

Conference Engages Academic Leaders

On October 5, 2005, a conference on leadership, diversity and the changing demographics in higher education was held for college and university presidents at the Citigroup Foundation.

Exclusive to top university and college presidents and hosted by DePauw University President Robert Bottoms, Vanderbilt University Chancellor Gordon Gee, and Chip Raymond, former president of The Citigroup Foundation, the symposium's purpose was to engage academic leaders in a serious discussion about the state of higher education demographics.

Thirty-three presidents attended this important event, as well as

senior representatives from The Ford Foundation and the Andrew W. Mellon Foundation.

Dr. Gary Orfield, professor of education and social policy at the Harvard Graduate School of Education, and cofounder and president of the Civil Rights Project at Harvard, presented data on the current demographic trends in the U.S. specifically from papers analyzing the recent census reports in his book, *Higher Education and the Color Line: College Access, Racial Equity, and Social Change*.

Dr. Orfield's stark information concerning our nation's state of academic enrollment and completion, and his passionate delivery set the stage for a special

closed-door meeting which allowed the university presidents to candidly discuss these issues in depth and explore methods for taking action.

The Posse Foundation was featured as a model program for top institutions of higher education looking to address more than freshman class, race and gender statistics. Posse's President and Founder Deborah Bial and Posse's National Director of Operations Shirley Ramirez presented the Posse Program and fielded questions from the university presidents. This event was a powerful opportunity for the 11 Posse Partner presidents to interact with presidents from other universities, and it gave prospective institution presidents a chance to more closely

determine if Posse's model was a good fit for their institutions.

Below is a list of attendees:

Ron Beegle, Allegheny College; Brian Barefoot, Babson College; Judith Shapiro, Barnard College; Barry Mills, Bowdoin College; Brian Mitchell, Bucknell University; John Roush, Centre College; R. Stanton Hales, The College of Wooster; Robert F. Vagt, Davidson College; William Durden, Dickinson College; Dale Thomas Knobel, Denison University; Robert Bottoms, DePauw University; John A. Fry, Franklin & Marshall College; David Shi, Furman University; Katherine Haley Will, Gettysburg College; Russell Osgood, Grinnell College; Joan Hinde

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Gala Honors Middlebury President Liebowitz

At this year's Posse Gala, three individuals were presented with Posse Stars. Among them, President Ronald Liebowitz of Middlebury College was given the Posse Star for outstanding leadership at a Posse partner institution.

Middlebury College became a Posse partner in 1998. President emeritus John McCardell added the program to help Middlebury achieve its diversity initiatives. At the time, Dr. Liebowitz was provost. He became Middlebury's president in 2004.

President Liebowitz has been an active Posse advocate since his days as provost. He has attended numerous Posse Scholar selection meetings, annually traveling to Posse's headquarters in New York to meet with the 20 final candidates for Middlebury College Posse Scholarships.

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PHOTO BY REBECCA CETTA, DEPAUW POSSE ALUMNA

Middlebury Vice President for College Advancement Mike Schoenfeld accepts the Posse Star Award on behalf of President Ronald Liebowitz.



Third Annual Posse Gala Surpasses Expectations

On May 25th 2005, The Posse Foundation celebrated its 16th anniversary at the Third Annual Posse Gala.

Posse welcomed over 450 guests to join in the festivities and celebrate Posse's significant achievements in 2005: the amazing progress of Posse's first endowment campaign, the recruitment of its one thousandth student, and Posse's first corporate star. Lehman Brothers championed the event as Posse's first corporate honoree and lead sponsor. The Gala raised over

\$515,000 due to the extraordinary leadership of board member and Gala Committee Chair Barbara Janulis.

The program for the evening dazzled the crowd. Board Chair Michael Ainslie and Posse President and Founder Deborah Bial, gave a warm Posse welcome and thanked all of the amazing individuals and organizations who helped make the Gala so wonderful. They extended a special thank you to Posse's university partners, which awarded over \$28 million in leadership scholarships

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Posse Centres on Union with Two New University Partners

Posse is thrilled to announce the addition of two new university partners, Centre College in Danville, Kentucky, and Union College in Schenectady, New York.

