



# The James S. Kemper Foundation Annual Report, 2011



Members of the Kemper Scholars Class of 2013 on a group outing to the Chicago Botanic Garden,  
June 17, 2011



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## Mission and Philosophy

*The fundamental philosophy of the James S. Kemper Foundation is that a college-level education in the liberal arts represents the ideal preparation for life and work, especially for careers in administration and business. The mission of the Foundation is to promote that philosophy.*

In 1942, James Scott Kemper, founder of the Lumbermens Mutual Casualty Company and related Kemper insurance companies, established an independent private foundation. The Kemper companies provided significant financial support to the Foundation's endowment during its first 25 years. That endowment now stands at about 35 million dollars, committed like the Foundation's founder to helping shape the future leaders of American organizations.

Since its inception, the Foundation has concentrated on funding projects related to higher education. A special internship/scholarship initiative operated by the Foundation, the Kemper Scholars Program, has flourished since 1948 and celebrated its 60<sup>th</sup> anniversary year in 2007-2008. The Foundation has also expanded its activities to include educational project grants and support for certain educational programs for college students at arts and culture institutions in Chicago.

In 2004, the Board of Trustees determined that future grants will be made to small, private undergraduate colleges, for projects with a particular emphasis on liberal arts education and its relationship to administration, business, and leadership. The Kemper Scholars Program has been modified to provide broader opportunities to college students at sixteen partner institutions, all of them private. The Foundation continues to provide support for college student opportunities through grants for arts management internships at Chicago area arts and culture organizations.

## From the President and Executive Director

Dear Friends of the James S. Kemper Foundation,



After changes necessitated by the economic downturn of recent years, the James S. Kemper Foundation in fiscal year 2011 settled successfully into three areas of focus: the Kemper Scholars Program, the Kemper Fellows Program, and grants to Chicago area arts and culture organizations to support internships in arts management for college students.

Even a cursory familiarity with current discussions about college students' lack of adequate preparation for professional careers demonstrates the importance and contribution of the James S. Kemper Foundation to the national economy and common good. By our singular focus on the role of professional job experience as a complement to a well-rounded college education, the James S. Kemper Foundation has become a national leader in this area. The Foundation's work not only assists individual college students and non-profit organizations but also acts as a model of support for encouraging students to gain experiential learning in a professional setting before graduation.

As always in the Foundation's history, our primary support, effort, and attention have been given to the Kemper Scholars Program -- now in its 63rd year of developing the future leaders of America's corporations, not-for-profit organizations, and government agencies. Building on the success of and learning from the Kemper Scholars Program, for the past four years the Foundation has built the Kemper Fellows Program. In collaboration with five Chicago-area arts organizations, the Foundation uses the Kemper Fellows Program to educate college students through internship experience in arts management. The program seeks to employ some of the mentoring techniques and student networking that has been a valuable part of the Kemper Scholars Program.

The Foundation used its additional grant funds, diminished in recent years by the economic downturn's effect on our asset base, to support individually designed and operated arts management internship programs in Chicago-area arts and culture organizations.

Through our focused and longstanding efforts in the area of experiential education, the James S. Kemper Foundation has learned a great deal about what makes a good internship and a good mentor; what kinds of educational emphases help prepare students to move from the academic to the professional environment; what skills are necessary to be a successful employee; and how apparently unrelated liberal arts courses are, in fact, the most useful preparation for professional work. To share this knowledge and experience, the Foundation's newly redesigned website now includes a blog with bi-weekly posts on related issues.

The Foundation continued its exit interviews with senior Kemper Scholars. The collection of data added to that from previous years continued to show that nearly three-fourths of respondents believed that they had learned or accomplished the following things from their experience as Kemper Scholars:

- Developed a sense of direction and the ability to do careful goal setting,
- Gained confidence in myself and in my ability to take risks and try new things,
- Came to understand how broad academic education prepares one for a professional career,
- Developed professional skills such as networking, résumé writing, interviewing, strategic planning, formal professional communication,
- Learned to reflect on life and career,
- Gained a sense of how to behave with diverse groups of people,
- Developed a sense of how to work with a group and not always be the leader,
- Came to understand that any experience – even those less-than-ideal or negative – can and should be a learning experience,
- Learned how to make more informed life/career choices,
- Learned and experienced the similarities and differences between for-profit and not-for-profit organizations.

