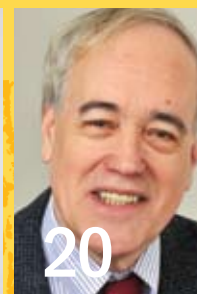


# Who cares?

2007 ANNUAL REPORT







# Who cares?

Since 1989, The Posse Foundation has enjoyed the support of individuals from different walks of life. Posse supporters are as diverse in their backgrounds and points of view as the students the program serves, but share a common conviction that there is much at stake in The Foundation's work. They are individuals who care about diversity in higher education and leadership in the workforce; about redefining notions of merit in ways that honor our highest standards; about expanding access for traditionally underserved groups; about securing our democracy's future.

Posse touches on these and many other related issues, which explains why so many have taken such a keen interest. As a result, Posse has grown from a barely visible ripple in the sea of higher education to one of the most well-known and highly regarded youth leadership development and college access programs in the country. The ripple is fast becoming a wave, as Posse Scholars continue to achieve great things in college and beyond in ever-increasing numbers.

This report features renowned leaders in various fields—from philanthropy to politics—for whom the work of Posse resonates deeply. We are indebted to them and the many Posse supporters who lend their voice, talents and resources to help create better opportunities for others, and who see in Posse a good reason to care.

- 10 **GASTON CAPERTON**, President, The College Board; Former Governor, West Virginia
- 11 **DEREK BOK**, President Emeritus, Harvard University
- 20 **GARY ORFIELD**, Co-founder, The Civil Rights Project, Harvard University; Co-director, The Civil Rights Project/Proyecto Derechos Civiles , UCLA; Professor, UCLA Graduate School of Education
- 21 **PATRICIA GÁNDARA**, Co-director, The Civil Rights Project/Proyecto Derechos Civiles, UCLA; Professor, UCLA Graduate School of Education
- 34 **RICHARD FULD, JR.**, Chairman and CEO of Lehman Brothers Holding Inc.
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- STEPHANIE BLANK**, Trustee, The Arthur M. Blank Family Foundation
- 40 **BARACK OBAMA**



# concept

The concept of a Posse works for both students and college campuses, and is rooted in the belief that a small, diverse group of talented students—a Posse—carefully selected and trained, can serve as a catalyst for increased individual and community development. As the United States becomes an increasingly multicultural society, Posse believes that the leaders of this new century should reflect the country's rich demographic mix, and that the key to a promising future for our nation rests on the ability of strong leaders from diverse backgrounds to develop consensus solutions to complex social problems. One of the primary aims of the Posse Program is to train these leaders of tomorrow.

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# 10

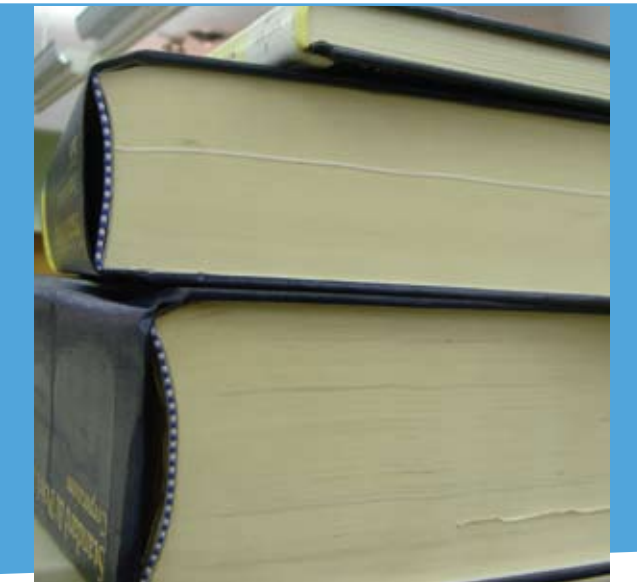


# mission

Posse started because of one student who said, "I never would have dropped out of college if I had my posse with me." The Posse Foundation, founded in 1989, 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.

# posse has three goals

- 1 To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds;
- 2 To help these institutions build more interactive campus environments so that they can become more welcoming institutions for people from all backgrounds;
- 3 To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce.





# four program components

THE POSSE PROGRAM ACHIEVES ITS GOALS THROUGH FOUR PROGRAM COMPONENTS:  
1) RECRUITMENT, 2) PRE-COLLEGIATE TRAINING PROGRAM, 3) CAMPUS PROGRAM AND 4) CAREER PROGRAM.

