

Committee on Organizational Sustainability and Innovation

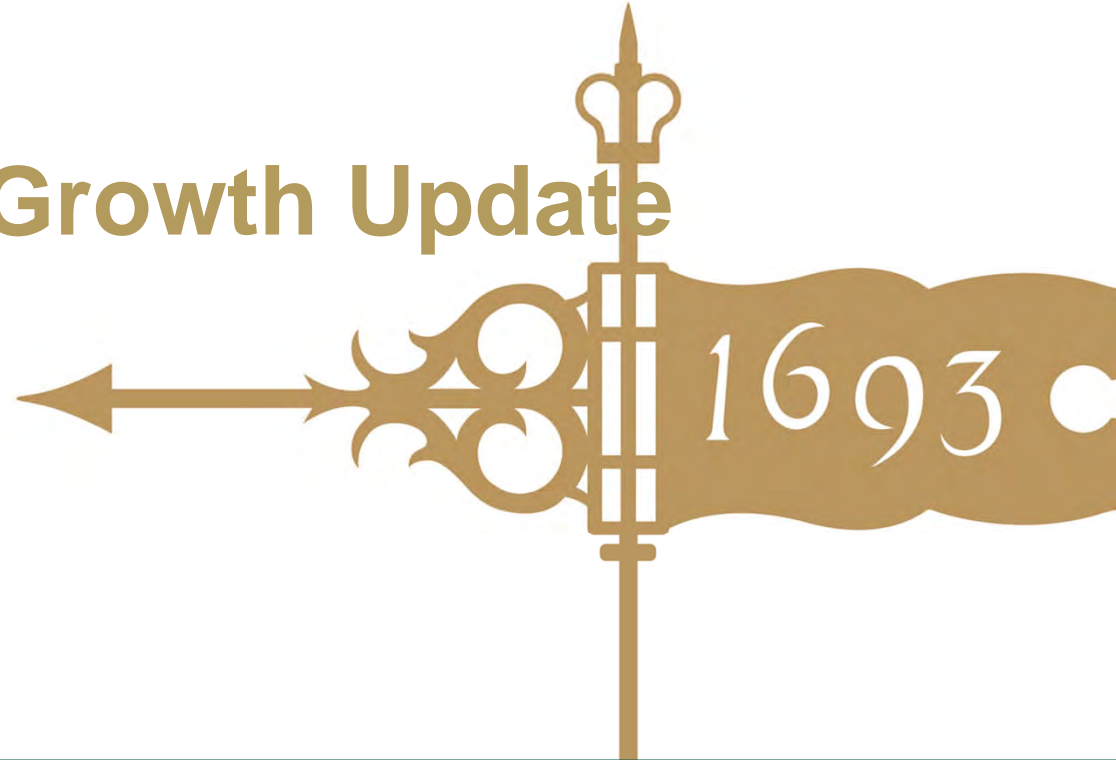
November 19, 2020



WILLIAM & MARY

CHARTERED 1693

Enrollment Growth Update



Phased Smart Growth