Uniformly the interviewed students asserted that the Kemper Scholars Program had been much more significant than they ever expected it to be for their development as leaders and young professionals. The Board and staff of the James S. Kemper Foundation are pleased that the Kemper Scholars Program in its current form clearly accomplishes the goals of the Foundation in the long tradition of the program's history.

As another way of assessing how we have met our goals and fulfilled our mission, during the past year the Foundation collected post-graduation employment data for the three classes of Kemper Scholars who have completed the new design of the program. In analyzing the data, we looked primarily at questions concerning where alumni were employed and how the careers Kemper Scholars alumni choose relate to their major areas of study.

Given the high academic achievement and commitment to community service of those selected as Kemper Scholars, it is not surprising that 36% of Kemper Scholars alumni are in graduate/professional school, national service programs (e.g., Teach for America), and study award programs (e.g., Fulbrights). About 10% of the alumni are in MBA or Master's in Accountancy programs. Every Kemper Scholar not engaged in one of these programs is working fulltime in a job appropriate for a college graduate.

Not surprisingly, 90% of business/ accounting majors are working in the corporate world. Of alumni with non-business/accounting majors, 37% are working in the corporate/for-profit world. If we look at the percentage of non-business/accounting major alumni currently holding jobs (i.e., not in graduate school or a national service program), 76% of them are working in the corporate/for-profit sector. Hence, given that a major goal of the Kemper Scholars Program is to assist students who are in non-business-related liberal arts majors to learn how they can contribute to and be successful in the corporate/for profit



# The James S. Kemper Foundation

sector, then we can say that we have been successful: over three-quarters of those students entered the labor market in the corporate sector.

Indeed, times and resources have changed, but for its entire history the James S. Kemper Foundation has remained true to its mission of developing college students into the future leaders of America's for-profit and not-for-profit organizations by building upon their broad liberal arts educations through mentored experiential education. We are proud of accomplishing our mission and of contributing to the common good.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ryan A. LaHurd', written in a cursive style.

Ryan A. LaHurd, Ph.D.  
President and Executive Director

## The Kemper Scholars Program

**. . . over 60 years of shaping  
 America's organizational leaders**

*"Education is a kind of insurance. It enables the individual to draw on the experiences of the many to live with integrity, dignity, and usefulness."* James Scott Kemper, 1967

In 1912, James Scott Kemper founded an insurance company based on responsibility, understanding, and integrity – values which ever after marked the Kemper Insurance Companies. As the quotation above from the James S. Kemper Foundation's 1967 annual report shows, Mr. Kemper placed a high value on the communal nature of education. He compared education to what he knew best: insurance. He understood that becoming an educated person depends upon one's access to the shared repository of learning, much the same way that insurance lessens one's risk by having many people contribute to a repository of resources upon which those who have suffered a loss can draw.



James Scott Kemper, Sr.

The repository of human knowledge and experience is, of course, accessible through reading, study of books and works of art, and through the labor of teachers. But James Kemper also knew learning comes by one's being actively involved with a mentor in gaining active experience in the world of work. This philosophy encouraged the creation of the Kemper Scholars Program in 1948.

The program prepares students for leadership and service, especially in administration and business. The Foundation believes that undergraduate study of the liberal arts offers the best preparation for life and career; thus the program aims to promote education in the liberal arts while providing opportunities for career exploration, job experience, and professional growth.

### Benefits for the Scholars

Kemper Scholars receive scholarship financial assistance for three years of \$3,000-\$10,000 a year depending on demonstrated need.

Scholars receive \$2,000-\$6,900 in summer project stipends for two years.



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They attend the annual Kemper Scholars Conference for three years.

Scholars are placed in an internship at a non-profit organization in Chicago during their post-sophomore year summer.

Scholars select and pursue their own post-junior year summer internship at a for-profit corporation.

## **Summer Project Support**

Kemper Scholars receive \$6,700-\$6,900 stipends for work in major non-profit organizations in Chicago during the summer following their sophomore year. After discussions with Foundation staff, Scholars will be placed in full-time administrative positions where they can learn about financial management, organizational strategy, fund-raising, and non-profit administration. Because the Kemper Foundation has relationships with many major non-profit organizations in Chicago, positions can be offered in a wide variety of fields. Students have completed internships at such organizations as the Art Institute of Chicago, Chicago History Museum, Joffrey Ballet, Chicago Mayor's Office, Lookingglass Theatre, Health and Medicine Policy Research Group and the Field Museum.

