

Anchor QEA Scholarship Program

August 23, 2019

The purpose of this document is to define the guiding principles of the Anchor QEA annual scholarship program and present a rubric for evaluating scholarship applicants.

Anchor QEA's Annual Scholarship Guiding Principles

Anchor QEA's Mission

To improve the environment and our communities by solving challenging problems together, with integrity and vibe.

Anchor QEA's Diversity, Equity, and Inclusion (DEI) Principles

Anchor QEA's vision and success depends on a continuous focus on diversity, equity, and inclusion. We believe the following:

- Everyone is entitled to be respected and heard.
- Diversity makes us stronger.
- Everyone has a unique perspective and something valuable to contribute.
- Equity is essential for employee recruitment, hiring, pay, professional growth, and performance evaluation.

Anchor QEA's Scholarship Program Mission

To give back to our profession and communities by assisting graduate students in their pursuit of higher education and potential contribution to solving challenging environmental problems.

Anchor QEA's Scholarship Program Vision

A program to assist graduate students who are pursuing a degree aligned with Anchor QEA's field of work, who demonstrate a personal and educational connection with Anchor QEA's Mission and DEI Principles, who give back themselves to their communities, and a have financial need.

Anchor QEA's Annual Scholarship Award Rubric

Table 1 presents the rubric based on the Anchor QEA Scholarship Program Vision above and clearly defines the points to be awarded during applicant evaluations.

Our Vision

A growing company that is our clients' first choice for solving their most challenging problems and our employees' first choice as a company where they want to work.

Table 1
Anchor QEA's Scholarship Award Rubric

| Criteria | Where Criteria Is Evaluated | 4 to 5 points | 2 to 3 points | 1 point | 0 points |
|---|---|---|--|---|--|
| Relationship to Anchor QEA's Practice Areas [Weight Factor ×2] | Specific question and/or personal statement | Demonstrates at least two of the following: <ul style="list-style-type: none"> • Research or project that fits into at least two of our practice areas • Research or experience on sites similar in nature to our type of work • Innovative approach that could benefit our field of work | Demonstrates at least one of the following: <ul style="list-style-type: none"> • Research or project that fits into one of our practice areas • Research or experience on sites similar in nature to our type of work • Innovative approach that could benefit our field of work | Course of study may fit within one of our practice areas, but it may not be well defined or clear | No overlap with our practice areas |
| Demonstration of Alignment with Anchor QEA's Mission [Weight Factor ×1] | Personal statement | Provides examples of at least four of the following aspects of our mission statement in their work and/or character: <ul style="list-style-type: none"> • Improving the environment • Improving communities • Solving challenges with others • Demonstrates integrity • Demonstrates vibe | Provides examples of three out of five aspects of our mission statement in their work and/or character | Provides example of at least one aspect of our mission statement in their work and/or character | Does not address any aspect of our mission statement |

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| Criteria | Where Criteria Is Evaluated | 4 to 5 points | 2 to 3 points | 1 point | 0 points |
|--|--|---|---|--|---|
| Demonstration of Alignment with Anchor QEA's DEI Principles [Weight Factor x1] | Personal statement and/or recommendation letters | Through their work studies or community service, demonstrates measures or activities in alignment with at least three out of four of our DEI Principles | Through their work studies or community service, demonstrates measures or activities in alignment with two out of four of our DEI Principles | Through their work studies or community service, demonstrates measures or activities in alignment with one out of four of our DEI Principles | Does not demonstrate activities in alignment with any of our DEI Principles |
| Community Service [Weight Factor x2] | Personal statement or specific question | Applicant has or is providing significant community service both related to and outside of their area of study on a consistent basis throughout the year | Applicant has or is providing significant community service both related to and outside of their area of study at one time or another | Applicant has or is providing some community service at one time or another | Applicant has not provided community service |
| Financial Need [Weight Factor x2] | Personal statement or specific question | Demonstrates two out of three of the following: <ul style="list-style-type: none"> • Working part-time to support studies • Has significant expenses or circumstances that create a financial need • Has family responsibilities and provided an explanation of those responsibilities | Demonstrates one out of three of the following: <ul style="list-style-type: none"> • Working part-time to support studies • Has some expenses or circumstances that create a financial need • Has some family responsibilities and provided an explanation of those responsibilities | <ul style="list-style-type: none"> • Has limited expenses or circumstances that create a financial need | <ul style="list-style-type: none"> • Has no expenses or circumstances that create a financial need |

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| Criteria | Where Criteria Is Evaluated | 4 to 5 points | 2 to 3 points | 1 point | 0 points |
|--|-----------------------------|---|---|---|---|
| Writing Skills [Weight Factor ×1] | Personal statement | <ul style="list-style-type: none"> Personal statement is well-written with details that are thoughtful and focused Application highlights the current circumstances in the applicant's life that support the need for this scholarship Application provides insight into the applicant's character, strengths, and education goals | <ul style="list-style-type: none"> Personal statement is well-written/thoughtful, but it could have been more focused/in-depth Application highlights the current circumstances in the applicant's life that support the need for this scholarship Application provides insight into the applicant's character, strengths, and education goals | <ul style="list-style-type: none"> Personal statement is not as well-written or as in-depth as it could have been with details that were not well thought out The applicant could have put more thought and effort to explain the current personal circumstances that support the need for this scholarship Application provides some insight into the applicant's character, strengths, and educational goals | <ul style="list-style-type: none"> Personal statement is poorly written, does not provide complete details, and demonstrates a lack of effort and focus The applicant did not explain why this scholarship is needed Application provides very limited, if any, insight into the applicant's character, strengths, and education goals |
| Letters of Recommendation [Weight Factor ×2] | Letters of recommendation | Very highly recommended (identified as unique applicant) by at least one reference and has more than one reference letter | Strongly recommended by at least one reference and has more than one reference letter | Recommended by only one reference | No reference letters provided |
| Bonus Question [10 Points for yes] | Specific question | Do you identify yourself as a member of an underrepresented group in the STEM field? | | | |

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