These two institutions join Posse's 21 previously established university partners: Babson College, Brandeis University, Bryn Mawr College, Bucknell College, Carleton College, Claremont McKenna College, Colby College, Denison College, DePauw University, Dickinson College, Franklin & Marshall College, Grinnell College, Hamilton College, Lafayette College, Middlebury College, Pomona College, Trinity College, University of Illinois at Urbana-Champaign, University of Madison, Vanderbilt University, and Wheaton College.

Both Centre College and Union College will work with Posse's Boston office to recruit outstanding students from the Boston metro area. Posse Boston now partners with Bryn Mawr, Centre,

Dickinson, Hamilton, and Union Colleges. "I am pleased to announce this agreement between [Centre] College and The Posse Foundation," said John Roush, president of Centre College. "The Posse Foundation provides the ideal intersection between Centre's long-term interests in developing leaders and our need to provide a diverse experience for all our students. We believe that The Posse Foundation represents an excellent opportunity to make Centre a stronger and more interesting place."

Union College President Jim Underwood decided to partner with The Posse Foundation because they were actively searching for ways to diversify their student body and Posse seemed like a good fit. "As the college's efforts to form a more multicultural student body hit a plateau, Union College closely examined the Posse Foundation," said Mr. Underwood. "After announcing the partnership to other collegiate constituents, various

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WORKFORCE LEADERS Posse Alumni Make National Impact

This year, 12 Posses graduated from 11 of our partner colleges and universities. Bowdoin College, Brandeis College, Bryn Mawr College, Carleton College, Denison University, DePauw University, Dickinson College, Hamilton College, Middlebury College, and Vanderbilt University, Wheaton College, all celebrated graduating classes.

These Scholars are moving on to incredible things. Here are few highlights from the class of 2005.

Kabral Tesfamicael, Bowdoin Posse 2 Alumnus, is working as an investment banker at Lehman Brothers in New York City. He was the first Posse Scholar to earn a full-time job with the premier innovator of global finance.

Judith Rudge, Dickinson Posse 1 Alumna, has rejoined the Dickinson community as an admissions counselor and the coordinator of multicultural recruitment. In Admissions, she is Dickinson's regional representative for New York, New Jersey, Alabama, Mississippi, and Florida.



Judith Rudge, Dickinson Posse 1 Alumna; and Dickinson College admissions counselor and coordinator of multicultural recruitment

Jason Spiegler, Middlebury Posse 1 Alumnus, is in his second year at Tufts Medical School in Boston. He's working on a career in emergency medicine and is a member of the Student National Medical Association, a diversity organization that talks to high school students to get them interested in careers in science and medicine.

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Stewart, Hamilton College; Ralph J. Hexter, Hampshire College; Thomas Tritton, Haverford College; Mark Gearan, Hobart & William Smith Colleges; Daniel Weiss, Lafayette College; Jill Beck, Lawrence University; Thomas Hochstettler, Lewis & Clark College; Mark Huddleston, Ohio Wesleyan University; Laura Trombley, Pitzer College; Philip Glotzbach, Skidmore College; Jake B. Schrum, Southwestern University; Joel

Cunningham, The University of the South; James Underwood, Union College; John Strassburger, Ursinus College; Gordon Gee, Vanderbilt University; Nathan O. Hatch, Wake Forest University; Harlan Beckley, Washington & Lee University; Ronald Crutcher, Wheaton College; Gene Tobin, Andrew W. Mellon Foundation; and Irma McClaurin, Ford Foundation. ■■■■■

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Dr. Liebowitz's deep involvement in selecting the final 10 and his ongoing commitment to the program and to building a campus climate more actively inclusive of young people from all backgrounds has made him a leader worthy of this honor.

a chance the date would conflict with the birth of his new baby. In fact, his daughter Shoshana arrived into the world exactly on time so he was unable to attend the event. Vice President for College Advancement Mike Schoenfeld accepted the award on his behalf. The following is an excerpt of the acceptance speech.

The Posse Foundation often uses the Middlebury relationship as a model example of a great partnership. Middlebury has invested in Posse above and beyond its contractual agreement by sponsoring special events, workshops, and even off-campus trips for Posse Scholars. This kind of attention is possible because of leadership like President Liebowitz's.