Scholars live in furnished apartments in the same residence building and participate in a weekly seminar while having many opportunities to explore the Chicago metropolitan area's educational, cultural, nature, sports, and entertainment offerings.

During the summer following the junior year, scholars are eligible for summer internship project grants ranging from \$2,000 to \$6,000 (level of support depends on expenses associated with the internship or project). The scholars are free to select and pursue a full-time internship anywhere in the world at any appropriate for-profit organization. They prepare and submit to the Foundation a proposal for funding.

## **Foundation-Sponsored Activities**

Each year the Kemper Scholars attend a national conference to discuss summer projects, meet with former Kemper Scholars, and consider topics in administration, leadership and business. They periodically read and discuss major works on leadership, service, ethics, or business, and they meet quarterly (usually by phone) with Kemper Foundation staff. These meetings focus on the scholars' academic and professional goals, as well as their hopes for future internships and learning opportunities.

## **Eligibility**

Only students at Kemper Scholar Institutions (listed below) are eligible to become Kemper Scholars. Colleges and universities must be invited by the Foundation to become a Kemper Scholar Institution.

Agnes Scott College, Decatur, Georgia  
Augsburg College, Minneapolis, Minnesota  
Beloit College, Beloit, Wisconsin  
Knox College, Galesburg, Illinois



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La Salle University, Philadelphia, Pennsylvania  
Lake Forest College, Lake Forest, Illinois  
Linfield College, McMinnville, Oregon  
Pitzer College, Claremont, California  
Southwestern University, Georgetown, Texas  
University of the Incarnate Word, San Antonio, Texas  
Ursinus College, Collegeville, Pennsylvania  
Valparaiso University, Valparaiso, Indiana  
Wake Forest University, Winston-Salem, North Carolina  
Washington and Lee University, Lexington, Virginia  
Willamette University, Salem, Oregon  
Xavier University of Louisiana, New Orleans, Louisiana

## **Candidacy**

Eligible candidates must be first-year students enrolled full-time at a Kemper Scholar Institution. The Kemper Foundation is looking for unusually mature students with broad interests and a record of academic achievement, extracurricular activity, community service, and leadership ability. Successful candidates will have a commitment to the liberal arts and will maintain at least a 3.00 grade point average. They will have an interest in exploring careers in administration and/or business. The Foundation hopes to foster future leaders who pursue a vigorous, broad undergraduate education while participating in community service, engaging in campus activities, and exploring their vocational calling outside the classroom.

The Foundation commits financial support and personal assistance to each Kemper Scholar. Scholars commit themselves to regular contact with the Foundation, service in their community, participation in foundation-sponsored activities, and the sophomore summer in Chicago.

Students apply through the Kemper Scholars Program coordinator at their local school. The local campus committee screens applicants and selects finalist candidates. Following its interviews with the finalists, the Foundation selects a diverse class of new Kemper Scholars from the pool of finalists.



## Colleges and Universities Grant Program

Given the reduction in the Foundation's assets in the wake of the 2008-2009 economic recession, the Board of the James S. Kemper Foundation determined that beginning with the 2011 cycle and for the foreseeable future, the Foundation will no longer accept letters-of-interest or proposals for funding from colleges and universities. Henceforth, the Foundation will fund only its operational program, the Kemper Scholars Program; grants in support of arts management internships to Chicago-area arts and culture organizations; and occasional other projects at the Foundation's initiation.

The Board has made this decision with regret but felt it unfair to encourage colleges and universities to spend the considerable effort necessary to prepare proposals which the Foundation could not fund. Should circumstances make future grants to colleges and universities possible, an announcement will be made at the Foundation's website and in the annual report.



## Chicago Culture Organizations Grant Guidelines

NOTE: The grant program and guidelines are subject to change during the fiscal year because of economic or other conditions.

Although the James S. Kemper Foundation primarily supports its flagship operational program, The Kemper Scholars Program, it also has a secondary goal to provide modest grant support to projects of Chicago's arts and culture organizations that promote its interests.

