

## 2010 Prospective Teacher Scholars Focused Growth Pilot Report to the Joint Legislative Education Oversight Committee

### ABSTRACT

The University of North Carolina was directed in 2002 to establish a pilot program at three of the Focused Growth campuses to recruit new non-resident students, who will be eligible to receive resident tuition rates, if they agree to pursue a full-time course of study that will lead to teacher certification in North Carolina and to employment teaching in a North Carolina public school (or school operated by the United States government in North Carolina). Pursuant to Senate Bill 1115, Section 9.9 (2001), the UNC Board of Governors is required to report annually to the Joint Legislative Education Oversight Committee on the progress of the pilot programs and their costs.

The participating campuses are Elizabeth City State University (ECSU), University of North Carolina at Pembroke (UNCP), and Western Carolina University (WCU). Each campus is permitted to have a total of twenty students in the program at any given time. Currently, there are a total of forty-two students enrolled at a cost of \$389,380 in tuition waivers. Funding to support the difference in resident and non-resident tuition is allocated from the campuses focused growth funds. In the seventh year of the pilot, twenty-three students have matriculated through the program and graduated. Sixteen of the twenty-three graduates are currently teaching in a North Carolina public school. Over the seven years this pilot has been in existence, students have been recruited from eighteen states.

*NOTE: The UNC General Administration has initiated discussion with the pilot campuses regarding cost efficiency and effectiveness of the Prospective Teacher Scholars Focused Growth Pilot Program in contributing to overall teacher recruitment efforts and annual productivity of initially licensed teachers. Results from this evaluation will be shared with the UNC Board of Governors Planning Committee at the June 2010 meeting.*

## **2010 Prospective Teacher Scholars Focused Growth Pilot Report to the Joint Legislative Education Oversight Committee**

Attracting and retaining high quality teachers for North Carolina's public schools is of critical importance. The University of North Carolina's deep, urgent commitment to ensuring a sufficient supply of high quality teachers for the state's public school classrooms is evidenced in our fifteen teacher education programs' efforts to recruit, prepare, license, and further develop the states' teacher workforce. One model of recruitment piloted on three UNC campuses is the Prospective Teacher Scholars Focused Growth Pilot program. This pilot is one of the many ways the University is responding to the state's teacher supply-demand gap.

The pilot program was established in 2003-04 on three of the University of North Carolina's focused growth campuses; Elizabeth City State University (ECSU), UNC Pembroke (UNC-P), and Western Carolina University (WCU). The focused growth pilot program, entitled the Prospective Teacher Scholars Program, allows these campuses to recruit non-resident students to pursue a full-time course of study that will lead to teacher certification in North Carolina and to employment teaching in a North Carolina public school (or school operated by the United States government in North Carolina). Participating students must sign a promissory note with the institution agreeing to teach an equal number of years in North Carolina. If the student later decides not to pursue teacher education or does not teach in North Carolina, the student will be charged the difference between resident and non-resident tuition, in addition to interest. Pursuant to Senate Bill 1115, Section 9.9 (2001), the UNC Board of Governors developed guidelines and regulations for the pilot programs and reported to the Joint Legislative Education Oversight Committee Chairs on November 12, 2002.

This annual legislative report provides information on the progress and costs of the pilot program on each of the three participating campuses to date. The data in Tables 1-7 presents specific campus information about the pilot, as well as collective totals for the three participating campuses. The total cost of tuition waivers for the seven years the pilot has been in existence is \$2,159,152. Legislation enacting this pilot is provided in Attachment 1. The UNC Board of Governors' guidelines and regulations, 800.4.1, adopted on November 8, 2002 are provided in Attachment 2.

