

Open Work Session
January 17, 2017
Economic Scholarship Program

Mr. Bryan Newton, Vice President for Enrollment Management and Student Services, Wor-Wic Community College, came before Council. Mr. Newton said if Council will recall, the Economic Scholarship Program was approved by the Council on June 21st of last year. He said that gave them little time to get applications in, and they had an application due date of July 29, so just a little bit over a month. He said as Council may recall, the eligibility criteria of this program is that they have to be a Wicomico County resident for two years. He said it includes public, private and home school graduates. He said Council did put an income cap in the program, so the average household income of \$75,000 or less applies to these students. They have to complete all of the application processes that the college requires. They have to register for 12 or more credits, and they are required to attend an orientation. He said it was a little difficult last year, as they were in a hurry to get the program started, but they did get everybody in some form of orientation before they started the program. He said he wanted to go over some of the initial challenges, so Council knows what they have experienced in the lead up and in the first semester. Mr. Newton said obviously, it was a very brief time period, they have a lot more time going into this next year. He said they attempted to recruit students and get them ready. Many students by that time, in June of 2016, had already made their college or employment plans for the Fall. They had been accepted into another college or they had accepted a work schedule, so they were dealing with that as well. They did not have the time to prepare students like they would like to in terms of their placement, tests, and those type of things, determining where they are going to test into, in terms of classes. He said they had applicants and interested students they had to deny due to the income cap and they believe that is an ongoing challenge. He said because the students that are in the program are below the \$75,000 threshold, those students, traditionally, in the research, it shows that those students generally tend to persist from semester to semester at a lower rate than other students. Mr. Dodd asked what do you mean they tend to persist, in which Mr. Newton responded they tend to fall off. Students who are below the \$75,000 income threshold, lower income students, in general tend to have a lot of other difficulties in life. They have a history of academic challenges that higher income students do not. He said they often have to work. They tend to have issues within the family and those are the types of ongoing issues that impact their academic performance. He said if you take a look at students who are lower income versus students that come from higher income levels, students at higher income levels tend to persist from semester to semester at greater rates. Mr. Dodd asked if they were seeing a higher dropout rate with families to which Mr. Newton responded, yes, we do traditionally. He said they have had some

student success comparatively in this program compared to others, which helps with opportunities. Mr. Cannon said it may be premature at this stage but, would it be necessary maybe as part of the requirements that they increase the grade point average so that they know they are getting the higher quality student. Mr. Cannon said it is concerning because it is taxpayer dollars and Council does not want to frivolously throw it away if they are having students that do not really have a concern. Mr. Cannon said he thinks in a way to predict that might be to increase the requirement as far as their academic. Mr. Newton said a large number of students in the program are continuing onto the next semester and have registered for the Spring and have completed requirements for the Fall semester. He said the 2.0 limitation certainly will have an impact on students who come from those lower income levels. He said you need funds to pay for their tuition and fees. Most students may not have succeeded at a greater rate as other students, so they have to take that into consideration as Council looks at these type of programs. There are certainly other programs that have an entry GPA. Council had decided in this first generation that there was going to be an entry GPA. There is a maintenance GPA, which, as you will see, is impacting other students that can continue on. Mr. Cannon said the whole idea of this is to track it. He asked if they should look at these students that are falling out of the program to get some idea of what their grade point average is going in and coming out. He said if you see that 90% of the 2.0s are not cutting it, then they recognize that it may be something that they need to review. Mr. Newton said they could certainly look at that.

Mr. Newton said back to June of 2016, there were 131 WEIS applications received. WEIS is shorthand for Wicomico Economic Impact Scholarship. There were 131 students received into the program. He said additional students that they know of antidotal did not apply when they heard there was a \$75,000 income cap. He said but there were also students that chose not to apply beyond this 131 because of the full time requirement. He said remembering that in order to stay in the program you have to maintain 12 credits and a 2.0 GPA. He said 72% of the students at Wor-Wic are part-time students, so requiring full-time schedules certainly is a limitation. Not suggesting that as a negative limitation, but when some students learned about that outside of the 131 applications, they decided that the program was not for them. He said there were 118 that completed all of the application requirements, which are a college application, a Wicomico Economic Impact Scholarship application, and the free application from Federal Student Aid, the FAFSA. They had to do that because this is a last dollar funding program. Mr. Newton said they take federal funds, state funds, and they take any scholarships and then anything remaining, when they apply the Economic Impact Scholarship funds. Mr. Newton said given that, there were 118 completed applications, and some of those were bumped out due to the income requirements. Some students decided between the time they completed the application and the time

