You cannot get a grant from the Foundation without talking about how your project is going to try to accomplish its goals in a way that promotes the inclusion of traditionally excluded groups. Which is to say, what we're really looking for when we make a grant is a partner, a partner who can join us in a common commitment to making the institutions of science more welcoming and inclusive.

It is not enough to bring people into our communities who couldn't have been there before; we have to change who we are.

Posse is all about forming partnerships. For all of the incredible work that everybody at Posse does, not a single bit of that success could happen without your college, university, and corporate partners.

It is a team game, one that we're all deeply invested in. What I've most enjoyed about being here today is watching that team working together.*

Cavaliers General Manager, Posse Alumnus Joins Board



Posse Alumnus Koby Altman, the general manager of the Cleveland Cavaliers.

Middlebury College Posse Alumnus Koby Altman is the newest member of the Posse Board of Directors.

Koby became general manager (GM) of the Cleveland Cavaliers this past summer. At 35, he is the second youngest GM in the NBA.

Koby is the perfect example of the type of leader Posse seeks to foster—someone with vision and courage.

Koby grew up in Brooklyn, New York, and played varsity basketball in high school. After winning a Posse Scholarship to Middlebury, he earned a spot on their men's basketball team as starting point guard—a position he played for much of his college career.

"Posse gave me the opportunity to go to this unbelievable school," Koby says. "I jumped on that opportunity because I knew Posse was going to give me a chance to do great things with my life."

After graduation, Koby explored a career in real estate before circling back to basketball. While pursuing a master's degree in sports management at the University of Massachusetts Amherst, he joined the coaching staff at Amherst College. He spent time managing teams for USA Basketball and as an assistant coach at Columbia University before taking a position with the Cavaliers in 2012.

"Koby is the perfect example of the type of leader Posse seeks to foster—someone with vision and courage," says Posse Board Chair Brad Singer. "We are excited to have him on the national board." *

Cornell Scholar Start-Up Gains National Recognition

Abu Qader, a first-year Scholar at Cornell University, has always been an avid learner. As a boy he read voraciously and made a habit of taking apart computers to explore how they worked.

Scholar Highlight
Abu Qader
Cornell University



Abu Qader is a first-year Posse Scholar at Cornell University.

Abu's intellectual curiosity and lifelong enthusiasm for computers is paying off. In addition to being a full-time college student, he is also the founder and chief technology officer of GliaLab, a software firm that uses breast cancer data to build predictive models for medical professionals around the world.

Abu credits an experience abroad for inspiring his innovative start-up. During a trip to visit family in Afghanistan, he became ill. His brush with the Afghan healthcare system proved eye-opening. Despite a mile-long line of people waiting to be seen by very few doctors, Abu jumped to the front because his family could pay in U.S. dollars.

"My eyes were opened to the privilege," said Abu. "I took so much for granted and realized I could be in a different situation if my family had not immigrated to the United States."

Abu set his sights on learning to employ pattern detection algorithms to make predictions related to health care. Realizing the tremendous need for this resource in the global

medical market, he began developing a new computer software system, culminating in the creation of GliaLab.

The work has been acknowledged as groundbreaking. Abu was invited to speak at last summer's Google I/O Conference and at a TedxTeen talk in London.

At the Google conference, Abu presented on the ways machine learning and artificial intelligence (A.I.) can be used in the fight to detect cancer as early as possible. He met with Google CEO Sunday Pichai and connected with many leaders in the A.I. field.

A computer science major, Abu plans to continue his research and work with GliaLab throughout his college career. *

Posse Annual Gala Raises \$2.2 Million, Honors Stars



The Daily Show correspondent and star of Homecoming King Hasan Minaj performing at the Posse Gala.

This past May, The Posse Foundation's annual gala in New York City welcomed close to 600 guests and raised over \$2 million to support the program and its Scholars. Emceed by 60 Minutes correspondent Lesley Stahl, the evening honored 2018 Posse Stars for their leadership and commitment to the Foundation.

Star recipient Royal Caribbean Cruises Ltd. has been a generous supporter of Posse both nationally and locally. Royal Caribbean Cruises Chairman and Chief Executive Officer Richard Fain, who has served as a member of The Posse Foundation Board of Directors since 2010, accepted the award on the company's behalf. Posse is proud to have received significant support from Fain, Royal Caribbean Cruises Ltd. and the Cruise Industry Charitable Foundation, including contributions to Posse Miami and the launch of the Jeff Ubben Posse Fellows Program.

Posse Star Dan Porterfield has been the president of Posse partner institution Franklin & Marshall College since 2011. Under his leadership, F&M has developed a visionary strategic plan, an innovative approach to student success, and a distinctive student talent strategy. F&M has been a Posse

partner college since 2005, when it signed on to recruit students from New York City. In 2011, Porterfield expanded the partnership with the addition of STEM Posse from Miami. He is an outspoken and invaluable advocate for Posse at F&M.

