

Posse President, Founder Wins MacArthur ‘Genius’ Award

This September, Deborah Bial, president and founder of The Posse Foundation, was awarded a MacArthur “Genius” Fellowship from the Chicago-based John D. and Catherine T. MacArthur Foundation. Deborah, along with 23 other awardees, will receive a \$500,000 “no-strings-attached” grant to support her work over the next five years.

“It’s an incredible gift,” says Deborah. “It will change my life, and I hope it will change Posse’s life.”

In 1989, Deborah founded Posse in response to a student who said that he never would have dropped out of college if he’d had his Posse with him. Today, Posse is among the most sought-after college access and youth leadership developments organizations in the country.

“Deborah is the most visionary young leader I’ve worked with in my career,” says Posse Chair Michael Ainslie. “She is most deserving of this award.”

related story
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The MacArthur Fellowship will help bring attention to the work of Posse.

“The MacArthur Foundation supports highly creative individuals and institutions with the ability and the promise to make a difference in shaping and improving our future,” says MacArthur President Jonathan Fanton.

Deborah, who holds a bachelor’s from Brandeis University and a doctorate in education from Harvard University, views the award as a reflection of the strength of Posse as an organization.

“This is such a collective effort,” Deborah says. “I’m so honored that I got recognized, but it’s a recognition of our entire team, the colleges and universities and the Scholars, because we’re all working together.”*



COURTESY OF MACARTHUR FELLOWS PROGRAM

Posse President and Founder Deborah Bial.

Michael Ainslie Completes 13 Years as Posse Chair

Jeffrey Ubben Becomes Posse Foundation Chair-Elect with ‘Great Confidence’ from Ainslie



LEFT: Posse Chair Michael Ainslie. RIGHT: Posse Chair-Elect Jeffrey Ubben.

After 13 years of inspired leadership, Posse Chair Michael Ainslie has decided to step down. On July 31, The National Board of Directors of The Posse Foundation voted to approve Director Jeff Ubben as its next chair, effective January 2008.

Michael Ainslie became Posse’s first board chair in 1994 when it received its not-for-profit status.

Mr. Ainslie, a private investor and the former president, chief executive officer and director of Sotheby’s Holdings, oversaw the development of Posse from a small, grassroots program to one of the most successful college access and youth

posse mission

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 universities award Posse Scholars four-year, full-tuition leadership scholarships.



Union Posse 2 (Boston).

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Deborah Bial The Posse Foundation

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partner colleges & universities

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NOTE: The views expressed by the contributors of this newsletter do not necessarily represent the views of The Posse Foundation.

College Presidents' Leadership Enables Posse's Success

As a result of the steadfast commitment and courageous leadership of Posse's 28 partner university and college presidents, Posse continues to make steady progress in its mission to broaden educational access, diversify college campuses and support the next generation of leaders.

PERHAPS EVEN THE BEST IDEA IN THE HISTORY OF HIGHER EDUCATION IS THE POSSE PROGRAM

That commitment and leadership was evident this past May, when Posse's partner presidents contributed to Posse's 2006 Annual Report, entitled *President's and their Poses*, by offering their reflections on the program and its impact at their institutions.

"I was a professor for most of two decades at Dartmouth College, and then the president of Kenyon and now the president of Carleton College," says Robert Oden. "So I speak with some fair experience about higher education when I say that one of the best ideas in higher education in the last quarter of a century—and perhaps even the best idea in the history of higher education of the last several decades—is the Posse Program."

Overall, Posse's partner presidents expressed great satisfaction with the program. "Our experience with Posse over

the years has been just about 100 percent positive," says President Ronald Liebowitz of Middlebury College. "Now we are looking for ways to expand that partnership, perhaps with a second Posse."

Posse's partner presidents also expressed a particular appreciation for the cultural and intellectual dimensions Posse Scholars add to campus life.

"I've probably talked to about 10 presidents about the program," says President Russell Osgood of Grinnell College. "At first I wasn't sure about the leadership aspect of Posse, and I was pretty sure that this was a great program in terms of helping us with diversity. Now I'm convinced that the leadership is as important, if not more important than the diversity part. And it's not just PR, it's not just talk—it's reality."

