

Anchor QEA Scholarship Program

October 1, 2020

The purpose of this document is to define the guiding principles of the Anchor QEA annual scholarship programs and present a rubric for evaluating scholarship applicants. Beginning in 2020, Anchor QEA is committing half of all scholarship funds to Black, Indigenous, and people of color (BIPOC) students as a step toward dismantling the financial barriers that contribute to inequities in STEM fields.

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 x3]	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 [1 Points for yes]	Specific question	Is your household income below \$95,000?			

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