Table 1 presents data for 2003-04. In the first year of the Prospective Teacher Scholars Program, fifteen scholars were enrolled on the three campuses participating in this focused growth pilot: five at ECSU, two at UNCP, and eight at WCU. The 2003-04 tuition waiver costs for the fifteen newly enrolled students was \$134,936. The cost by campus for the first year of the pilot was \$41,320 at ECSU, \$18,728 at UNCP, and \$74,888 at WCU

**Table 1. Prospective Teacher Scholars 2003-04**

Focused Growth Campus	2003-04 New Scholars	2003-04 Tuition Waiver Cost
ECSU	5	\$41,320
UNCP	2	\$18,728
WCU	8	\$74,888
Totals	15	\$134,936

Table 2 provides data for 2004-05, the second year of the pilot. In this year, thirteen of the fifteen scholars returned and the campuses collectively enrolled an additional fourteen new scholars. Seven of the fourteen new scholars and five returning enrolled at ECSU, three new and one returning scholar enrolled at UNCP, and four new and seven returning scholars enrolled at WCU. A total of twenty-seven scholars were enrolled in the program in the 2004-05 academic year, increasing the tuition waiver costs for the program in year two to \$227,468. The cost by campus for the second year of the pilot was \$100,068 at ECSU, \$33,040 at UNCP, and \$94,360 at WCU.

**Table 2. Prospective Teacher Scholars 2004-05**

Focused Growth Campus	Scholars Returning In 2004-05	2004-05 New Scholars	2004-05 Scholars Enrolled	2004-05 Tuition Waiver Cost
ECSU	5	7	12	\$100,068
UNCP	1	3	4	\$33,040
WCU	7	4	11	\$94,360
Totals	13	14	27	\$227,468

Data in Table 3 provides information for the 2005-06 academic year, including the total tuition waiver costs for the three years the pilot program had been in existence. In 2005-06, the third year of the pilot program, twenty-four of the prior year's twenty-seven scholars returned, and the campuses collectively enrolled an additional eleven new scholars. Eleven of the twenty-four returning scholars and five new scholars

enrolled in the fall semester at ECSU, two returning and one new scholar enrolled at UNCP, and eleven

**Table 3. Prospective Teacher Scholars 2005-06**

Focused Growth Campus	Scholars Returning In 2005-06	2005-06 New Scholars	2005-06 Scholars Enrolled	2005-06 Tuition Waiver Costs	Total Tuition Waiver Costs To Date
ECSU	11	5	16	\$129,255	\$270,643
UNCP	2	1	3	\$28,320	\$84,808
WCU	11	5	15	\$132,104	\$310,788
Totals	24	11	34	\$289,679	\$666,239

returning and five new scholars enrolled at WCU (one scholar dropped out after fall 2005, leaving fifteen enrolled). A total of thirty-four scholars were enrolled in the program in the 2005-06 academic year, increasing the tuition waiver costs for the program in year three to \$289,679. The cost by campus for the third year of the pilot was \$129,255 at ECSU, \$28,320 at UNCP, and \$132,104 at WCU. Total tuition waiver costs to date for the third year of the pilot was \$666,239; \$270,643 at ECSU, \$84,808 at UNCP, and \$310,788 at WCU.

<b>Table 4. Prospective Teacher Scholars 2006-07</b>					
<b>Focused Growth Campus</b>	<b>Scholars Returning In 2006-07</b>	<b>2006-07 New Scholars</b>	<b>2006-07 Scholars Enrolled</b>	<b>2006-07 Tuition Waiver Costs</b>	<b>Total Tuition Waiver Costs To Date</b>
<b>ECSU</b>	11	7	18	\$150,102	\$420,745
<b>UNCP</b>	3	4	7	\$64,820	\$149,628
<b>WCU</b>	14	3	16	\$158,120	\$468,908
<b>Totals</b>	<b>28</b>	<b>14</b>	<b>41</b>	<b>\$373,042</b>	<b>\$1,039,281</b>

Data from the fourth year of the pilot, 2006-07, is provided in Table 4. In this year, twenty-eight of the prior years

scholars returned. An additional fourteen new scholars were enrolled across the pilot campuses for a total of forty-one enrolled scholars; eighteen at ECSU, seven at UNCP, and sixteen at WCU. The total tuition waiver costs for 2006-07 is \$373,042; \$150,102 at ECSU, \$64,820 at UNCP, and \$158,120 at WCU. The first graduate from the 2003-04 cohort completed their program and graduated in December 2006 from WCU.

