

PNGF SCHOLARSHIP Program

1. Draft Bylaws are as follows:

- a. Organization for Exclusive Educational Purposes. The Program is organized exclusively for educational assistance, including, for such purposes, the making of distributions to such individuals of the Pennsylvania Army or Air National Guard as may qualify under the rules of eligibility for scholarship funds.
- b. Eligibility: To receive grants, applicants need to be Members of the Pennsylvania Army or Air National Guard who are either entering their first year of higher education or those presently attending college, trade school or Apprenticeship program on a full-time basis. To receive the grant or service, the awardee must be an active member of the Pennsylvania Army or Air National Guard who qualify for service in the Guard and agree to remain a member of the National Guard during the academic year (equivalent to two semesters) Applicants MUST NOT have any Letters of Reprimand in their permanent file, any flagging action against them or a bar to reenlistment. This will be verified through HRO.

c. Application Requirements. Applicants must:

- i. File a completed application to the PNGF Scholarship Program Officer No Later than the deadline established by the PNGF for the year in which applying.
- ii. Be a graduate of an approved public or nonpublic high school or have attained a GED.
- iii. Have been accepted for admission, or be presently attending an accredited institution as a full-time student for matriculation during the academic year for which applying.

- The term "accredited institution" means a civilian college, university, or trade, technical or vocational school that provides education at a post-secondary level and that is accredited by a nationally recognized accrediting agency.

- The Apprenticeship Program must possess a license from the Commonwealth of Pennsylvania and be subject to audit by the Federal Government Department of Labor

- The term "full-time student" means a Guard member is considered attending "full-time" if he or she meets the academic requirement considered to be full-time for the institution in which he or she is enrolled. Generally, a "full-time" student is considered to mean one who is enrolled for at least twelve credit hours for each semester of the pending academic year. If the institution for which a student is enrolled uses the term "clock hours", to be

eligible, the student must be enrolled for the equivalent of at least twelve credit hours.

- An apprenticeship must be enrolled in the program and verified by the employer and the Program management staff

d. Criteria for Judging Qualified Applicants.

i. Non Discrimination.

- The rank or grade of the applicant shall not be considered in evaluating applications. The board will not review applications that are not fully completed in accordance with written instructions that accompanied the scholarship grant announcement.

- The Committee will not base decisions on Rank, Grade, Religion, Gender, Sexual Orientation. Race, gender identity, sexual orientation and nationality will not be asked on the submission form.

- The program will review its grading criteria and scores every three years to do its best to select scholarship recipients to meet recruiting guidelines and DEI standards.

- Quotas Shall not be used.

- No photographs are required.

ii. The goal should be to maximize the number of awards issued.

iii. Military service will be verified by checking the permanent files at DMVA. Through either the Human Resources Office or Recruiting.

iv. Specific Grading criteria are not listed here; the grading criteria is subject to revision periodically as shown above.

e. Annual Basis for Scholarship Grants. Scholarship grants will be made on an annual basis and are not continuous

f. Scholarship Grants to Recipients. Scholarship grants will be made directly to the applicants. We are looking at ways to award the scholarship to the institution to ensure funds pay for education related expenses first.

g. Any in kind scholarship grant (Like housing, devices or related material)

must be utilized by the applicant. If they are unable to use the grant, the Board needs to know to allocate the effort to be used.

h. The Spring Term is the period supported. To receive the award the applicant either before selection or afterwards must show enrollment in the spring semester or quarter or similar period to receive the award.

2. Proposed Grading. The Scholarship panel will use following criteria for judging applicants for scholarship grants:

- a. Grade Point Average
- b. Remaining Service Obligation
- c. Community Involvement through school, church or community organizations
- d. Whether they are a Guard member free of adverse personnel actions
- e. Submit an essay to be graded on the following Criteria
 - Organized Appearance
 - Personal Attributes and unique contributions to include what they plan to do with the degree
 - Values and Resilience. The ability to overcome obstacles in life and unique challenges or goals.
 - Guard Integration. How the degree will make the soldier a better guard member and their potential to continue their Guard Career.

3. Award Categories.

- a. The board will support Funds, and in kind scholarship opportunities and specific program based awards.
- b. Grading must separate overall awards from In kind and Degree based awards.
- c. In-kind would be program based scholarship or room and board. This must be defined on the application.
- d. Major Based Scholarships. STEM must be a related field from the American College Testing (ACT) STEM Majors and Occupations list.

4. Procedures

- a. All submissions will be online. The basic information will be the information on the current application form.
- b. The committee will perform grading on a Dropbox like application. This will allow all applications and grading forms to be accessed without multiple copies on email. This also provides accommodation for scheduling. The Committee will have 30 days to grade the applications. The total score will occur via a spreadsheet function.
- c. Notification and award will be in conjunction with the PNGAS Conference or other Venue as designated by PNGAS or PNGF.