600 more undergraduates by scaling up to

150 more new students
per year over a

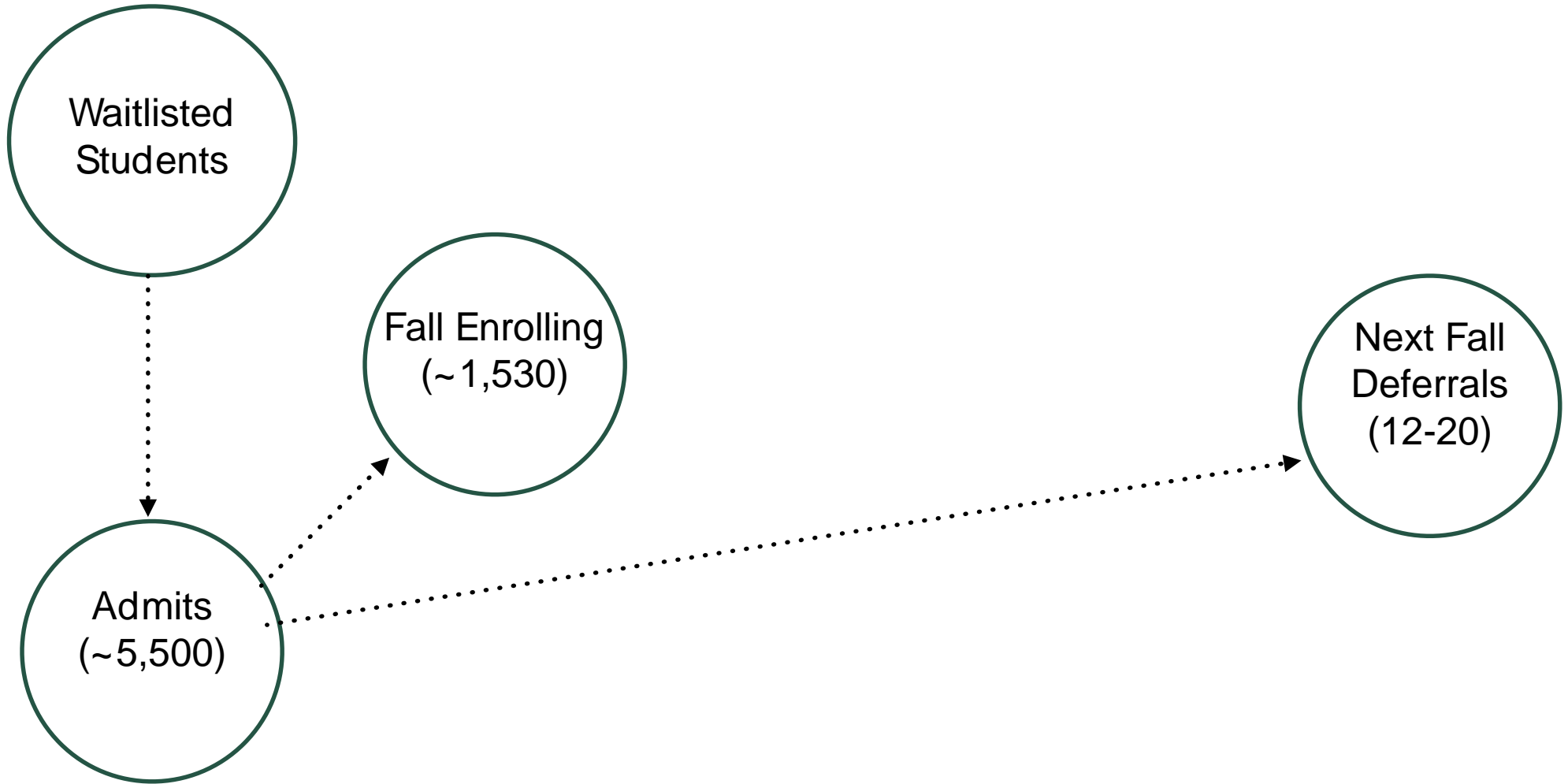
4-year timeframe

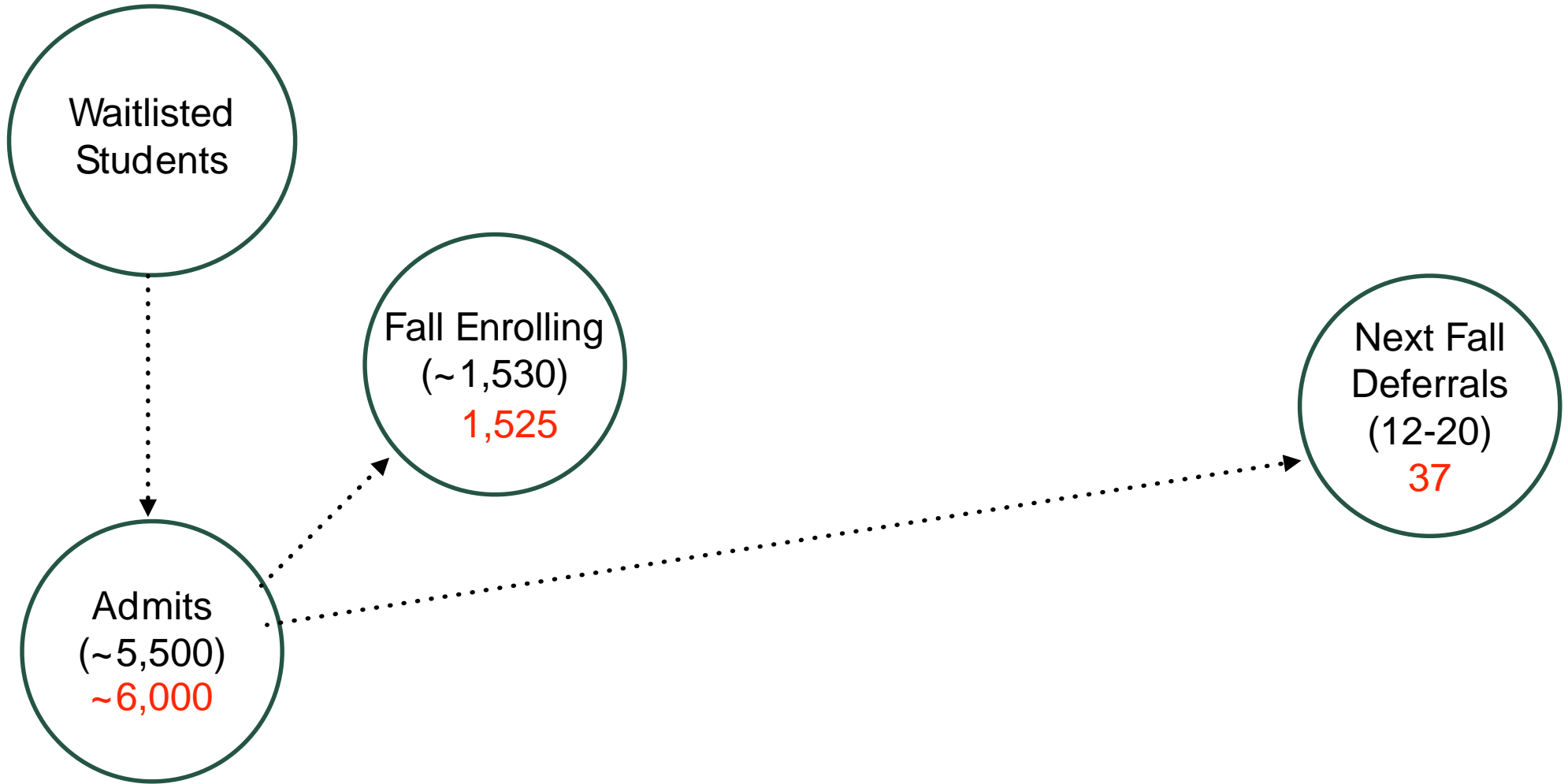
Phased Smart Growth