Table 5 presents data for 2007-08. In the fifth year of the program, twenty-two new scholars were enrolled; seven at ECSU, eleven at UNCP, and four at WCU. Twenty-three of the prior years' scholars returned for a total of forty-three scholars enrolled in 2007-08; fourteen at ECSU, fifteen at UNC-P, and fourteen at WCU. The 2007-08 tuition waiver costs were \$378,230. The cost by campus for this year was

\$124,334 at ECSU,  
\$138,900 at UNCP,  
and \$114,996 at WCU.

<b>Table 5. Prospective Teacher Scholars 2007-08</b>					
<b>Focused Growth Campus</b>	<b>Scholars Returning In 2007-08</b>	<b>2007-08 New Scholars</b>	<b>2007-08 Scholars Enrolled</b>	<b>2007-08 Tuition Waiver Costs</b>	<b>Total Tuition Waiver Costs To Date</b>
<b>ECSU</b>	7	7	14	\$124,334	\$540,909
<b>UNCP</b>	4	11	15	\$138,900	\$288,582
<b>WCU</b>	12	4	14	\$114,996	\$600,560
<b>Totals</b>	<b>23</b>	<b>22</b>	<b>43</b>	<b>\$378,230</b>	<b>\$1,430,051</b>

Data in Table 6 represents Prospective Teacher Scholars in 2008-09. In the sixth year of the program, 14 new scholars were enrolled and 23 scholars returned to the program for a total of 36 scholars. The 2008-09 tuition waiver cost was \$108,168 for ECSU, \$92,600 for UNCP, and \$138,953 at WCU, totaling \$339,721 across all three campuses.

<b>Table 6. Prospective Teacher Scholars 2008-09</b>					
<b>Focused Growth Campus</b>	<b>Scholars Returning In 2008-09</b>	<b>2008-09 New Scholars</b>	<b>2008-09 Scholars Enrolled</b>	<b>2008-09 Tuition Waiver Costs</b>	<b>Total Tuition Waiver Costs To Date</b>
<b>ECSU</b>	7	5	12	\$108,168	\$649,077
<b>UNC-P</b>	6	4	10	\$92,600	\$381,182
<b>WCU</b>	10	5	14	\$138,953	\$739,513
<b>Totals</b>	<b>23</b>	<b>14</b>	<b>36</b>	<b>\$339,721</b>	<b>\$1,769,772</b>

2009-10 outcomes for the Prospective Teacher Scholars pilot are listed in Table 7. In the seventh year of pilot implementation, 14 new scholars were enrolled and 27 scholars returned for a

total of 42 enrolled scholars in 2009-10. Tuition waiver cost in 2009-10 was \$135,735 at ECSU, \$128,884 at UNCP, and \$124,761 at

<b>Table 7. Prospective Teacher Scholars 2009-10</b>					
<b>Focused Growth Campus</b>	<b>Scholars Returning In 2008-09</b>	<b>2009-10 New Scholars</b>	<b>2009-10 Scholars Enrolled</b>	<b>2009-10 Tuition Waiver Costs</b>	<b>Total Tuition Waiver Costs To Date</b>
<b>ECSU</b>	8	7	15	\$135,735	\$784,812
<b>UNCP</b>	9	5	14	\$128,884	\$510,066
<b>WCU</b>	10	3	13	\$124,761	\$864,274
<b>Totals</b>	<b>27</b>	<b>15</b>	<b>42</b>	<b>\$389,380</b>	<b>\$2,159,152</b>

WCU. Tuition waver costs were \$389,380 across all three campuses for 2009-10. The total tuition waiver cost for the seven-year pilot is \$2,159,152.

The total number of scholar graduates by campus and by academic year is listed in Table 8. As of 2008-09, twenty-three Scholars have graduated; one in 2005-06, seven in 2006-07, six in 2007-08, and nine in 2008-09. Of these graduates, 16 are currently teaching in a North Carolina public school.