In recognition of the fact that Posse could not exist without the endorsement of its partner institutions, we wish to take this opportunity to extend a special thank you to all of our university and college presidents for their inspired leadership and enthusiastic support. ✨

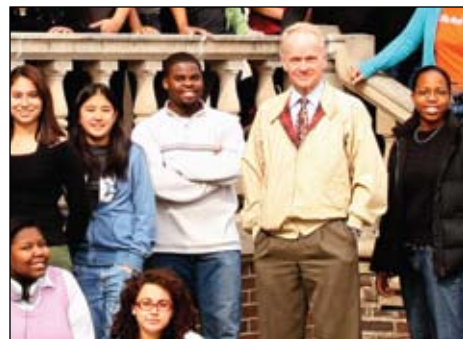
TOP: Carleton College President Robert Oden with Carleton Posse Scholars.
MIDDLE: Middlebury College President Ronald Liebowitz with Middlebury Posse Scholars.
BOTTOM: Grinnell College President Russell Osgood with Grinnell Posse Scholars.



COURTESY OF CARLETON COLLEGE



COURTESY OF MIDDLEBURY COLLEGE



COURTESY OF GRINNELL COLLEGE

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leadership development organizations in the United States. Mr. Ainslie discovered Posse in its fifth year, when it was a little known entity, and developed a partnership with Deborah Bial, Posse's founder and president.

"Michael's leadership has been extraordinary," says Ms. Bial. "He has been a dream chair, raising both awareness for Posse on a national scale and millions of dollars in support. Because of his commitment, Posse has been positioned on solid-gold footing for the long term."

Mr. Ainslie says that his involvement with Posse has been the most important and satisfying aspect of his professional life.

"Debbie Bial's vision and passion have inspired me," he says. "I hope I have been

able to convey my strong belief in Posse's values to our board, our supporters, and most importantly to our Posse Scholars. They continue to amaze and delight me with their drive, ability and success on campus and now in the workplace.

JEFF UBBEN IS THE RIGHT PERSON TO CONTINUE POSSE'S BRILLIANT TRAJECTORY

"Posse's work is an important national success story, and it is with great confidence that I pass Posse's chairmanship to Jeff Ubben. He is the right person to continue Posse's brilliant trajectory."

The Board's search committee, spearheaded by Director Bruce Macleod, recommended Mr. Ubben after a four-month search process.

"Jeff's love and passion for Posse, the time he's already committed to the organization, his willingness to be influential in board recruitment, and his understanding of organizational structure make him a great partner for Deborah Bial ... and the board," says Mr. Macleod.

Mr. Ubben is a founding member and managing partner of ValueAct Capital in San Francisco. Prior to founding ValueAct Capital in 2000, Mr. Ubben was a managing partner at Blum Capital Partners, where assets under his management grew

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Inavale Foundation Awards \$1,000 Grants

In recognition of their outstanding contributions as interns, five Posse Scholars each received an Inavale Foundation Award this summer worth \$1,000. The Inavale Award is given to a Scholar in each Posse city who has exhibited outstanding leadership and commitment at a nonprofit or public service organization. Below, these dedicated Scholars reflect on their internship experiences.



Dudney Sylla Bowdoin Posse 5 (Boston)

INTERNSHIP: Fiver Children's Foundation (Camp FIVER)

POSITION: Summer Teen Program Coordinator

"I once read an anonymous quote that said, 'Life ... is about creating yourself.' At this camp, with this position, I [helped] to provide campers with the tools necessary to mold and create themselves into the people they want to be and can be proud of being. These campers become people of character, steeped in values. They care about the world around them and understand the power they have to make it better. That is what Camp FIVER is all about, and that is what my job was all about. I am proud to have had this wonderful opportunity."



Valerie Carranza Dickinson Posse 1 (Los Angeles)

INTERNSHIP: Los Angeles City Hall, Councilman Tony Cardenas Office

POSITION: Council Aide

"My personal experiences with ... public policy issues ... helped me to raise awareness as both an intern and a concerned constituent. This internship with Councilmember Tony Cárdenas has taught me how to strategically address issues of social justice and inequalities when evaluating and implementing public policies. [It] has taught me how Councilmember's execute policy strategies for an extremely dynamic and ever-changing city like Los Angeles."



Molly McArdle Grinnell Posse 1 (Washington, D.C.)