## Recruitment

From September to December each year, Posse conducts the Dynamic Assessment Process (DAP), a unique evaluation method designed to identify young leaders who might be missed by traditional admissions criteria but who can excel at selective colleges and universities. Using non-traditional forums to evaluate potential, DAP offers students an opportunity to demonstrate their intrinsic leadership abilities, their skill at working in a team setting, and their motivation and desire to succeed. DAP has proven to be an extremely effective tool for identifying outstanding young leaders. In a three-part process, including large group and individual interviews, Posse staff and university partner administrators ultimately select a diverse group of 10 students for each college or university, thus forming a “Posse.”

## Pre-Collegiate Training

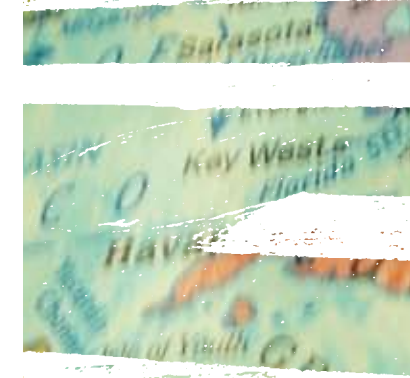
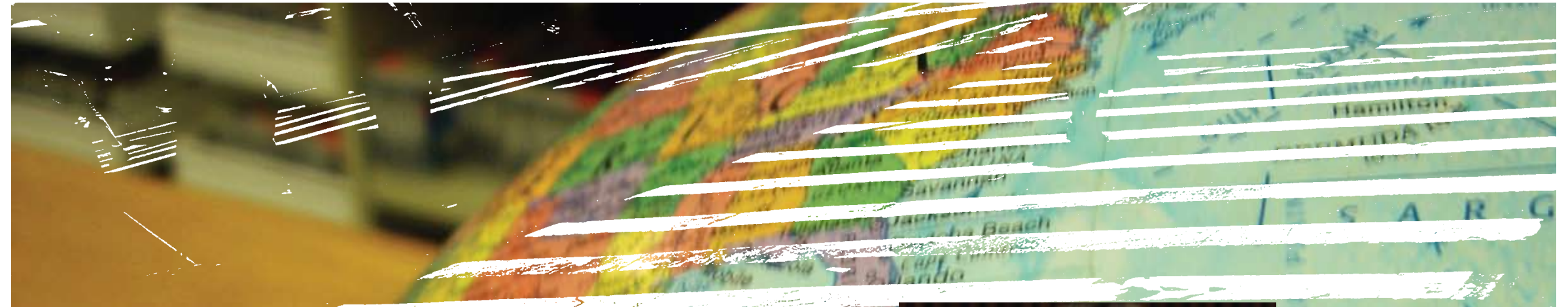
From January to August of their senior year in high school, Posse Scholars meet weekly with staff trainers and their Posse peers for two-hour workshops. The Training Program consists of workshops that address four areas: 1) team building and group support, 2) cross-cultural communication, 3) leadership and becoming an active agent of change on campus and 4) academic excellence. The goal of the training program is to prepare Scholars for leadership roles on campus and for the high-level academic expectations of their colleges.

## Campus Program

The Campus Program works to ensure the retention of Posse Scholars and to increase the impact of the Scholars and the Program on the college campus. Posse staff members visit each university four times a year for meetings with Posse Scholars, campus liaisons and on-campus mentors. Each mentor meets weekly with the Posse as a team and with individual Scholars every two weeks during the first two years in college. In addition, Posse facilitates an annual weekend-long PossePlus Retreat attended by members of the larger student body, faculty and administration with the goal of discussing an important campus issue identified by Posse Scholars.

## Career Program

The Career Program supports Posse Scholars as they transition from being leaders on campus to becoming leaders in the workforce. Posse plays an integral role in the professional development of these young people by providing them with the tools and opportunities necessary to secure highly competitive and career-enhancing internships and jobs. One of the ways Posse achieves this is by partnering with exceptional companies and organizations, both nationally and abroad. The Career Program has three core components: 1) The Internship Program, 2) Career Services and 3) The Alumni Network.