school started, they did not want to continue. At the beginning of the semester in the Fall, there were 91 students that started with them. He said they track attendance for their students and if they do not show up to classes and report at the 20% period, which is about three weeks in, they dropped them out. He said there were 7 students that ended up on the no show report and were dropped out of the program. The County was not billed for those students. He said those students were taken completely out of the program because they decided not to attend class in those first three weeks. He said they had 84 students that remained eligible for the program. He said not all of the 84 students used the Wicomico Economic Impact Scholarship funds. Mr. Joe Holloway asked, after the three weeks, did they monitor it then, to which Mr. Newton responded, yes, we do monitor them, in fact, when a student withdraws from their courses, they are required to give an attendance date at the time they withdrew. He said that is part of the financial aid regulations for students who are on financial aid. He said the faculty member will give them the date of their last attendance in class. Mr. Joe Holloway clarified that there is no reimbursement structure for the students that drop out, the monies have already been used, to which Mr. Newton responded, after the 20% period, those students would be considered to be officially part of the program and would be billed to the County, regardless of whether they stop attending or not. He said they have taken that 20% snapshot because they do that with all of their students. If they do not show within essentially three weeks of the semester, then they are considered taken out of their classes. Mr. Cannon asked if they had a number on that after the three weeks, to which Mr. Newton responded, 67 of the 84 completed some of their college credits in this program.

Mr. Newton continued, he said 53% of the students – 45 students were white, 32 students were African American, 4 Hispanic/Latino, and 3 Native American. He said the gender of the students were 63% female and 37% male. He said that tends to mirror the population as a whole at Wor-Wic, and at colleges throughout the country. There are far more females attending college than there have been males at this point. He said, in terms of where they came from, not surprisingly, the larger amounts came from the larger high schools in the County. In terms of Parkside, Bennett, Wicomico High, those were the large amounts. He said also remember that in addition to high school students in this program, the program allows a student that has completed their GED within one year's period of time to access this program. He said they had 6 of those students who were GED students as part of this first cohort. He said, again, they require orientation, they required academic advising, and all of these things, which are not required of the rest of their student population. They are required to do academic advising in their first semester but, after that, the students can go online and they can register themselves. For this program, they are required to come in and talk to somebody; they are required to go to their orientation. If they are going to drop a course, they would have to do that through their

student services advisor. He said they have asked students to participate in bi-weekly meetings with their economic impact coach. He said they took their student services positions and added that duty to those positions. Not all students have met these bi-weekly meetings. The vast majority of their students have met bi-weekly with their coaches. He said they have also asked for progress reports from the faculty from the courses that these students are attending. Mr. Kilmer said in regards to coaches, some of the other programs around the country have a mandatory requirement that the students have a coach or some sort of assistance to try to increase the probability of graduation. He then asked is that what Wor-Wic is aiming for, or what happens when the students do not meet with coaches. Mr. Newton said they ideally want the students to meet with coaches. Mr. Newton said they ideally want the students to meet every other week with someone so they can monitor their status and talk about things that are happening in their lives that may be a negative impact to the continuation of their education. He said to address any difficulties that they may be having, some students require personal counseling, some students require additional help in terms of additional financial assistance and where to get that financial assistance. He said whatever it might be, ideally they see that with some of the programs around the country the students would have somebody who is a staff member coordinating the program, and somebody that the students would come to who they knew. He said they were doing this on a shoestring here and taking their financial aid staff and their student services staff and saying to them they have divided up the 84 students and said you have these 10 students, and you have these 10 students, check in with these folks every two weeks and try to get them into your office. He said this works both ways, the student has to respond, the student has to come to them. It is kind of a situation where there is some option in essence for the student to say they are not going to attend the coaching session, but, for the most part, students have been willing to engage with their coach, and they have found the coaches to be very helpful as they work through the semester. He said remembering that this is "other duties as assigned" for the folks that are doing this. They are not spending tons of time with these students as other staff members specifically dedicated to the program would.