INTERNSHIP: DC Vote

POSITION: National Coordinator of Students for DC Vote

"I joined DC Vote because it is an organization that works to solve an issue I know to be vital to my life and the lives of my family and friends, and because it is an issue I know can be solved Though I still do not want to make a career in politics, I want to make a life in activism. As I go on to my last two years in college, and hopefully a successful career in writing, I will know that I cannot shirk from the duties of activism. I will know that, like [Paul] Robeson and [Langston] Hughes, I can and must use my art to work for causes I believe in; that participating in political activism will enhance my own understanding of the world and my art."

to Five Scholars



Sophia Bermeo DePauw Posse 4 (Chicago)

INTERNSHIP: Mercy Home for Boys and Girls
POSITION: Youth Care Worker

“I am grateful to have had the chance to intern for Mercy Home ... [T]he work experience I have had ... has greatly motivated me to pursue a career in the non-profit sector, and hopefully work for an organization(s) whose primary target is to address communities in need, children, education, and teens. After I graduate from DePauw in May 2008, I would like to work for a non-profit organization focusing on social issues that are not fully addressed and continue to affect underserved communities throughout Chicago.”



Anna Hus Vanderbilt Posse 17 (New York)

INTERNSHIP: The Hole in the Wall Gang
POSITION: Specialist and Counselor

“It has always been a passion of mine to work with chronically ill children, and my hope is to one day become a pediatric psychologist ... Being surrounded by campers these past two summers has professionally allowed me to glance into the fragile world of very sick children and to connect with them on a more profound level. At Camp, I have been challenged to step out of the ivory tower of academia and to apply all the knowledge that I am gaining in my Psychology and Child Development Honors classes ... It has only been through my work with these campers that I have learned the potential of a treatment funneled from compassion and have come to understand that the healing of every individual, in the grandest yet most basic way, begins within.”

University Presidents To Convene for Posse Diversity Symposium

This fall, Posse will hold its second President’s Conference, hosted by Goldman Sachs and facilitated by Presidents **Robert Bottoms** of DePauw University, **David Oxtoby** of Pomona College and **Daniel Weiss** of Lafayette College. The event, which is reserved exclusively for presidents of top-ranked colleges and universities, provides a forum to discuss issues related to improving diversity at selective institutions.

Featured speakers will include **Chris Edley Jr.**, Dean and Professor of Law at The Boalt School of Law at The University of California, Berkeley and co-founder of the Civil Rights Project; and **Bob Herbert**, Op-Ed columnist for *The New York Times*.

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more than fivefold, from \$336 million to approximately \$1.8 billion.

Previously, Mr. Ubben spent eight years at Fidelity, where he managed two multi-billion-dollar mutual funds.

IT IS WITH GREAT CONFIDENCE

THAT I PASS POSSE’S CHAIRMANSHIP TO JEFF UBBEN

Mr. Ubben is a director of Acxiom Corp.; Gartner Group, Inc.; Misys, plc; Seitel, Inc.; a former chairman and director of Martha Stewart Living Omnimedia, Inc.; a former director of Catalina Marketing Corp. and several other public and private companies.

Mr. Ubben has a B.A. from Duke University and an M.B.A. from the J.L. Kellogg Graduate School of Management at Northwestern University.

His father, Timothy Ubben, has served on Posse’s national board of directors for seven years, most recently as vice chair. Tim Ubben recused himself from the search process.*

Comedy Central President Takes Posse Seriously

As president of Comedy Central, Michele Ganeless heads one of the most successful cable television networks in the country. Since its inception, Michele has played a huge role in the network's rise to the top and has been directly responsible for the launch of some of its most popular shows, including *South Park*, *The Daily Show with Jon Stewart*, *The Colbert Report*, *Monk*, and *The Dead Zone*.



Michele Ganeless, president of Comedy Central and chair of Posse New York Advisory Board.

gala, Michele recruited Stephen Colbert from *The Colbert Report* as a guest speaker and produced the gala videos for the evening's honorees. Michele also chairs the Posse New York Advisory Board.

"She is simply amazing," says Deborah Bial, president and founder of Posse. "On top of being hugely successful, Michele is also an incredibly sincere and big-hearted person—it's difficult to list all the different ways she supports the program."