## Spent Summer Exploring Careers

Part of Posse's mission is to support Posse Scholars as they transition from being leaders on the campuses of elite colleges to being leaders in the workforce. To accomplish this goal, Posse has developed the Career Program. Posse staff lead programs that help Scholars and Alumni discover professional passions as well as build skills and networks.

At the core of this program are Posse internship partners—organizations that provide internships for Scholars, which often lead to employment upon graduation.

Posse Scholars interned with Morgan Stanley, and I have been working with Morgan Stanley for a while now. I am working on a lot of projects and I am learning a lot from them.

Posse Scholars interned with Morgan Stanley, and I have been working with Morgan Stanley for a while now. I am working on a lot of projects and I am learning a lot from them.



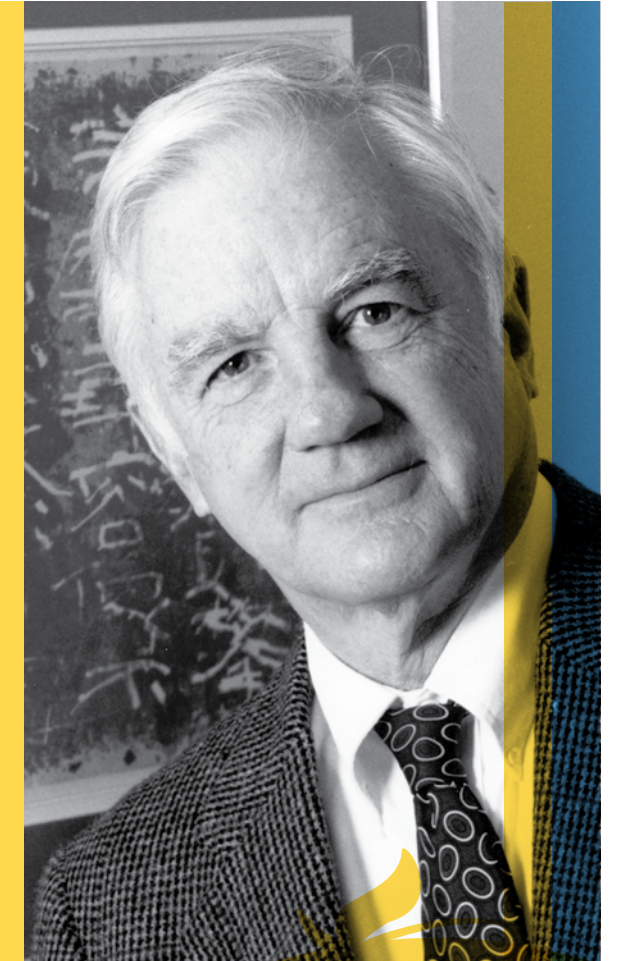
The Posse Foundation has created a magic formula that is helping to identify and support students who would not have found their way to the top without it. Through great innovation and hard work, Posse is creating tomorrow's leaders who will reflect the diversity of our great nation. Deborah Bial is a remarkable visionary and leader."



gaston caperton

PRESIDENT, THE COLLEGE BOARD  
FORMER GOVERNOR, WEST VIRGINIA

As an educator, I am well aware of the weaknesses in conventional methods of evaluating applicants for admission to college. There are undoubtedly many young people who could bring great benefit to their college and to society yet who somehow lack all the credentials required to gain admission to a selective college. In identifying such students and giving them the financial help they need, the Posse Foundation makes a valuable contribution to the ideals of equal opportunity which we all share."



derek bok

PRESIDENT EMERITUS,  
HARVARD UNIVERSITY





# atlanta

## CITY REPORT

BOSTON UNIVERSITY

THE COLLEGE OF WOOSTER

**year established:** 2007. **new college and university partners:** Boston University and The College of Wooster signed on to become Posse Atlanta's first partner institutions. **nominations:** Posse Atlanta's outreach efforts reaped huge dividends, as close to 500 nominations poured in from every Atlanta public high school. **scholarship dollars awarded by partner colleges and universities:** Boston University and The College of Wooster awarded \$2.4 million in scholarships to 24 public high school students. **advisory board:** The generous contributions of the board, led insightfully and enthusiastically by Phil Pead, were critical to Atlanta's first-year success. **press highlight:** The Atlanta Journal Constitution featured Posse Atlanta on December 24 in a front-page story that focused on the exciting opportunities made possible by Posse Atlanta. **event highlight:** Posse Atlanta's first Awards Ceremony was a huge success. More than 150 gathered at the Georgia-Pacific Corporation Auditorium to celebrate the new Scholars.