"Ron particularly wanted me to say that what this really is is a celebration of the value of the human spirit and the human spirit is a very powerful flame and this flame is not burned out; this flame is passed on... Posse is giving this award to us which we will honor greatly, but we want you to know how many people, not just in one college, have been touched and have gathered this Posse spirit. Thank you Posse for honoring us. We honor you back." ■■■■■

One of the most dedicated presidents we've ever met, Dr. Liebowitz was to attend the Gala even though there was

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trustees from different universities familiar with the program stated that it was great that Union was developing its efforts with such a wonderful organization. It was an obvious thing to do."

the Posse program and has recently made the decision to increase its commitment and work with two Posse cities," said Dan Weiss, president of Lafayette College. "Lafayette will now work with New York and Washington D.C. We do this because the impact of the Posse program has been extraordinary on our campus. We look forward to having more of these students who are community leaders and academically excellent." ■■■■■

Lafayette College has enjoyed such success with Posse that they have expanded their relationship and will begin recruiting from two cities: New York and Washington D.C. "Lafayette College is delighted to be participating in

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to the 281 newest Posse Scholars. Presidents Brian Barefoot, Russell Osgood, Ron Crutcher, and John Wiley of Babson, Grinnell, Wheaton, and University of Wisconsin respectively were in attendance.

Posse awarded its second star to an outstanding public leader, Phylicia Rashad, winner of the 2004 Tony Award for Best Actress in Raisin in the Sun. Ms. Vivian Ayers Allen, mother of Ms. Rashad, presented the award.

Posse was thrilled that the 2003 Posse Star recipient and 2004 Posse Gala emcee, Lesley Stahl, correspondent and co-editor of 60 Minutes, returned to emcee this year's Gala. With her usual poise and elegance, Ms. Stahl narrated the history of the program and led the guests through a memorable evening as Posse alumni performed powerful testimonials, illuminating the spirit and energy of the Posse Program, and honored four remarkable Posse stars.

The third star went to Luciano Batista, Rice Posse 1 alumnus and manager at Shell Gas & Power International Global LNG.

A Posse Star is someone who exhibits leadership, who makes a significant contribution in the field of education, and who positively affects people's lives. Posse's first star was awarded to a partner university president, Middlebury President Ronald Liebowitz, for his commitment to both the program and issues of diversity on his campus. Members of Middlebury's first Posse presented the award and Vice President of College Advancement Michael Schoenfeld accepted the award on behalf of Dr. Liebowitz who missed the gala due to the birth of his new baby girl.

This year The Posse Foundation awarded its first corporate star to an outstanding company committed to developing young leaders of diverse backgrounds. Posse awarded this star to Lehman Brothers for its amazing dedication to Posse and its students. This past summer for example, Lehman Brothers hired 40 Posse Scholars as interns. Joe Gregory president of Lehman sits on Posse's National Advisory Board and Anthony Collerton, Lehman Managing Director sits on Posse's National Board of Directors. Three Posse Scholars who have interned with Lehman Brothers presented the award to Ted Janulis, Global Head of Investment Management, who accepted the award on behalf of the corporation. Lehman Brothers was Posse's first internship partner and continues to provide wonderful career opportunities to Posse Scholars. ■■■■■

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Erica Spatz, Vanderbilt Posse 4 Alumna, is a medical doctor at Montefiore Medical Center in New York City, where she will become chief resident next year. She supports Posse by harvesting Scholars' interest in the field of medicine and works as a liaison to provide internship and work opportunities for Scholars.

is a research analyst with KLD Research and Analytics, a firm which provides social research for major investment companies. At KLD, he is an integral part of a search team that investigates the social responsibility of companies so that clients can make the proper decisions before investing in a prospective company. ■■■■■

Brian Farnkoff, Hamilton Posse 1 Alumnus, majored in Public Policy and

partner colleges & universities

- Babson College
- Brandeis University
- Bryn Mawr College
- Bucknell University
- Carleton College
- Centre College
- Claremont McKenna College
- Colby College
- Denison University
- DePauw University
- Dickinson College
- Franklin & Marshall College
- Grinnell College
- Hamilton College
- Lafayette College
- Middlebury College
- Pomona College
- Trinity College
- Union College
- University of Illinois at Urbana-Champaign
- University of Wisconsin
- Vanderbilt University
- Wheaton College

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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.

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