Mr. Cannon said he had a question regarding the first semester results. He said on the forth bullet point down, it says 43 of the 84 students completed both 12 credits and maintained a 2.0 average, but then on the next major bullet point, it says 15 of the 25 WEIS funded students completed. He then asked what is the difference between those two bullet points, to which Mr. Newton responded, they are treating the entire cohort, the 84 students, the same in terms as the implementation and what they are doing with these students even though not all 84 students will receive funds from the County. He said remember they are taking the last dollar funding and applying it first. He said out of the 84 students, there were only 25 students this semester that accessed the Wicomico

Economic Impact Scholarship funds, and out of the 25 students, there were only 8 students who had their entire tuition and fees paid for by the Wicomico Economic Impact funds. He said remembering that the cap with PELL is covering a large part of the need of students who come from lower economic backgrounds. PELL and State and, in some cases, scholarship monies covered a large part portion of the 84 students and as they are looking at these students they are looking at the entire cohort and then for Council, looking at these students in terms of the ones that received any County dollars. Mr. Cannon clarified that the 84 students are not the number of students who benefited from the scholarship program; that number was only 15 students. Mr. Newton said the number that directly benefitted from the program in terms of the dollar benefit is 25 students. Fifteen of those 25 students completed 12 credits and maintained the 2.0 GPA, but they are treating all 84 students as being part of the program because even though they may not be receiving County dollars this semester, if they completed next semester or going into a new academic year, and they fill out a new FAFSA, and suddenly maybe their parents' income went up, they would still be eligible to access the Wicomico Economic Impact Scholarship funds in the next year. Assuming that they had maintained the 24 credits and they had completed with the 2.0 average. He said that is why it is important to have them enrolled in the program because they want them to meet the requirements so that at any point during their time while they are pursuing their degree, they could come back and access those funds if they had not previously. He said in only 25 of the circumstances was there a dollar given from this program. Mr. Newton said that is really the effect of the cap, to be frank, it is because of the \$75,000 cap most students who fall below a \$75,000 income are going to be taken care of through PELL dollars, but not all. Remember the \$75,000, they are taking that from the free application from federal student aid and there are other factors that go into what a student's need ends up being in terms of how many students were in college at the time, what assets their family has at the time, those type things.

Mr. Joe Holloway asked if Mr. Newton found, as a fact, that because this program is here that more students may be taking advantage of some of the other grants, to which Mr. Newton responded, yes, they do not have a choice. Mr. Joe Holloway said he knows they do not have a choice but are they finding them easier or are they using them. Mr. Newton said he did not know if they were finding them any easier because that is a process that happens within their Financial Aid office. He said they fill out the application, and then we go through a process of finding what they are eligible for or whether they are eligible for PELL or whether they are eligible for State funds. He said certainly all those things are being applied to minimize the impact of the County. In fact, they thought they had ten students who were going to be fully funded through this program and midway through the semester some of them received a scholarship, so the scholarship dollars were then deducted so those amounts