# boston

## CITY REPORT

BRYN MAWR COLLEGE

BUCKNELL UNIVERSITY

CENTRE COLLEGE

DENISON UNIVERSITY

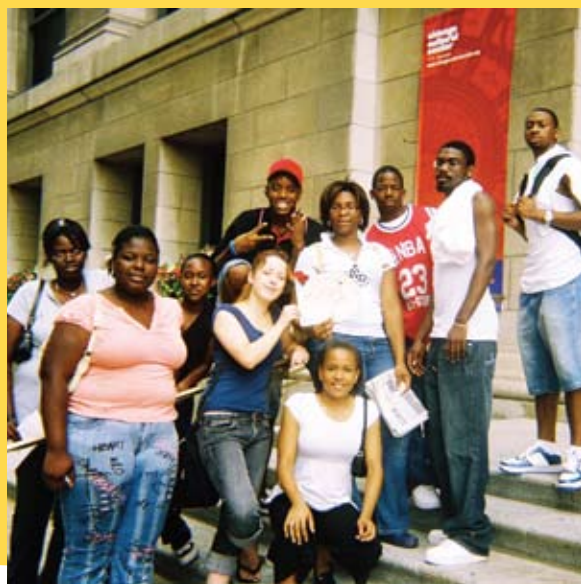
HAMILTON COLLEGE

UNION COLLEGE

**year established:** 1999. **nominations:** Posse Boston received nominations from 75 community-based organizations and all 36 public high schools in the region. **scholarship dollars awarded by partner colleges and universities:** Six million dollars in Posse Scholarships were awarded to 62 students. Since Posse Boston's founding, 277 Scholars have won more than \$27 million in scholarships. **student highlight:** Geoff Hicks of Hamilton Posse 5 was one of 10 students in his sophomore class (and one of three Posse Boston Scholars) awarded Hamilton College's prestigious Charles A. Dana Prize for character, leadership and academic achievement. **advisory board:** Boston's dynamic advisory board, led by Trish Arnold, helped Boston increase its revenue by more than 30 percent over revenue raised in 2006 and by more than 105 percent of that raised in 2005. **press highlight:** In March, Posse Boston was featured on the *Common Wealth Journal*, an award-winning weekly public affairs radio program produced by the University of Massachusetts and broadcast to more than 70,000 listeners. **career program highlights:** Goodwin Procter LLP, Pearson, Putnam Investments, and Reebok International, Ltd. became new Career partners. In addition, Boston launched its Career Program Mentor Series, during which senior executives and key community leaders discussed their career paths with Scholars.







# chicago

## CITY REPORT

CARLETON COLLEGE  
DENISON UNIVERSITY  
DEPAUW UNIVERSITY  
OBERLIN COLLEGE  
POMONA COLLEGE  
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
UNIVERSITY OF WISCONSIN-MADISON

**year established:** 2000. **nominations:** An impressive 1,500 public high school students were nominated by 433 public high schools and community-based organizations. Ninety-five percent of all high schools in the region were represented. **scholarship dollars awarded by partner colleges and universities:** Seven million dollars in scholarships were awarded to 72 new Scholars in 2007. Chicago has awarded more than \$45 million to 445 students since it opened its doors. **student highlight:** Jeyson Florez of DePauw Posse 3 won a Fulbright Fellowship to study the economic effects of eco-tourism and other economic development policies in Costa Rica. **advisory board:** Under Eric Macey's skillful leadership, the board grew and fundraising revenues increased by an incredible 55 percent. **career program highlights:** Banco Popular, Chicago Trading Company, Nordstrom, Pearson, and William Blair & Company became new Career partners. Posse Chicago also hosted a hugely successful career fair at which 15 partner companies interviewed more than 70 Scholars and Alumni for summer internships and full-time job opportunities. **press highlights:** *The Chicago Sun-Times*, *Chicago Tribune* and *The DePauw* each ran feature-length stories about Chicago Scholars.