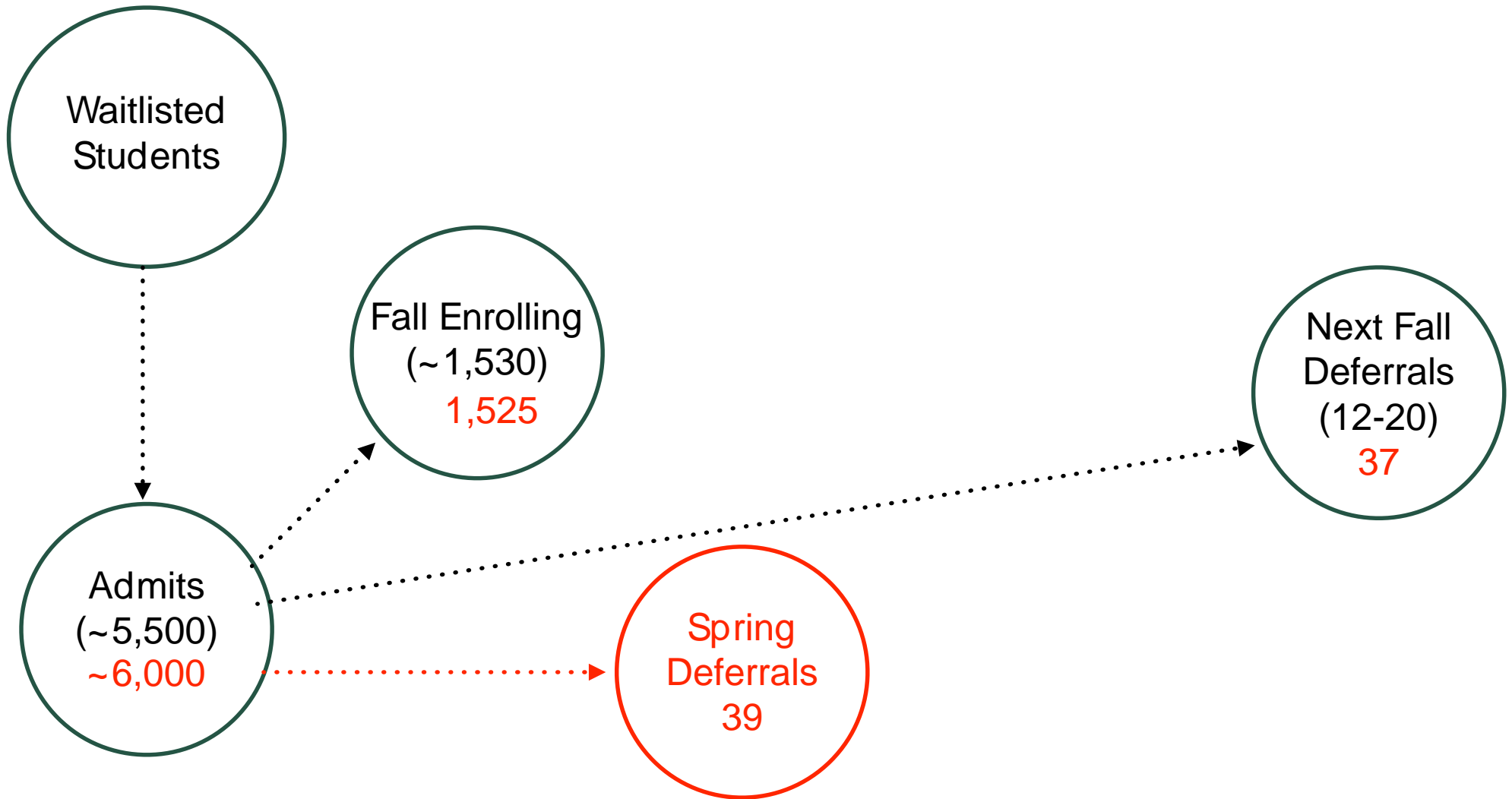
	2019-2020 (baseline)	2020-2021 (+40)	2021-2022 (+90)	2022-2023 (+135)	2023-2024 (+150)
Fall	1,530				
Spring	0				
Target Total	1,530	1,570	1,620	1,665	1,680
Actual Total	1,534				