Middlebury College Posse alumnus and Posse Star honoree Koby Altman has demonstrated leadership as general manager of the Cleveland Cavaliers since July 2017. In 2018, he joined The Posse Foundation Board of Directors.

"For youth in this country, it's incredibly powerful for them to see diverse people from different walks of life succeed," Altman says.

At the end of the night's program, guests were treated to a performance by comedian Hasan Minhaj, a correspondent on The Daily Show and host of the 2017 White House Correspondents' Association dinner.

Gala supporters included major corporate and philanthropic leaders, Posse Scholars and alumni, partner school representatives, friends and extended community members. Posse thanks all of the generous sponsors who helped make the 2018 gala a resounding success. *

Heckscher Foundation Funds Posse Consulting



Heckscher Foundation CEO Peter Sloane.

The Heckscher Foundation has been a generous supporter of Posse over the past four years.

Since 2014, Heckscher—which funds youth-serving organizations across the country—has awarded Posse \$770,500 in grants to develop its consulting initiative. Today Posse Consulting works with a wide array of companies, institutions and organizations to increase access and strengthen diversity.

"We worked closely with Posse leadership to develop a funding approach that would be consistent with our focus on venture philanthropy," says Heckscher Foundation CEO Peter Sloane. "We are gratified that it has proven so successful."

Posse Consulting offers expertise in curriculum development, program design and workshop facilitation, among other services.

Clients to date have included Bloomberg LP, Brandeis University, The College Board, Comedy Central, Google, Harvard University Graduate School of Education, Massachusetts Department of Health, NYU's Stern School of Business and Viacom. *

2018 Highlights

90 Percent Graduation Rate

Hundreds of Posse Scholars will graduate from Posse partner institutions in 2018, joining an elite network of more than 4,500 alumni as the next generation of leaders in a broad range of professional fields. Posse Scholars continue to graduate at a rate of 90 percent, well above the national average.

Scholars Win Full-Tuition College Scholarships

Selected from an extremely competitive pool of more than 17,000, 750 new Scholars in 10 cities were selected by Posse partner institutions to receive four-year leadership scholarships. This newest class will matriculate on campuses across the country this fall.

Scholars, Alumni Win Prestigious Fellowships

Since 2014, more than 200 Posse Scholars and alumni have won major national and international fellowship awards, including Fulbright, Gilman, Mellon Mays, Watson, Humanity In Action, Peace Corps and the National Science Foundation, among others.

10th Annual Posse Alumni Leadership Conference July 28, 2018

The Alumni Leadership Conference is a unique networking opportunity for Posse alumni to come together in New York City. The event features guest speakers, career workshops, and graduate school and fellowship info sessions.

Posse Alumna Becomes President of Ithaca College



Ithaca College President Shirley Collado, a member of the first Posse at Vanderbilt.

Dr. Shirley Collado has been named the new president of Ithaca College in Ithaca, New York. A member of the inaugural Posse that matriculated at Vanderbilt University in 1989, Shirley previously served as executive vice chancellor and chief operating officer at Rutgers University-Newark.

She began her tenure as president in July 2017, becoming Ithaca's first president of Latina heritage in the institution's 125-year history.

"I am incredibly honored and humbled to be Ithaca College's ninth president," says Shirley. "When I think about this incredible opportunity, my

academic career, and where I started, it's difficult to overstate the importance of my Posse experience. Twenty-eight years ago, Posse took a chance on me, and from that one opportunity sprang so many others. My family and I are forever grateful."

Shirley, who holds a doctorate in psychology from Duke University, grew up in the Sunset Park neighborhood of Brooklyn, New York, the only girl in a traditional, immigrant family from the Dominican Republic. With parents who worked long hours—her father as a cabdriver and her mother as a clothing factory worker—Shirley spent much of

her adolescence taking care of her two younger brothers and working at the local pharmacy to contribute to the household.

"Shirley's story is so powerful, not just as an example for others hoping to forge a similar path, but also in its ability to inform the way we think about student potential in higher education," says Posse President and Founder Deborah Bial. "Her story—and the stories of thousands of Posse alumni—shows what is possible when students receive educational opportunities that match their great potential. We could not be more proud." *

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VASSAR COLLEGE
WELLESLEY COLLEGE
WESLEYAN UNIVERSITY
WHEATON COLLEGE

Founded in 1989, The Posse Foundation identifies public high school students with extraordinary academic and leadership potential who may be overlooked by traditional college selection processes. The Foundation extends to these students the opportunity to pursue personal and academic excellence by placing them in supportive, multicultural teams—Posses—of 10 students. The Foundation's partner colleges and universities award Posse Scholars four-year, full-tuition leadership scholarships.

Posse National Office

14 Wall Street, Suite 8A-60
New York, NY 10005
Tel: (212) 405-1691
Fax: (212) 405-1697
info@possefoundation.org

Visit Us On The Web

www.possefoundation.org
f possefoundation
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