# los angeles

## CITY REPORT

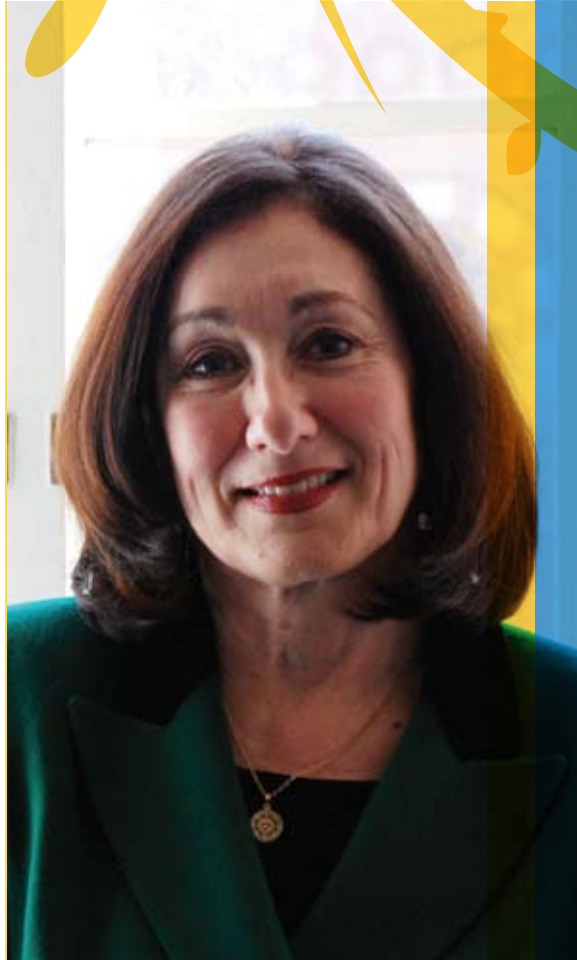
CLAREMONT MCKENNA COLLEGE  
DICKINSON COLLEGE  
GRINNELL COLLEGE  
UNIVERSITY OF WISCONSIN-MADISON

**year established:** 2002. **nominations:** Aggressive outreach efforts resulted in 841 nominations from 128 public high schools and 28 community-based organizations. **scholarship dollars awarded by partner colleges and universities:** A total of \$3 million in Scholarships was awarded to 31 Posse Scholars. To date, 192 students have won more than \$19 million in scholarships. **student highlight:** Grinnell Posse 1 Scholar Tamrah Collins received the coveted Boston Red Sox Fellowship to work on a brand development project researching various ways to attract diverse audiences to Boston's historic Fenway Park. **advisory board:** The board, under Eric Beckman's leadership, helped Posse Los Angeles raise 56 percent more in individual board donations and increase its revenue by 31 percent. **career program highlights:** The Career Program expanded its list of partners to include Barlow Respiratory Hospital Foundation; Creative Artists Agency; The Capital Group Companies; Fox Networks Group; Gay & Lesbian Alliance Against Defamation (GLAAD); Health Net, Inc.; Los Angeles Unified School District Ethics Office; MTV Networks; and STAPLES Center Foundation.





Posse understands how critical it is to provide opportunities for success to students who are often underserved by our current systems of education. Posse's ingenious cohort model not only provides a built-in peer mentoring mechanism, but becomes a powerful vehicle for collective leadership both on campus and in the workforce."



patricia gándara

CO-DIRECTOR, THE CIVIL RIGHTS PROJECT/PROYECTO DERECHOS CIVILES, UCLA  
PROFESSOR, UCLA GRADUATE SCHOOL OF EDUCATION

The dream of truly diverse education in integrated colleges has been under relentless attack by opponents of affirmative action who have succeeded in enacting bans in several states. Standardized testing usually just reflects social and educational advantages. It is vitally important to find and implement other ways to assess students of color with great potential and to support them into college. Posse is a national leader in this effort."



gary orfield

CO-FOUNDER, THE CIVIL RIGHTS PROJECT, HARVARD UNIVERSITY  
CO-DIRECTOR, THE CIVIL RIGHTS PROJECT/PROYECTO DERECHOS CIVILES, UCLA  
PROFESSOR, UCLA GRADUATE SCHOOL OF EDUCATION



# 2007 contributors

The Posse Foundation grows with the generosity of its donors. With your support, Posse is cultivating the next generation of leaders and helping Posse Scholars and their families achieve their dreams. By 2020, Posse will be in 10 cities, work with 80 university partners, recruit 1,000 students each year, and support 4,000 Posse Scholars on campuses across the country annually. Additionally, there will be an estimated 7,000 Posse Alumni in the workforce. This new kind of national leadership network is unprecedented in American history and will truly represent the evolving demographics of the American population. Posse Scholars and Alumni are becoming role models for future generations—diversifying the decision making tables of our country and contributing to our communities in meaningful and innovative ways. On behalf of the more than 2,200 Scholars you have enabled Posse to serve, thank you.