DIVERSITY IS A HUGE INITIATIVE FOR US AND SO MUCH A PART OF WHAT MAKES POSSE GREAT

A native of Brooklyn, New York, Michele received her B.S. in communications from Northwestern University. Since then, she has worked as a director of programming and research for MTV and as the executive vice president and general manager for USA Network. Prior to her current position as president, Michele was Comedy Central's executive vice president and general manager.✱

board highlight

Michele Ganeless, Chair
Posse New York Advisory Board

Even with her busy schedule at Comedy Central, Michele still devotes an enormous amount of time and energy to Posse.

"My first thoughts about Posse were, 'How do I get my company hooked up with them?'" says Michele, "because diversity is a huge initiative for us and so much a part of what makes Posse great."

Michele's spirited leadership has resulted in expanded internship opportunities for Posse Scholars through

partnerships with Comedy Central, MTV, Nickelodeon and other networks. She has used her influence to connect Scholars to leaders in the field of entertainment by securing high-profile guest speakers for Posse's Career Program Speaker Series and other events. For this year's annual Posse

Scholar Brings Posse Spirit to Costa Rica

This past summer, Liza Williams of Dickinson Posse 2 (Los Angeles) worked as a volunteer teacher for World Teach, an organization she learned about through Posse's Career Program. As part of the program, Liza traveled overseas to Costa Rica, where she taught English.



Liza Williams, Dickinson Posse 2 (Los Angeles), with LisBeth and Karen Diana Solias, members of her host family.

so many different opportunities to meet different people, to see different places; it gave me a different perspective."

Liza is currently a busy sophomore at Dickinson College. In addition to maintaining a cumulative grade point average of 3.6, she is deeply involved with Dickinson's Dance Theatre Group and Alpha Phi Omega (APO), a non-Greek community service organization.

EVERY DAY WAS A NEW CHALLENGE TEACHING IN A RURAL COMMUNITY IN THE COSTA RICAN MOUNTAINS

This fall, she will assume the role of pledge master for APO and spearhead a campaign to recruit new students for the organization's various outreach efforts.

Liza is also a member of Hypnotic, a hip-hop dance team, and The Mermaid Players, another highly active theatre group on campus.✱

scholar highlight

Liza Williams,
Dickinson Posse 2 (Los Angeles)

"Costa Rica was the best time of my life so far," Liza says. "I was teaching in a rural community way up high in the Costa Rican mountains, and every day was a new challenge—from climbing up the mountain to get to the school, to nights without electricity."

Liza Williams is no stranger to new environments. By the time she was 12 years old, she had lived in Atlanta, Georgia; Birmingham, Alabama; and Pasadena, California, where her father, a pastor, had

opened a church.

"When I was younger I wished I'd stayed in one place, because I had a hard time keeping friends," Liza says. "Now I look back and I love it because I had

posse press

On September 25, Posse President and Founder Deborah Bial was awarded a MacArthur "Genius" Grant worth over \$500,000 for her work with Posse. Many news organizations across the country covered the story including The Associated Press, *The New York Times*, *Education Week*, *The Chronicle of Philanthropy*, *The Chronicle of Higher Education*, *The Chicago Tribune*, *The Harvard Crimson*, MSNBC and CNN, as well as numerous other news organizations.



The Posse Foundation will be featured as the lead story in the "Giving" section of *The Chronicle of Philanthropy* for its "Philanthropy 400" issue, its biggest and most widely read issue of the year.

new posse board members

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Jacquie Forbes, *Program Director*, POSSE ATLANTA

Cynthia M. González, *Trainer*, POSSE LOS ANGELES

Jessica Harless, *Trainer*, POSSE CHICAGO

Larry Mahl, *Trainer*, POSSE BOSTON

Shireen Millicans, *Trainer*, POSSE ATLANTA

Mareko Prior, *Trainer*, POSSE CHICAGO

Alethea Raybeck, *Program Director*, POSSE BOSTON

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Alba Rodriguez, *Senior Research Associate*

Jody M. Schostak, *Program Coordinator*, POSSE CHICAGO

Lauren Slone, *Assistant to the Director*, POSSE CHICAGO

Raul M. Soto, *Accounting Associate*

Silvestre Vallejo, *Trainer*, POSSE LOS ANGELES

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