Because of the Foundation's longstanding interest in undergraduate students and helping prepare them for careers in management or leadership of organizations, successful grant proposals will typically provide experiential opportunities and internships for college students in a variety of fields, including arts administration and development. The Foundation does not support arts education programs or programs designed to prepare college students for careers in the arts (such as acting or writing) as opposed to management and leadership of arts and culture organizations. Grants may range up to \$25,000. In 2009 and 2010, the highest grants were \$15,000. The Foundation avoids committing itself to grants paid out in multiple years although grant recipients may spend funds over more than one year and may reapply for future grants. Capital projects, general operating funds, and endowment requests are not eligible. Only public charitable organizations with 501(c)(3) status of types 509(a)(1) or 509(a)(2) will be funded.

**The application process has two required steps.**

**Pre-proposal letter of inquiry:** First, all applicants must send a brief letter of inquiry to the Foundation, describing the project's activities, goals, and budget. The letter of inquiry should be no longer than three pages and should be sent as an attachment to an email. To be considered, letters of inquiry **must** be received by the Foundation no later than October 15 (or the following business day if October 15 falls on a Saturday or Sunday), but preferably before that date to give staff time to review it and respond helpfully. Depending on time and the letter of inquiry, Foundation staff may suggest revisions, clarifications, or amplifications prior to submission of a final proposal. If the proposal fits within the Foundation's current interests and guidelines, the applicant will be invited to submit a full formal proposal by December 1.

Important note: As a result of recent federal legislation (the Pension Protection Act of 2006), private foundations now face significant tax issues if they fund certain types of charitable Supporting Organizations. Pending further clarification from the IRS, the James S. Kemper Foundation will fund no 501(c)(3) organization which is classified as a 509(a)(3) type charity.

To comply with the Foundation's need for due diligence, organizations applying for grants must include with their pre-proposal inquiry a copy of the organization's IRS determination letter, which should not only confirm the tax exempt status under Section 501(c)(3), but should also indicate the section of the Internal Revenue Code under which the organization qualifies for treatment as a public charity. This must be either Section 509(a)(1) or 509(a)(2). Applicants should also certify that the determination letter is still accurate and in force. If the IRS determination letter is silent on the issue of the organization's public charity status, i.e., specifying Section 509(a)(1) or 509(a)(2), the applicant organization will need to provide another means to confirm its public charity section. Note that the IRS advises that the organization's specification of its charity type on its 990 tax form does not constitute acceptable confirmation.

**Final Proposal (by invitation only): A final proposal should include the following:**

- Clarification of status as a Section 509(a)(1) or 509(a)(2) public charity unless acceptably completed at the time of the pre-proposal letter. Proposals lacking this clarification **cannot be considered**.
- Most recent audited financial statement unless you submitted audit documents with a proposal in the previous year.
- A description of the project's activities and their relationship to the mission of the proposing organization. This description should also address the following:
  - How will the project benefit undergraduate college students?
  - How will participants be selected?
  - How will the project benefit the proposing organization?
  - Is this a new experimental project, or is it part of the ongoing activity of the proposing organization?
  - How will the project's outcomes be assessed? (Measurable goals are preferred.)
  - If the project is successful, will it be continued, and if so, how will it be supported financially?
  - Is this a new or experimental project, or is it part of the ongoing activity of the organization?
  - Which staff will supervise and participate in the project? What are their qualifications?
- A budget for the proposed project and, if it is part of a larger project, a budget for the entire project including sources of funding.
- An executive summary of the proposal no more than 50 words long. The summary should begin as follows: "[Organization name] requests [\$amount] to support [project title]," and be followed by a brief description of the proposed project. **This summary should be sent in your cover email so that it can be easily extracted for us in Foundation documents.**

**Important note:** Beginning with letters of inquiry and final proposals submitted for the past year's grant cycle, the Foundation now requires that all correspondence and documents be sent digitally. No paper documents or hard copies will be accepted. Documents in either MS Word or in PDF are acceptable. Documents which applicants possess only in hard copy, such as IRS letters, should be scanned into PDF and attached. The proposal and any supporting documents must be submitted as a single PDF file. Title the file after the following model -- your\_organization\_final\_kemper\_proposal\_2012 -- substituting the



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name of your organization (without any introductory definite article) for the words “your\_organization” in the model. This approach will help us organize your proposal in our digital files and keep it from getting lost.