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Richard P. Kiphart with DePauw Posse 2 Alumna Vincent Greer (Chicago).

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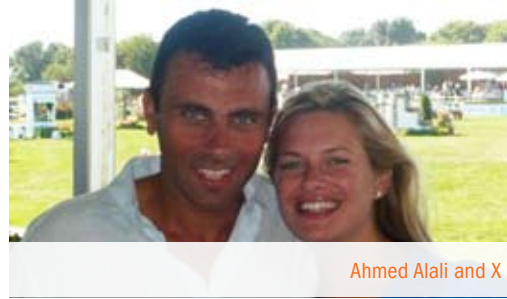


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Alison Sternberg with daughter Sophia

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Eli Cohen with his wife Virginia and son Henry

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Marilyn and Jerry Jacobson *in honor of Erika and Fred Little's 50th wedding anniversary*  
Desiree James *in honor of Kim and Jeff Rohwer*  
Evelyn and Mike Kalish *in honor of Blanche and Al Smith's 60th anniversary and in honor of Ann Asch's birthday on December 21*  
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Ann Mairs *in celebration of Amy Converse and Angus Mairs' wedding.*  
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Making the Posse Promise Permanent

In 2003, The Sallie Mae Fund offered The Posse Foundation a matching dollar-for-dollar endowment challenge of \$5 million. On May 24, 2006, Posse met this challenge, and a \$10 million endowment was created.

Only two months later, The Posse Foundation received a \$10 million pledge from Tim and Sharon Ubben, doubling the size of the endowment to \$20 million. This remarkable gift and their philanthropic spirit set the stage for continued giving guaranteeing the future of The Posse Foundation.

Endowment funds provide the necessary resources to help ensure Posse's longevity and continued growth. With the guidance of the Posse board of directors and the dedication and commitment of its donors, Posse continues to grow its endowment, and make its promise of educational opportunity permanent for thousands of young people. Today the endowment is worth \$X.



# 2007 gala



The Posse Foundation welcomed 550 leaders from the foundation, corporate, education, and entertainment communities in celebration of its 18th anniversary on May 23, 2007, at Posse's Annual Gala: An Evening of Stars. The evening honored the remarkable achievements of The Posse Foundation and four Posse super stars: Rico Blancaflor, Vanderbilt Posse 5 (New York) Alumnus and national director of Training and Site Development, The Posse Foundation; Goldman, Sachs & Co.; First Lady Diane and Governor Deval Patrick of Massachusetts; and Bryn Mawr College President Nancy J. Vickers. In addition, Stephen Colbert of Comedy Central's Emmy-nominated *The Colbert Report* made a special appearance. The most exciting moment of the evening occurred when Executive Vice President C. Hugh Hildesley of Sotheby's led Posse's first live auction. The Posse Gala raised \$1.1 million in donations, making it the highest grossing event in Posse's history.

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Diversity enriches education. As America grows more diverse, it is essential that students be exposed to diversity in all its forms and learn how to effectively communicate, collaborate, and compete with people of all backgrounds.

Some measures traditionally used to determine college admissions—such as college entrance exam scores—might not necessarily be the best predictors of college success, placing some very talented students at a disadvantage.

One of this year’s MacArthur awardees—the “genius” awards—is an innovator named Deborah Bial. She proposed a model to identify promising students from disadvantaged urban backgrounds, using an alternative set of qualities as predictors of success in college.

Candidates for this program are selected using a process based on qualities such as leadership, motivation, teamwork, and ability to effectively communicate. The students that are selected form a “posse,” and are provided with extra supports, and end up graduating from selective colleges with a very high success rate.

This shows the validity of using less-recognized skills as indicators of likely educational success. And this would probably be considered affirmative action, by specifically choosing students from less-advantaged backgrounds. But maybe it just shows that the playing ground, using traditional metrics for college admission, is unacceptably uneven.”

*This excerpt was taken from an interview in the November 12, 2007, issue of The Chronicle of Higher Education.*



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