<b>Table 8. Prospective Teacher Scholar Graduates</b>					
<b>Campus</b>	<b>2005-06 Scholar Graduates</b>	<b>2006-07 Scholar Graduates</b>	<b>2007-2008 Scholar Graduates</b>	<b>2008-2009 Scholar Graduates</b>	<b>Total Graduates To Date</b>
<b>ECSU</b>	0	1	2	3	6
<b>UNCP</b>	0	1	2	2	5
<b>WCU</b>	1	5	2	4	12
<b>Totals</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>9</b>	<b>23</b>

In summary, tuition waiver costs expended by the three participating focused growth campuses to date for the seven years the program has been in existence is \$2,159,152; \$784,812 at ECSU, \$510,066 at UNCP, and \$864,274 at WCU. Students have been recruited from eighteen states; CA, CT, FL, GA, IA, LI, KS, MA, MD, MI, MN, NJ, NY, OH, PA, SC, TN, and VA.

#### TECHNICAL NOTES:

- *Elizabeth City State University* – In 2003-04 the difference of out-of-state and in-state tuition at ECSU was \$8,264, in 2004-05 the tuition differential was \$8,339 and in 2005-06 the differential remains the same. In 2005-06, two of the fifteen scholars that enrolled in the fall of 2005 have dropped out of the program, leaving thirteen enrolled in the spring 2006 semester. The tuition differential at ECSU for 2006-07 was \$8,339 and in 2008-09 is was \$9,014.
- *UNC Pembroke* – In the 2003-04 year, UNCP made fifteen offers and three accepted. In addition, one of the three was removed from the program because the student's father was retroactively charged the in-state tuition rate due to a military residency waiver. In 2003-04 the difference in out-of-state and in-state tuition at UNCP was \$9,364. In the 2004-05 year, UNCP made fourteen offers with three accepting, and one of two students returning from the prior year. One of the returning scholars from the 2003-04 year transferred to UNC Wilmington. In 2004-05 the tuition differential at UNCP was \$9,440. The differential remains the same in 2005-06. For the 2006-07 year, two scholarships were offered with one accepting. The tuition differential at UNCP for 2006-07 was \$9,260 and in 2008-09 was \$9,260.
- *Western Carolina University* – Costs in 2003-04 reflect tuition waivers for eight students (one student dropped out). In 2003-04 the difference in out-of-state and in-state tuition at WCU was \$9,361. Costs in 2004-05 reflect tuition waivers for five students (one student dropped out). In 2004-05 the tuition differential at WCU was \$9,436 and in 2005-06 the differential remains the same. In 2005-06, one of the sixteen scholars that enrolled in the fall of 2005 has dropped out of the program, leaving fifteen enrolled in the spring 2006 semester. The tuition differential at WCU for 2006-07 was \$9,583 and in 2008-09 was \$9,583. One of the 2008-09 scholars graduated in December 2008, therefore offsetting the tuition waiver cost by \$4,791 for this academic year. One of the 2008-09 returning scholars became an in-state resident for the 2009-10 year.

**SENATE BILL 1115, SECTION 9.9 (2001)**

**FOCUSED GROWTH PILOT PROGRAM**

**SECTION 9.9.** The Board of Governors of The University of North Carolina may allow Elizabeth City State University, the University of North Carolina at Pembroke, and Western Carolina University each to allocate up to one hundred seventy-eight thousand three hundred eighty dollars (\$178,380) of the funds allocated to them for focused enrollment growth for a maximum of 20 Prospective Teacher Scholars. These funds may be used to recruit new nonresident students to enter into agreements to: (i) pursue a full-time course of study that will lead to teacher certification in North Carolina and (ii) teach in a North Carolina public school or a school operated by the United States government in North Carolina for one year for each year that they receive this benefit. The Board of Governors shall establish guidelines and regulations for this pilot program, including methodology for determining its success in increasing the supply of qualified teachers for North Carolina public schools. The Board shall report its guidelines and regulations to guide these pilot programs to the Joint Legislative Education Oversight Committee by November 15, 2002. The Board shall report annually to the Committee on the progress of the pilot programs and their costs.