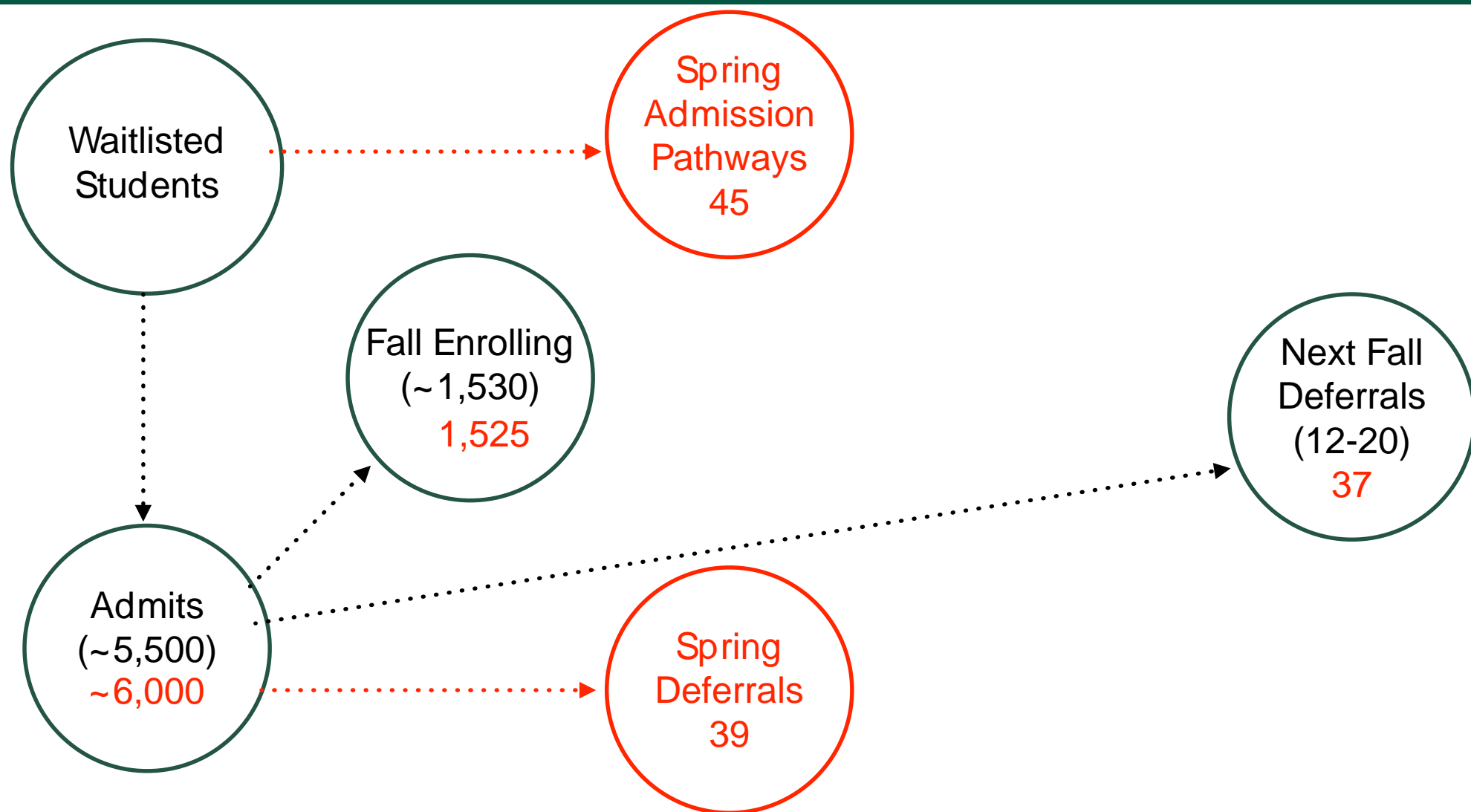
Phased Smart Growth

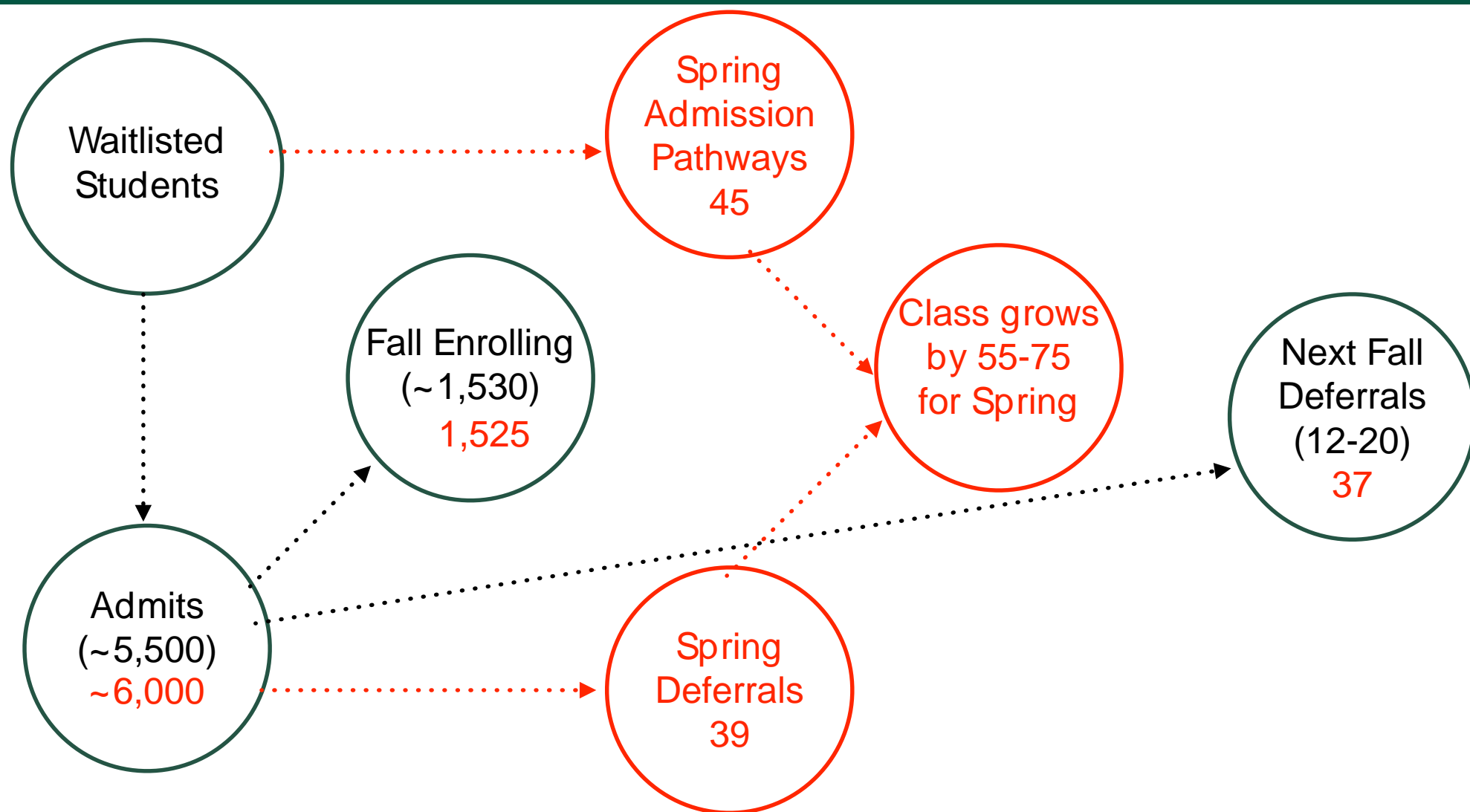
	2019-2020 (baseline)	2020-2021 (+40)	2021-2022 (+90)	2022-2023 (+135)	2023-2024 (+150)
Fall	1,530	1,525			
Spring	0	55-75			
