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UNCF AWARDS PLANNING GRANT PHASE OF \$50 MILLION INITIATIVE TO 30 SELECTED COLLEGES AND UNIVERSITIES TO IMPROVE JOB PLACEMENT OUTCOMES FOR GRADUATES

UNCF® Career Pathways Initiative distributes \$2.55 million in planning grants to selected HBCUs and PBIs, with potential to assist 66,000 students

WASHINGTON (April 26, 2016)—Thirty colleges have been selected as planning grant awardees for UNCF’s new [Career Pathways Initiative](#) (CPI), a highly competitive grant process open to four-year historically black colleges and universities (HBCUs) and predominantly black institutions (PBIs) to help students gain the knowledge, preparation, insight and skills needed for meaningful employment upon graduation.

[Lilly Endowment Inc. committed \\$50 million](#) in October 2015 to launch the UNCF® Career Pathways Initiative to improve the job placement outcomes of graduates from HBCUs and PBIs. Institutions will employ various strategies to achieve this goal, including aligning curricula with local and national workforce needs, developing intentional career pathway options for students across their collegiate experience, and strengthening their career service operations. The collective planning grant distribution announced today totals \$2.55 million, which has the potential to assist more than 66,000 students across the 30 colleges and universities.

“The UNCF® Career Pathways Initiative is not only important to HBCUs and PBIs, it is important for the entire American higher education system and the American global economy,” said Dr. Michael L. Lomax, UNCF president and CEO. “CPI will serve as a model of best practices for all colleges and universities to follow, in order to ensure that we are meeting the needs of our students and the demands of the ever-changing marketplace for talent. We’re excited that HBCUs and PBIs will be at the forefront of this new and impactful venture. We applaud all of the institutions that put their best foot forward in the interest of their students’ future careers, and we commend the 30 institutions that were selected.”

The rigorous and competitive grant process opened in December 2015 to 87 eligible public and private institutions, of which 81 were HBCUs and six were PBIs. The eligible institutions must have met select criteria, including being an accredited four-year degree-granting institution that awards most of its degrees at the bachelor’s level. Of the 87 eligible institutions, 70 applied for the planning grant and 30 were selected as grantees.

Of the 30 recipients, 29 are HBCUs and one is a PBI. Twenty-three of the selected grantees are among the 37 private UNCF-supported institutions. The six-month planning grants are one-time awards that help the institutions research and envision programs that will strengthen their efforts to prepare

students for sustaining and meaningful careers. Award amounts vary based on the institution's student enrollment. The 30 selected institutions are:

UNCF® CAREER PATHWAYS INITIATIVE PLANNING GRANTEES				
College/University	City	State	Planning Grant Amount	Tier Based on Enrollment
Clark Atlanta University	Atlanta	GA	\$150,000	Tier I
Fayetteville State University	Fayetteville	NC	\$150,000	Tier I
Jackson State University	Jackson	MS	\$150,000	Tier I
Morgan State University	Baltimore	MD	\$150,000	Tier I
Norfolk State University	Norfolk	VA	\$150,000	Tier I
Tennessee State University	Nashville	TN	\$150,000	Tier I
Benedict College	Columbia	SC	\$100,000	Tier II
Claflin University	Orangeburg	SC	\$100,000	Tier II
Florida Memorial University	Miami	FL	\$100,000	Tier II
Lincoln University	Jefferson City	MO	\$100,000	Tier II
Morehouse College	Atlanta	GA	\$100,000	Tier II
Oakwood University	Huntsville	AL	\$100,000	Tier II
Spelman College	Atlanta	GA	\$100,000	Tier II
Xavier University of Louisiana	New Orleans	LA	\$100,000	Tier II
University of West Alabama	Livingston	AL	\$100,000	Tier II
Bennett College	Greensboro	NC	\$50,000	Tier III
Dillard University	New Orleans	LA	\$50,000	Tier III
Edward Waters College	Jacksonville	FL	\$50,000	Tier III
Fisk University	Nashville	TN	\$50,000	Tier III
Huston-Tillotson University	Austin	TX	\$50,000	Tier III
Jarvis Christian College	Hawkins	TX	\$50,000	Tier III
LeMoyne-Owen College	Memphis	TN	\$50,000	Tier III
Philander Smith College	Little Rock	AK	\$50,000	Tier III
Rust College	Holly Springs	MS	\$50,000	Tier III
Saint Augustine's University	Raleigh	NC	\$50,000	Tier III
Talladega College	Talladega	AL	\$50,000	Tier III
Tougaloo College	Tougaloo	MS	\$50,000	Tier III
Voorhees College	Denmark	SC	\$50,000	Tier III
Wilberforce University	Wilberforce	OH	\$50,000	Tier III
Wiley College	Marshall	TX	\$50,000	Tier III
TOTAL:			\$2,550,000	

Tier I institutions enroll more than 2,500 students; Tier II institutions enroll between 1,250 and 2,499 students; and Tier III institutions enroll a maximum of 1,249 students.