The Foundation’s Board of Trustees holds a grant decision meeting in February or early March of each year. For consideration at that meeting, invited formal proposals must be received by December 1 unless invitees are informed otherwise. **To be considered on-time, your complete proposal must be received in an email dated no later than 4:00pm CST, December 1.**

Letters of inquiry and formal proposals may be addressed to Ryan A. LaHurd, Ph.D., President and Executive Director, The James S. Kemper Foundation, 20 N. Wacker Drive, Suite 1823, Chicago, IL 60606; however, they should be submitted via email to [dmattison@jskemper.org](mailto:dmattison@jskemper.org).

## Class of 2011, Graduating Kemper Scholars

**Ellen Aikens, Ursinus College**  
**BS in Biology and BS in Environmental Studies**

“As a Kemper Scholar, I have gained valuable skills and knowledge through experiential learning during my summer internships. In addition, my experience as a Kemper Scholar has pushed me outside of my comfort zone, exposed me to different perspectives and increased my self-awareness. The mentorship I received has allowed me to grow professionally and helped me to clarify my future life goals. Through this program, I have met driven and passionate individuals and built meaningful friendships.”



Ellen Aikens

**Gabriela Sofia Canavati, University of the Incarnate Word**  
**BA in Communications, Bilingual Communications**



“As a Kemper Scholar, I developed a way of thinking that led me to develop as a leader and hone in on my career interests and goals. The personal mentorship provided helped me realize my true potential and capabilities. I feel more confident in myself not only as a person, but also a professional. With the tools learned through the Kemper experience, I plan to continue my education in hopes of pursuing a career in the international community. It is obvious that the opportunities gained through the program would not have occurred elsewhere. Now that I’ve graduated, I can truly say the Kemper Scholars program is the best thing that happened to my college career.”

Gabriela Canavati

**Nicholas M. Chivers, Millikin University**  
**B.S. in Accounting**

“The Kemper Scholars Program has meant many things to me. It has provided amazing opportunities for leadership, personal and professional development, and networking. The experiences I have had will remain cherished memories for many years to come and the friends that I made through the program will remain even longer. Overall, the Kemper Scholars Program has made a significant difference in my life.”



Nicholas Chivers

**Cameron K. Clinton, Southwestern University**  
**BS in Biology and English**

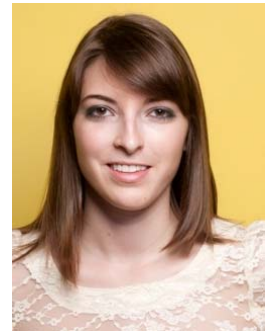


“My Kemper experience was nothing short of amazing. The relationships with the Foundation, other members of my cohort, and my coworkers at both the Rehabilitation Institute of Chicago and the NYC Department of Health have been personally and professionally rewarding in ways I couldn’t have imagined. I’ll be continuing my education at the University of Texas Medical School at Houston in the fall and have no doubt that the skills, knowledge, and friendships gained through being a Kemper Scholar have been instrumental in my success and will continue to be so.”

Cameron Clinton

**Kathryn Duncan, Lake Forest College**  
**BA in Economics**

“The Kemper Scholars Program prepared me for the professional world beyond what I could have imagined at initial acceptance into the program. After graduating I used resume writing, interviewing, and networking skills learned as a Kemper Scholar to make the most of my employment search, and I obtained a job as a Groups Coordinator in Dallas. Since beginning in this position, I have used experiences and critiques from my past internships to quickly adapt and succeed in a new office.”



Kathryn Duncan

**Marco Fiallo, Willamette University**  
**BA in Spanish**



“As a Kemper scholar I discovered what I really want to do with my life! From the summer experiences and the mentoring I received from the foundation I was able to define that opening my own business is the way to go. I am moving to Quito, Ecuador to open a hostel, called Community Hostel. It will be a social entrepreneurship, making it a sustainable business that will help travelers build a community with other travelers, while giving back to the local community through grants and micro-credit lending that will go towards funding small business ventures, education, and improved quality of life.” Marco Fiallo

**Eric Hamscher, Washington & Lee University**  
**BA in Global Politics**

“Being a Kemper Scholar was one of my most rewarding experiences during college. The one-on-one mentorship which I received, the amazing people whom I had the opportunity to meet and work with, and the professional internships I completed demonstrate just a few benefits of the Kemper Scholars Program. The people I met and the experiences I gained over four years have helped me to develop into the individual I am today. I will continue to stay in touch with the dynamic leaders I was lucky enough to meet, and I know we will be more prepared to achieve our goals thanks to everyone at the Kemper Foundation.”