Target Total	1,530	1,570	1,620	1,665	1,680
Actual Total	1,534	>1,580			

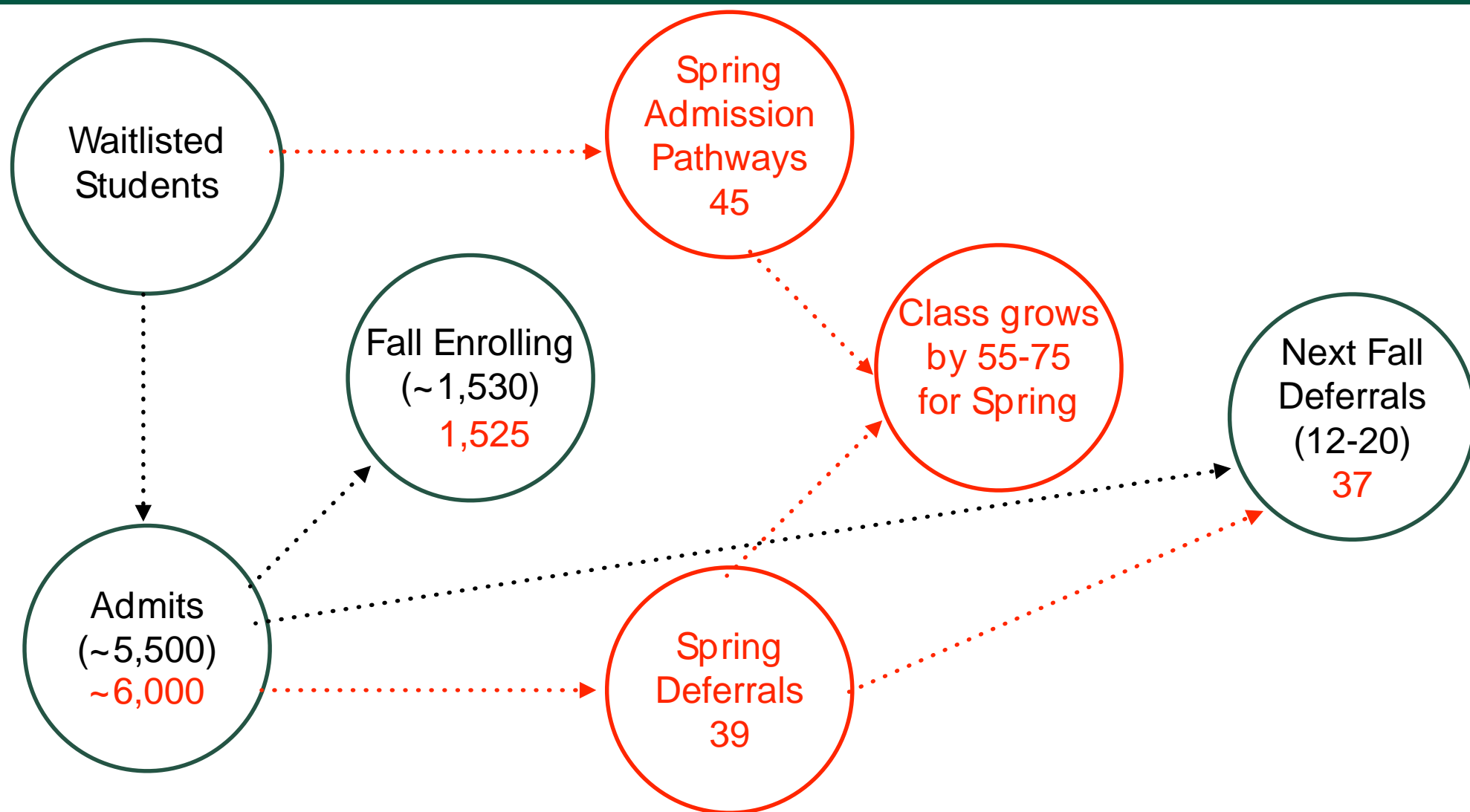












Year-Two of Growth: Early Positive Indicators

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- Increase in Gap-Year Deferrals