Requested by: Senators Dalton, Lucas, Garrou, Plyler, Odom, Lee; Representatives Nesbitt, Boyd-McIntyre, Rogers, Yongue, Michaux, Smith, Hackney, Easterling, Oldham, Redwine

**THE UNIVERSITY OF NORTH CAROLINA  
POLICY MANUAL: 800.4.1**

Adopted 11/08/02

**PROSPECTIVE TEACHER SCHOLAR PROGRAM**

The University of North Carolina has been directed to establish a pilot program at three of the Focused Growth campuses to recruit new nonresident students to pursue a full-time course of study that will lead to teacher certification in North Carolina and to employment teaching in a North Carolina public school (or school operated by the United States government in North Carolina). Pursuant to Senate Bill 1115, Section 9.9 (2001), the UNC Board of Governors is required to report guidelines and regulations for these pilot programs to the Joint Legislative Education Oversight Committee by November 15, 2002, and then report annually to the Committee on the progress of the pilot programs and their costs.

The following policies are to be used for implementation of the Prospective Teacher Scholar programs at Elizabeth City State University, the University of North Carolina at Pembroke, and Western Carolina University.

1. The Prospective Teacher Scholar funds are to be used for non-resident students who make a commitment to pursue a degree in teacher education at one of the three constituent institutions, ECSU, UNCP, or WCU.
2. The Prospective Teacher Scholar program is a scholarship-loan program. Scholarship funds will be used to pay the difference between the cost of resident tuition and fees and non-resident tuition and fees. For each year the student receives the scholarship-loan, the student must teach full-time for an academic year in a North Carolina (K-12) public school or a school operated by the United States Government in North Carolina. The student will have a maximum of seven (7) years or two years time for each year of the scholarship (whichever is less) from the date of graduation to fulfill the payback agreement by teaching in a North Carolina public school.
3.
  - a. Eligibility to participate in the Prospective Teacher Scholar program is limited to non-resident students who enter as a new freshman or as an undergraduate transfer student, and will be enrolled full-time each fall and spring semester, and make satisfactory progress toward a teaching degree.
  - b. The student must maintain a satisfactory GPA and be in good standing with the university each year of study.

- c. The student must meet the criteria and be admitted to the Teacher Education program by the beginning of the Junior year.
  - d. The student must graduate and be eligible for a license to teach in a North Carolina public school within six months after graduation.
- 4. Students participating in the Prospective Teacher Scholar program will not be included in the campus' cap of 18% freshmen non-resident students.
- 5. Any Prospective Teacher Scholar student who chooses to attend summer school classes will be eligible for the in-state resident rate for tuition and fees.
- 6. Each recipient of a Prospective Teacher Scholar scholarship-loan is required to sign a promissory note, along with a surety, agreeing that if the student does not fulfill the payback requirement to teach in a North Carolina public school (as described in #2), the student will be required to repay the campus the differential between the resident and non-resident tuition and fees for each year they do not fulfill the payback requirement. The student will also be required to pay the campus the cost as identified above plus 10% interest on the identified amount which begins to accrue from the date of graduation or the date the student transfers to another institution or the date the student is no longer enrolled full-time and full-term, whichever is earliest.
- 7. Any Prospective Teacher Scholar recipient who does not complete the teacher education program or who terminates the degree program will be subject to the repayment of the scholarship as described in item #6.
- 8. Awards may begin as early as the spring 2003 semester for new freshmen or new transfer students. Currently enrolled students are not eligible to participate in the Prospective Teacher Scholar program.
- 9. Students selected as Prospective Teacher Scholar recipients will be eligible for consideration for additional merit awards and non-state funded need-based financial aid.
- 10. The Prospective Teacher Scholar scholarship-loan must be considered as part of the student's financial aid package. When the total financial aid award exceeds financial need, the scholarship may not be reduced to prevent an over-award.
- 11. The campus shall forgive the repayment if it finds that it is impossible for a person to comply with the requirements of item #2 or item #6 because of the person's death or permanent disability. The campus may forgive the repayment if the President finds that a person could not comply with the requirements of item #2 or item #6 for extraordinary circumstances not within the person's control.