Eric Hamscher



**Robbie Hanley, Southwestern University**  
**BA in Sociology**

“I cannot describe in words the incredible impact the Kemper Scholar experience has had on my life both professionally and personally. Dr. LaHurd, E.B. Smith and Mrs. Mattison work tirelessly to ensure every scholar reaches his or her highest potential. Over the course of two internships, I gained a greater understanding of both the for-profit and not-for-profit sectors. These two unbelievable experiences, coupled with the annual conferences, and the supplemental goal setting exercises truly set the scholars of this prestigious program above the rest of the field.”

Robbie Hanley



**Andrea Houlihan, Knox College**  
**BA in International Journalism**

“I like to think that the Kemper Scholars program taught me how to reach my true potential. Everyone thinks they know what their limits are, what they are capable of doing and not, but often we are wrong about ourselves. Being a Kemper Scholar and having the help and guidance of all the wonderful staff taught me to push beyond what I expected of myself. All that I have accomplished thus far is a result of the Kemper Scholars program showing me how to really challenge myself. As I embark on my career, however it may evolve, I know there are no limits for myself and my success.”

Andrea Houlihan



**Mika Lim, Willamette University  
 BA in Sociology**



“The Kemper Foundation fostered my growth not only as a student and young professional, but above all, as an individual. Dr. LaHurd and E.B. Smith saw in me and helped me realize a potential that I did not even know I had. The Kemper Foundation not only presented me with invaluable opportunities, but taught me how to create my own. Now armed with my 30-second elevator speech, my polished resume, and the countless lessons of my Kemper mentors and my fellow scholars, I am prepared to make my way into the world.”

Mika Lim

**Chengpeng Mou, Washington and Lee University  
 B.A. in Mathematics and Economics**

“For me, the most wonderful aspect of the Kemper Program is its people. Staff members are always there to help us grow and answer our questions. Our fellow scholars all are very motivated people who possess outstanding qualities that will make them leaders of tomorrow. I would not have had the success I enjoy today without learning from everyone at Kemper. The program is absolutely a wonderful and unforgettable experience of my lifetime. I will be starting out as an investment banking analyst upon graduation, and I look forward to a wonderful and rewarding career that starts upon a solid bedrock the Kemper Foundation has laid for me.”



Chengpeng Mou

**Matthew Pitz, Beloit College  
 BA in Economics**



“College is all about new experiences and opportunities, but it is the Kemper Foundation that has helped me to open doors that I did not know existed. The foundation provided me with an environment where I grew comfortable in both for-profit and nonprofit sectors. It also allowed me to become more confident in my own abilities even in the most foreign situations. I am now heading back to Japan through the Japanese Exchange and Teaching (JET) Program so that I can become fluent and afterwards start a career using the network I fostered while interning in Osaka for the Chamber of Commerce.”

Matthew Pitz

**Patrick Terranova, LaSalle University**  
**BA in Sociology and Public Administration**

“Being a Kemper Scholar has helped me grow as a young professional and explore not only what it is I want to do, but who I want to be. This summer I am serving the City of Baltimore as a Mayoral Fellow in the Mayor's Office of Neighborhood and Economic Development. In the fall I will begin my studies for a Master’s in City and Regional Planning at Georgia Tech, and will be serving as a graduate research assistant. Upon completion of the program I hope to return to Baltimore for a career in urban planning or public service. And it is because of Kemper that all these things have been possible.”

Patrick Terranova



**Emily von Qualen, Valparaiso University**  
**BA in Sociology, BS in Environmental Science**



“My experience as a Kemper Scholar has had a profound influence on me. Having the opportunity to do multiple internships has allowed me to explore my career interests, while helping me to develop professionally. I have developed more independence, confidence, and business skills through my participation in the program than any other college experience. In addition to the personal growth that the program has offered me, I have met amazing, driven network of people who have become lifelong friends.”

Emily von Qualen

**Elizabeth Wicker, Wake Forest University**  
**BS in Finance**

“Being a Kemper Scholar has provided me with a network of talented friends, opened up new opportunities, developed my professional skills, and helped me grow as an individual. It has been one of the best experiences of my life. I know I will be able to take all I've learned as a Kemper Scholar into the next stage of my life as I enter graduate school in accountancy.”