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- Spring Admission Pathways

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- Increase in Early Decision Applications (+5%)

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- Increase in Gap-Year Deferrals
- Spring Admission Pathways
- Increase in Early Decision Applications (+5%)
- First Year of Partnership with Posse Foundation

AP

William & Mary and Posse Foundation to provide scholarships

October 15, 2020



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RELATED TOPICS

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[Virginia](#)

WILLIAMSBURG, Va. (AP) — An organization that received some of President Obama’s Nobel Prize money is partnering with William & Mary to provide scholarships to future students at the university.

The school in Williamsburg, Virginia, said in a statement Thursday that it’s partnering with The Posse Foundation.

Many of the scholarship recipients will be underrepresented students of color and students from low-income backgrounds. Many may not have been able to afford college otherwise.

The Posse Foundation recruits and trains students who show extraordinary leadership and academic potential.

<https://vimeo.com/371152217>

The Posse Foundation

William & Mary Board of Visitors Meeting

November 19, 2020

Deborah Bial

President + Founder

Rassan Salandy

VP for External Affairs

The Posse Foundation

William & Mary Board of Visitors Meeting

November 19, 2020







“I never would’ve dropped
out of college if I’d had my
posse with me.”

1

Expand the pool of candidates from which top colleges select their student bodies

2

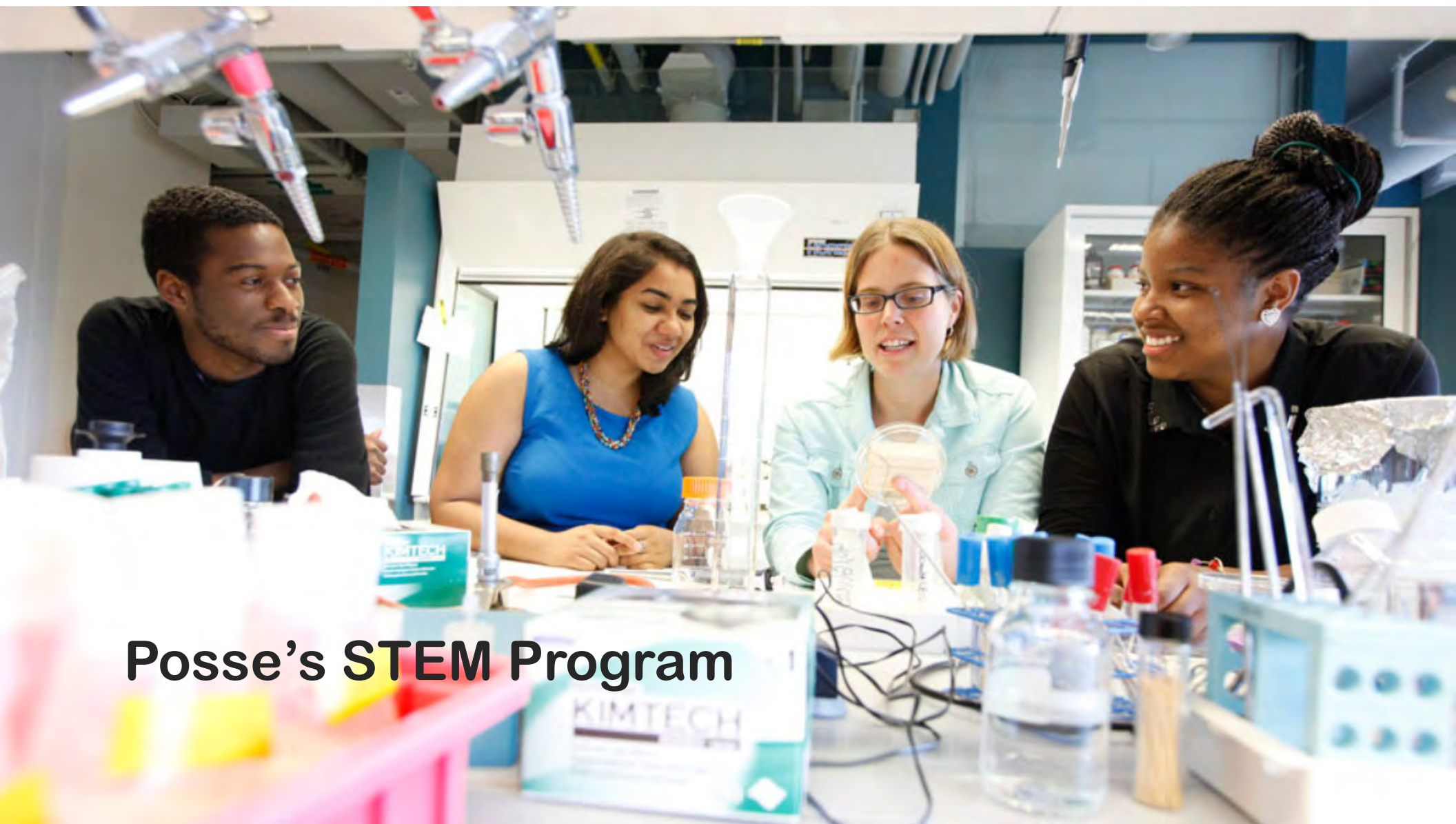
Help our partner colleges and universities build more interactive campus communities (more integrated diversity)