CPI is designed to support participating institutions to strengthen career guidance and leverage the liberal arts education of students by adding—where needed—certain skills, experiences and

knowledge required by employers. Programs will be expected to engage college faculty in the development of curricula that is aligned with workforce needs to better prepare students to compete in careers of their choice. The initiative also will help institutions build partnerships with local and national employers and improve student career services.

Planning grantees were selected based on how well their proposals reflected understanding of the challenges facing students as they prepare for post-graduate employment. In addition, successful proposals included evidence that the institutions had connected with experts who can help them find innovative solutions. The 30 institutions will be eligible to compete for a smaller number of implementation grants of \$1 million to \$1.5 million, to be announced this fall.

Since the Great Recession ended in 2009, the problem of underemployment has become a crisis for young adults. By early 2015, the underemployment rate for recent college graduates had reached 44 percent, according to the U.S. Bureau of Labor Statistics. The statistics are even more alarming for African American graduates. As recently as 2013, the unemployment rate for African American college graduates between ages 22 and 27 was 12.4 percent, more than twice the rate of their white counterparts. And in 2014, the share of recent African American college graduates who were underemployed soared to 56 percent. Furthermore, a recent [Georgetown University workforce study](#) found that African Americans are underrepresented in the number of college majors associated with the fastest-growing, highest-paying occupations, with only seven percent entering the STEM fields of science, technology, engineering and mathematics.

[UNCF® CPI was created to address these issues.](#) This program falls under UNCF's Institute for Capacity Building (ICB), which works collaboratively with UNCF-member institutions to enhance their infrastructure, sustainability and success in a number of operational areas. Dr. Brian K. Bridges, UNCF vice president for research and member engagement, leads ICB efforts in addition to UNCF's Frederick D. Patterson Research Institute ([FDPRI](#)).

"The mission of CPI truly validates our capacity-building work, as we aim to equip the next generation of 21st-century employees directly from HBCUs and PBIs," Bridges said. "CPI will provide transformational support to institutions that do more with less, allowing them to further extend their ability to positively impact students' lives for years after graduation."

Data from FDPRI show that although HBCUs comprise only three percent of all four-year colleges and universities in the United States, these institutions award nearly 20 percent of the bachelor's degrees earned by African American students nationally. Their impact with students in STEM fields is also significant, as 25 percent of bachelor degrees in STEM fields earned by African American students in the country are awarded by HBCUs.

CPI is led by director Edward Smith-Lewis, and its programmatic success will be measured through accountability and evaluation metrics that will be assessed periodically throughout the program and at its conclusion to determine impact, effectiveness and replicability. The inaugural annual convening of CPI grantees, to be held in June 2016 in Atlanta, will provide opportunities for participating institutions to share best practices, learn from each other and from leading experts in career preparation, and foster collaborations to maximize collective impact.

Lilly Endowment has been a supporter each year since UNCF's inception in 1944 and its 2015 commitment of \$50 million ties for the second-largest contribution that UNCF has received in its 72-year history.

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[UNCF® CAREER PATHWAYS INITIATIVE FACT SHEET](#)



About Lilly Endowment Inc.

Lilly Endowment Inc. is a private philanthropic foundation created in 1937 by three members of the Lilly family—J.K. Lilly Sr. and sons J.K. Jr. and Eli—through gifts of stock in their pharmaceutical business, Eli Lilly and Company. Although those gifts remain the financial bedrock of the Endowment, the Endowment is a separate entity from the company, with a distinct governing board, staff and location. In keeping with its founders’ wishes, the Endowment supports the causes of community development, education and religion. Although it maintains a special commitment to its hometown, Indianapolis, and home state, Indiana, it does support efforts of national significance particularly in the field of religion and on an invitational basis disaster relief and recovery efforts and programs that enhance higher education opportunities for African Americans, Latinos and Native Americans across the country. More information can be found at www.lillyendowment.org.



About UNCF

UNCF (United Negro College Fund) is the nation’s largest and most effective minority education organization. To serve youth, the community and the nation, UNCF supports students’ education and development through scholarships and other programs, strengthens its 37 member colleges and universities, and advocates for the importance of minority education and college readiness. UNCF institutions and other historically black colleges and universities are highly effective, awarding nearly 20 percent of African American baccalaureate degrees. UNCF awards more than \$100 million in scholarships annually and administers more than 400 programs, including scholarship, internship and fellowship, mentoring, summer enrichment, and curriculum and faculty development programs. Today, UNCF supports more than 60,000 students at more than 1,100 colleges and universities across the country. Its logo features the UNCF torch of leadership in education and its widely recognized trademark: A mind is a terrible thing to waste®. Learn more at UNCF.org, or for continuous news and updates, follow UNCF on Twitter, [@UNCF](https://twitter.com/UNCF) and [#UNCF](https://twitter.com/UNCF).