were not billed to the County. He said they go through a process, even in the recruitment process, to let folks know what the opportunities are in terms of financial assistance, whether that be federal, state, or scholarship dollars, and there are all sorts of scholarships that certain groups of students may be eligible for. They make sure that they apply for those. Mr. Dodd said he was looking at the 2.96, the average GPA. He then asked how many of those students will be able to transfer to a University, for instance Salisbury University, with that GPA. Mr. Newton said they can transfer eligible credits. They can transfer even a grade of a D. Mr. Dodd asked if they would be accepted into the college, to which Mr. Newton responded, generally, each school is different as to their application requirements and they take in a lot of factors, other than GPA, but certainly as you get toward a 3-point GPA, you are going to be much more likely to be accepted to a four-year college, than those who fall closer to the 2.0 GPA or below. He said there are a lot of factors from Salisbury University to College Park to Towson. They all take into consideration different factors and also ACT's and SAT's are part of their consideration. Mr. Dodd said, hopefully, they will complete our program. Mr. Newton said he thinks the biggest number for him in terms of these students has been that 72 of the 84 students have registered for the Spring semester and 67 of the 84 students completed some college credits. He said that the 85.7 number is higher than their 70% persistence rate from semester to semester in terms of their total population, about 70% of them persist from the Fall to Spring semester. He said you are looking at 85.7% are going to persist, which is a very good number and, actually, the real number in terms of success is 75 of the 84 students, because 3 of those students have already transferred to a two-year institution. In fact, one of the students because of their dual enrollment credits and the credits they were able to take in this first semester in this program has graduated from Wor-Wic in their very first semester of college. He said, if you look at it, 74 of the 84 being successful, that is a good number. The number that they would like to be better is the number that completed both the 12 credits and maintained a 2.0 GPA. Mr. Newton said back to your question, Mr. President, about who is eligible for the program and who remains in the program, this really is a number that says this is not just a program where people are going to continue to go to college, they have to succeed, they have to pass the 2.0 barrier, they have to get 12 credits or more and, if not, they will not be funded next semester. He said they are looking at this semester by semester to determine if they are successful or not, so 51.2%, 43 of the students, will be eligible for this program and continuing on in the Spring, but, as he said, the vast majority are maintaining their college enrollment. They will not be part of the program if they are not meeting these requirements.

Mr. Kilmer said you cannot really compare it to the whole overall student body. He then asked how does that compare to last year when you had a graduating class come in, without this program. He said that would be the more comparable because they are full-time graduating seniors, not returning part-

time students. Mr. Newton said he would have to go back and look at all of Wicomico students for the year and get to the number, but they did take a look at all Wicomico students for this Fall to see how they did, whether they were in the program or not. There are 137 students regardless of whether they are in this program or not that graduated from a high school in 2016 or had just completed their GED and attended Wor-Wic full-time in the Fall. For all the students, all 137 of the students, 46, 7% students, completed with a 2.0 and completed 12 or more credits compared to the 51.2% for just the cohort that is part of this Economic Impact Scholarship Program. For those that had a FAFSA and they could determine their income, they looked at that group separately. Of those who were not in the program, there were some people that even though they could have been eligible for the program decided not to apply, but yet they ended up being full-time and of those students who were not in the program, their success rate was 39.6% compared to the 51.2% rate. He said they also looked at and it is a much smaller group, the students who were not in the program and who did not have the FAFSA on file. They paid out of pocket in some form or another, and that group succeeded at a higher rate. He said again, not surprisingly, coming from higher income backgrounds. They could theorize that those students are more likely and more ready for success from the very beginning and those students had a 63.90% success rate compared to the 51.2% for the cohort. He said it is an interesting question to go back and look at last year and how the full-time students did as a whole. He said they can certainly do that comparatively. Mr. Newton said they know from terms of persistence from semester to semester their number, he thinks is 69.7% and the fact in persistence being they are reenrolled in the next semester, given that there are over 80% that have reenrolled, that certainly is a success compared to the total population of all students from all of our counties, being closer to that 70%. He said and then their retention rate being started in one Fall and then continuing to another being closer in the 50's. He said they will have to see what their retention rate looks like next Fall. Whether these students come back to them in the Fall. He said remember community college students tend to come in and out. One of the requirements of this program is to keep them going forward. They have to do the 12 credits, they have to have the 2.0 GPA, so they want them to get that degree and certificate and get out into the workforce. He said that is not generally the definition of the community college student, 72% is part-time of the whole population. Sixty percent of their students hold some kind of employment, so they may come for a semester, then they take a semester off, and then they come for a semester after that. He said that also tends to be more as students get older, they tend to do that. Mr. Newton said they are working primarily with students coming out of high school even though they do have some older GED students that completed their GED within one year so that they were eligible for the program.