3

Graduate Scholars so they can become **leaders in the workforce**

Posse's 3 Major Goals





Posse's STEM Program

Posse's Veterans Program



TODAY...

- 17,000 nominations annually
- 9,600 Posse Scholars + Alumni in the network
- 90+ percent graduation rates
- \$1.5 Billion
- 60 partner colleges and universities
- 76 partnerships



Posse Partner Colleges and Universities



AGNES SCOTT COLLEGE

BABSON COLLEGE

BARD COLLEGE

BOSTON UNIVERSITY

BRANDEIS UNIVERSITY

BRYN MAWR COLLEGE

BUCKNELL UNIVERSITY

CALIFORNIA INSTITUTE OF THE
ARTS

CARLETON COLLEGE

CENTRE COLLEGE

COLBY COLLEGE

THE COLLEGE OF WILLIAM & MARY

THE COLLEGE OF WOOSTER

CONNECTICUT COLLEGE

CORNELL COLLEGE

CORNELL UNIVERSITY

DARTMOUTH COLLEGE

DAVIDSON COLLEGE

DENISON UNIVERSITY

DEPAUW UNIVERSITY

DICKINSON COLLEGE

FRANKLIN & MARSHALL COLLEGE

GRINNELL COLLEGE

HAMILTON COLLEGE

HOBART AND WILLIAM SMITH
COLLEGES

ILLINOIS WESLEYAN UNIVERSITY

KALAMAZOO COLLEGE

LAFAYETTE COLLEGE

LAWRENCE UNIVERSITY

LEHIGH UNIVERSITY

LEWIS & CLARK

MIDDLEBURY COLLEGE

MOUNT HOLYOKE COLLEGE

NORTHWESTERN UNIVERSITY

NOTRE DAME UNIVERSITY

OBERLIN COLLEGE

PEPPERDINE UNIVERSITY

POMONA COLLEGE

RHODES COLLEGE

SEWANEE: THE UNIVERSITY OF THE
SOUTH

SMITH COLLEGE

ST. OLAF COLLEGE

TEXAS A&M UNIVERSITY

TRINITY COLLEGE

SYRACUSE UNIVERSITY

TULANE UNIVERSITY

UNION COLLEGE

UNIVERSITY OF CALIFORNIA,
BERKELEY

UNIVERSITY OF CALIFORNIA, LOS
ANGELES

UNIVERSITY OF CHICAGO

UNIVERSITY OF MICHIGAN

UNIVERSITY OF PENNSYLVANIA

UNIVERSITY OF PUGET SOUND

UNIVERSITY OF ROCHESTER

UNIVERSITY OF SOUTHERN
CALIFORNIA

THE UNIVERSITY OF TEXAS AT
AUSTIN

UNIVERSITY OF VIRGINIA

UNIVERSITY OF WISCONSIN-
MADISON

VANDERBILT UNIVERSITY

VASSAR COLLEGE

VILLANOVA UNIVERSITY

WELLESLEY COLLEGE

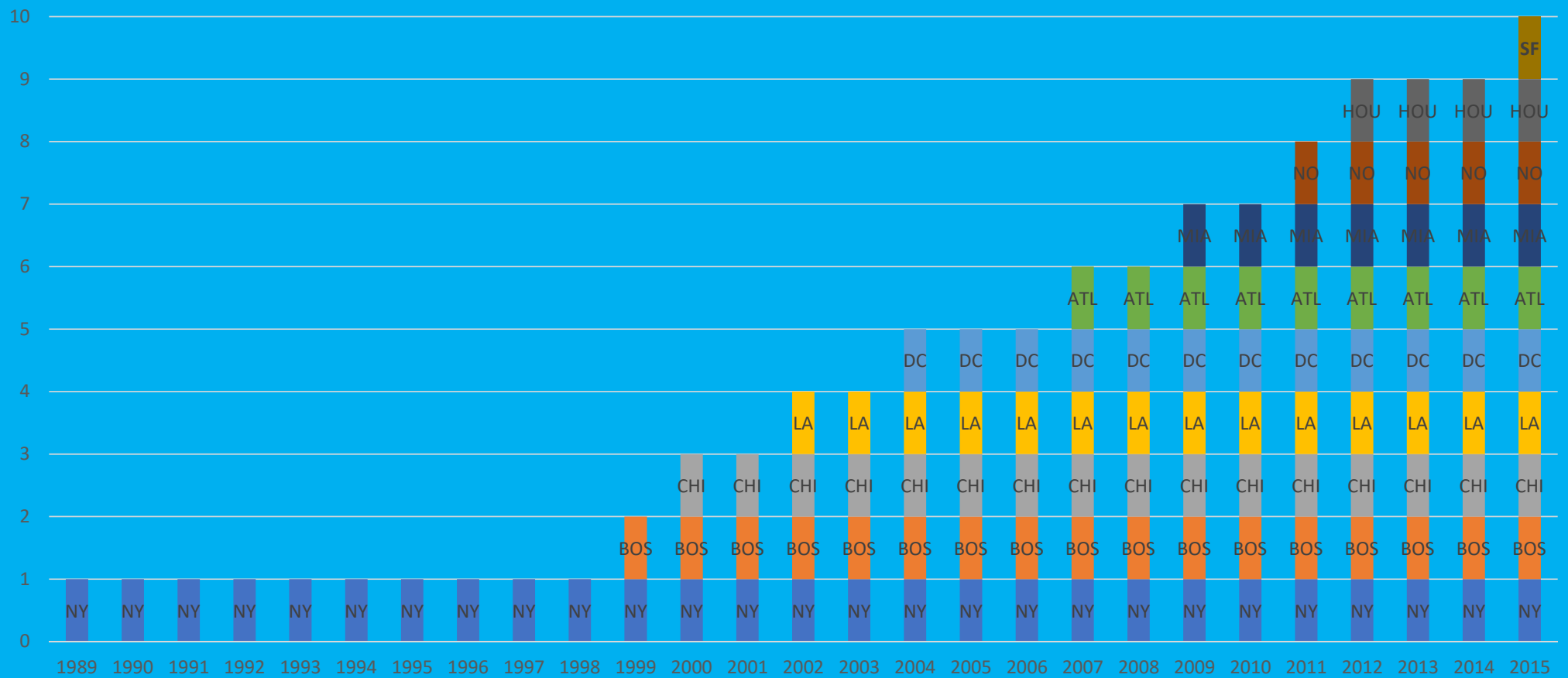
WESLEYAN UNIVERSITY

WHEATON COLLEGE

THIS
DECEMBER...

We will select our
10,000TH Posse Scholar.

Posse City Growth



Posse City Growth (+ a few milestones)



We have an opportunity.

Lessons and Opportunities

- ◆ The COVID-19 pandemic and the multi-racial response to racism in the U.S. underscore the importance of Posse's place in the country and its role in its future.
- ◆ Posse has proven its ability to be nimble and leverage new technology to maximize impact.
- ◆ Opportunity to expand footprint beyond the cities and serve a bigger population and accelerate mission fulfillment.

How?

Launch Geographically Diverse Posses from:

1. Cities throughout the U.S.
2. Cities throughout the Commonwealth of Virginia

Current Posse Cities

Atlanta

Bay Area

Boston

Chicago

D.C.

Houston

L.A.

Miami

New