Mr. Kilmer asked if they track college ready students, which is when you graduate high school there is this certain percentage that come in that are not deemed college ready. He asked if they tracked that for these students and the success rates. Mr. Newton responded that they could get that number for Council and whether the students had to take developmental courses or be college ready. He said a vast majority of their students are taking one or more of their developmental courses; it is a high seventies number. He said in terms of all students in this program, the vast majority of students did have to take some sort of developmental course, at least one. He said that has an impact on grade point average because the way their grade point average is calculated at Wor-Wic, only classes that are college level courses get counted in the GPA. He said a student who succeeded in developmental courses that did not succeed in the college level course that did not have the developmental requirement, may have impacted their GPA to the point that they were not at the 2.0 level to be able to continue with them for the next semester. He said, again, he could get Council the exact number in terms of a total of how many were developmental.

Mr. Newton said, in looking at program costs, just so Council knows, in terms of the County's obligations to the program, 25 students received some program funding; 59 qualified for full financial aid whether that was PELL, state, scholarships, or other sources; and 8 of the 25 students received full funding, meaning all of their tuition fees were paid for by this program. He said the expended amount for the Fall semester, the \$25,154.75, was evenly split between the fully funded and the partially funded student. Looking forward knowing they we have some students that have not met the success requirements, the amount they will spend in the Spring will be less, it will be about \$13,284.93. He said that number changes throughout the semester based on scholarships that come in, students end up dropping credits, those type of things. He said that number will change, but it is certainly not going to be as high as the Fall number because of the lower amount of students in terms of going forward in the program. Mr. Cannon clarified that 8 of the 25 received full funding, to which Mr. Newton responded, yes. Mr. Cannon then asked if those 8 were part of the 15 students, to which Mr. Newton responded, those 8 are part of the 25, but not all 8 completed the program successfully. He thinks it was 5 students and there were 6 that were reenrolled for the next semester in some form or fashion. Mr. Newton said not all 8 completed the program successfully. He said 6 students have reenrolled.

Mr. Kilmer clarified that if your GPA drops below 2.0 and you reenroll, you do not get paid for, but if your GPA comes back up the next semester, you can get back in the program, to which Mr. Newton responded, yes under the terms in the resolution, they have to have 24 completed credits and have maintained a 2.0 at the end of the academic year. He said, for instance, a student that may

have completed 11 credits but had a 2.0 GPA in the Fall, is not eligible for funding in the Spring, but they could take 13 credits in the Fall, paid out of their own pocket, or paid in some form of financial aid, and then when they take the calculation in the Summer, if they have met that 24 and have maintained a 2.0, they would be eligible for funding the next year. He said, in terms of the Spring semester, because they did not meet the requirements at the end of the Fall, they will not be paid for with County dollars, but they can work their way in. He said he thinks they have some students that will fall into that pocket that are close in terms of number of credits completed and their GPA was close. They can rectify that by maybe taking more classes in the Fall. They are more likely to counsel the students and say just take your regular number of credits or maybe a few less in the Fall and then come in the Summer and try and make that up because if they were not succeeding at 12 credits in the Fall, to say come back and do 13 or 14 credits, or whatever it is, in the Spring, that is a recipe for them not succeeding in the Spring. Maybe breaking it out over the course of the Spring and the Summer, but, at the end of the Summer, they will take the snapshot to determine what students met the 24 credits and have met the 2.0 GPA. Mr. Newton said, remember also, the other expense, as part of the resolution, was students that had dual enrollment expenses that were paid out of pocket for them, not reimbursing them for dual enrollment funds that were paid by other sources, whether it be by the school district or by Wor-Wic or whomever, that those students could apply for their reimbursement on the cost of their dual enrollment if they completed the 24 credits and have the 2.0 GPA at the end of the academic year. Mr. Newton said right now based on what they know about their dual enrollment history, that number could be as much as \$5,300, but it is likely to be less than that because not all of the students have successfully completed their requirements in the Fall semester. Mr. Kilmer said there was an issue with home school students, whether they were candidates' dual enrolled or just taking credits. He asked Mr. Newton if he could explain. Mr. Newton responded, they do not count students who are taking courses, to say that they are 16 and they are taking courses, they are not considered to be dual enrolled, he said under the definition of dual enrollment, they take courses with them and successfully complete the courses but because they are not dual enrolled, they cannot be reimbursed. He said Council certainly can change that and say that any students, any credits that a student took as a home schooled student would be reimbursed if they successfully completed this program. He said he thought that would actually be a good change to the program but in terms of the law they are not considered to be dual enrolled credits.

Mr. Newton said the cost is about \$43,739.68 at the moment. He said as they go forward, keeping the purpose of the program in mind, after one semester, at least 67 students have completed some college credits, and they know from national data that students who complete some college even if they do not

complete their credential, fare better economically and they pay back to the community more in taxes. He said because they are earning at a higher rate than just students who have a high school diploma or some GED, and also what they do not know about this program yet, frankly, because it was just a short period of time in the application process. One of the goals of this program is simply to encourage more students to attend college even though they can attend college without any dollars from the County because they are going to qualify for full PELL and the marketing message in terms of you can do this and it is not going to cost you anything versus come out and fill out the free application for federal student aid and after you go through the 97 questions, they will determine what you are eligible for. It is an easier sell to those students to get them to think about college. Mr. Newton said they do not know what that is going to look like because they had such a short period of time, but hopefully what they will see for this academic year is the number of students who are coming to them as a whole will be more than the previous year after they have had a chance to talk to them throughout the semester.

Mr. Joe Holloway said is the program's purpose to become employed and contribute to Wicomico County's economic development. He then asked what does Wor-Wic have in place to track that these students are going to stay in Wicomico County and work in Wicomico County, the students that take part in this program. He said we need to know if this program continues, that these students are staying in Wicomico County and contributing. Mr. Joe Holloway said that is the purpose of the program. He said if they are not, we are educating folks that are going to be moving away. He then asked what did they have in place to track that, to which Mr. Newton responded that is a good question. He said they have career and alumni surveys that they use to track whether a student has stayed in the County or not and what their employment is. He said they may need to expand that a little bit to get even more details about what their outcome was in terms of their employment. He said they also receive data from the national clearing house that tells them whether they have gone on to another college or not. He said those students that have transferred, they do not lose track of them, as they know what schools they have transferred to and what their success rate was there. He said as they more fully develop the application process, and they get closer to having students graduate, they will want to make sure they have even more pieces in place to collect information, in terms of where they ended up, in terms of their employment, how much they ended up making, those types of things if they stay in Wicomico. Mr. Joe Holloway asked if there is an obligation for them to stay in the County, to which Mr. Newton responded, there is no obligation for students to stay in the County. He said, in his opinion, he thinks the students that are burdened with student debt tend to look where salaries are larger for employment. The students that may not actually receive an Associate's Degree with the college, if they have avoided a semester of tuition at a four-year University, and as some of us know

what that cost is, he said they are talking 15, 20, 25 thousand dollars per year. He said if they have avoided some of that cost to this program and that factors into their determination to stay here in Wicomico County versus going over to Baltimore or Washington or elsewhere, he thought that is something else that they are going to keep in mind. Mr. Joe Holloway said that Mr. Newton said a few minutes ago that students would have an opportunity to go to college even if this money was not there, due to PELL grants. Mr. Newton said what he is saying is even if they had not passed this program, PELL covers those lower income students and that is why they are in favor of expanding the number of students in terms of the cap because they want the students that maybe have a harder time because they are in that gap between being what they consider to be well off, versus lower income, and those are the students that truly struggle with college access because they cannot afford it and PELL does not cover it. Mr. Joe Holloway asked Mr. Newton if he is saying that Council needs to expand the income limit so it includes well off students, to which Mr. Newton responded no, he is not saying to include well off students, he was saying to include students who have households of incomes of \$75,000 who are going to struggle for college costs for a variety of reasons. He said he did not know what that number is, he did not think there was any magic number, they are hearing numbers across the country, \$125,000, you are hearing \$150,000, you are hearing no cap at all, but he thinks what the program does do is it encourages even the students who are not going to get one County dollar from this program, it encourages the idea of college and hopefully that will generate more students to apply for college.