Orleans

New York

Veterans

New cities U.S.
being considered
for expansion
include:

Baltimore	Charlotte	Dallas
Denver	Detroit	Cleveland
Philadelphia	Indianapolis	Milwaukee
Pittsburgh	Minneapolis	Memphis
Newark	Las Vegas	Phoenix
Newark	– and others.	

New cities being
considered for
expansion in VA:

Alexandria

Arlington

Chesapeake

Danville

Fairfax

Newport
News

Norfolk

Portsmouth

Prince
William

Hampton

Richmond

Roanoke

Virginia
Beach

– and
others.



More than 20,000 young people per year will be exposed to Posse programming through Posse's Dynamic Assessment Process – learning about colleges and universities and getting inspired to reach higher and pursue their best.

The top ten percent will become part of a national database that will be shared with 100 top colleges and universities.

Five percent will win the prestigious Posse Scholarship.

They will be 1,000 Scholars per year — young people who demonstrate the kind of leadership potential that suggests they will become future senators, college presidents and CEOs.

These 1,000 will be divided into 100 Posses and go to 100 top colleges and universities. They will be cohorts that represent the diversity of the American population.



First VA Partner University for this model

- William & Mary





Ultimately, the program will support 5,000 Posse Scholars in its pipeline annually (including the newly selected groups and the cohorts on campus).

What will it mean for William & Mary?

- Hundreds of VA students will be nominated each year
 - 20 Finalists will be identified
 - 10 will be selected as William & Mary Posse Scholars
 - William & Mary faculty members will have a chance to participate as Posse Mentors
 - The PossePlus Retreat will engage students and others from the larger William & Mary community in an annual discussion about major issues facing students today
 - William & Mary Posse Scholars will graduate and become leaders in the workforce
-



Thank you so much to
President Rowe, to
Henry Broaddus and to
the Board of Visitors of
William & Mary!

ROSSE

Posse Scholars are:

- Leaders
- Team Players
- Dynamic
- Smart
- Empathetic
- Strong communicators
- Academic superstars
- Positive
- Engaged
- Problem solvers
- Community Builders
- Motivated
- Courageous
- Curious
- Driven
- Mature
- Open Minded



Program Components

Wrap-around support

- Dynamic Assessment Process (DAP)
- Pre-College After School Program (PCT)
- 4-Year Campus Program
 - Faculty Mentors
 - Staff Support + Campus Visits
 - PossePlus Retreats
- Career Program
 - Workshops, Internships + Jobs, Professional Coaches
- Alumni Program