Mr. Dodd clarified that the criteria is to register for 12 credits a semester, to which Mr. Newton responded, yes. Mr. Dodd then clarified the dual enrollment reimbursement, is if the students completes 24 credit hours, 12 credits per semester, or 24 credits for the total year, to which Mr. Newton responded, it is 12 credits at 2.0 to remain funded in the program, but for the entire year there is a snapshot taken as outlined in the resolution, which is up to 24 credits and 2.0 GPA. He said they could have completed 11 credits in the first semester and completed 13 credits in the second semester. The 13 credits would have been paid for by the program, but now it is the end of the academic year and they have 24 credits and their GPA accumulatively is 2.0, so they would then be eligible for the program. Mr. Dodd clarified it is actually 24 credits, to which Mr. Newton responded, yes, it really is and, in the resolution, they are required to give an annual report to Council and that report will really be able to tell them who succeeded and who did not. Mr. Newton said, at this point in the program, they chose September annually because by that time they will know whether they succeeded in the Summer, they know all the financial regulations closed out and those type of things. He said they can give Council a more accurate picture in September and a much more detailed written report in September of each year. He said they have students who are close to the 2.0 GPA, and if

they pick up another class or two, they may make their way back into the program. He said but they are not going to put students in the situation where they are not going to be able to succeed just because they need to maintain access to this program. He said that is unfair to the students. He said if a student is telling them they have a full time job, and they see that they did not do well with 12 credits this past semester, they are not going to say take 13 or 15 credits or whatever it is to make your way back into this program. They will try and look for other sources of funding for them. Their goal is the success of the students whether they are in this program or whether they are outside of it.

Mr. Cannon asked what if a particular semester calls for 12 credits, to which Mr. Newton responded that they are about a \$106 per credit hour right now, so about \$1,200 when you take into consideration fees for 12 credits a semester. Mr. Cannon said the 25 fully funded comes to be about \$1,750 a student. He said that is rough math but his question is this next semester, or the Spring semester, from reading this, should they assume 15 students. Mr. Newton said 15 students have completed their requirements to go through to the Spring semester. Mr. Cannon clarified that they started out with 25 students, to which Mr. Newton responded they are down to 15 students, in terms of those students that are actually receiving County dollars. Mr. Cannon said which is what the Council is really concerned about as far as what its obligations have been. Mr. Newton said, absolutely, they understand that, but they also know that in terms of the larger amount of students that are part of the program, as you are seeing the success rate in terms of continuing them are pretty high. Mr. Kilmer said to piggy back on what Mr. Joe Holloway was saying, this is an economic impact program. He then asked how are we going to know in five years whether or not it has had an impact, to which Mr. Newton responded, he thinks they need to go through that process. He thinks Dr. Hoy had that conversation with Council leading up to the vote on this program. He said this is a program that you have to look out 5 or 10 years, and he thinks the success factors are going to be 1) whether they graduated, and 2) whether or not they become employed, or whether they become employed in Wicomico County. Those are all certainly things that they will look at. He said he thinks that there are other success factors that have to be generated, and they have to look at this long term. He said they are tracking these students through their system so they can break down the data in the long term. He said they were in a hurry to get the program started and they had to scramble, but they need to have that conversation with their institution research area, with their President, Vice President, and staff and determine what those long term factors are. Mr. Kilmer clarified that there is nothing right now to say without this program, the economy would be this much less right now. Mr. Newton said nothing like that at this point, no. It is in the early stages; they have one graduate who was largely a graduate because of their dual enrollment program in the high school. She is actually going on to four years, so she will not be out in the workforce, but she is one of the first ones' that

will be graduating from Wor-Wic, but where she ends up long term in terms of her employment, they do not know. Mr. Joe Holloway said Dr. Hoy said it will be ten years before they could tell.

**Open Work Session
Economic Scholarship Program
January 17, 2017**



John T. Cannon, President



Larry W. Dodd, Vice President, District 3

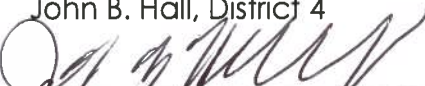


Ernest F. Davis, District 1



Marc Kilmer, District 2

John B. Hall, District 4



Joe Holloway, District 5



Matt Holloway, At-Large



Laura Hurley, Council Administrator