Elizabeth Wicker



**Ashley Williams, Agnes Scott College**  
**BA in Art History**



“The Kemper Scholars Program has given me the poise, professionalism and confidence to pursue my dreams in the future. With the guidance of the Kemper staff, my three years as a scholar provided training and real world job experience. Additionally, Kemper made my college education possible with generous financial support. This amazing program has changed the trajectory of my life! I am forever grateful to the incredible team of Dr. Ryan LaHurd, E.B. Smith, and Diane Mattison.”

Ashley Williams



## Kemper Scholars Class of 2011

Ellen O. Aikens  
Asia R. Bennett  
Gabriela S. Canavati  
Nicholas M. Chivers  
Cameron K. Clinton  
Kathryn S. Duncan  
Marco V. Fiallo  
Eric M. Hamscher  
Robert T. Hanley  
Andrea M. Hodge  
Andrea E. Houlihan  
Mika J. Lim  
Chengpeng Mou  
Matthew R. Pitz  
Patrick S. Terranova  
Emily A. von Qualen  
Elizabeth D. Wicker  
Ashley E. Williams

Ursinus College  
Pitzer College  
University of the Incarnate Word  
Millikin University  
Southwestern University  
Lake Forest College  
Willamette University  
Washington and Lee University  
Southwestern University  
Xavier University of Louisiana  
Knox College  
Willamette University  
Washington and Lee University  
Beloit College  
La Salle University  
Valparaiso University  
Wake Forest University  
Agnes Scott College

Collegeville, PA  
Claremont, CA  
San Antonio, TX  
Decatur, IL  
Georgetown, TX  
Lake Forest, IL  
Salem, OR  
Lexington, VA  
Georgetown, TX  
New Orleans, LA  
Galesburg, IL  
Salem, OR  
Lexington, VA  
Beloit, WI  
Philadelphia, PA  
Valparaiso, IN  
Winston-Salem, NC  
Decatur, GA



## Kemper Scholars Class of 2012

Danielle K. C. Adamson  
Olivia B. Burr  
Alexander Q. Gilbert  
RoseAnn Joy B. Glade  
Daniel J. Horowitz  
Andrew D. Jarratt  
Matt Johnson III  
Ariel C. Johnson  
Patrick C. Kelly  
Caleb J. Kocian  
Krista Anne Nordgren  
Alexis W. Kropf  
Erika Mosqueda  
Nathaniel C. Tarnoviski  
Christopher P. Thomas  
Sarah A. Thomason  
Julia A. Walsh  
Robert Michael Zalimani

Agnes Scott College  
Washington and Lee University  
Lake Forest College  
Willamette University  
Ursinus College  
Valparaiso University  
Beloit College  
Xavier University of Louisiana  
Wake Forest University  
University of the Incarnate Word  
Knox College  
Southwestern University  
Willamette University  
La Salle University  
Pitzer College  
Millikin University  
La Salle University  
Wake Forest University

Decatur, GA  
Lexington, VA  
Lake Forest, IL  
Salem, OR  
Collegeville, PA  
Valparaiso, IN  
Beloit, WI  
New Orleans, LA  
Winston-Salem, NC  
San Antonio, TX  
Galesburg, IL  
Georgetown, TX  
Salem, OR  
Philadelphia, PA  
Claremont, CA  
Decatur, IL  
Philadelphia, PA  
Winston-Salem, NC



## Kemper Scholars Class of 2013

Garrett E. Anderson	University of the Incarnate Word	San Antonio, TX
Hannah E. Basil	Knox College	Galesburg, IL
Elise M. Beckman	Lake Forest College	Lake Forest, IL
M. Rosalie Bonner	Southwestern University	Georgetown, TX
Danielle K. Breidung	Washington and Lee University	Lexington, VA
Keith N. Fakhoury	Willamette University	Salem, OR
Karla B. Figueroa	Beloit College	Beloit, WI
Stephen R. Langford	Wake Forest University	Winston-Salem, NC
Christian R. Larson	Valparaiso University	Valparaiso, IN
Thomas R. Newman	Southwestern University	Georgetown, TX
Anna Novikova	Knox College	Galesburg, IL
Nana A. Owusu	Ursinus College	Collegeville, PA
Charles A. Ramsey	Wake Forest University	Winston-Salem, NC
James S. Szczybor	La Salle University	Philadelphia, PA
Farzeen Tariq	Lake Forest College	Lake Forest, IL
DeAnna M. Tipton	Agnes Scott College	Decatur, GA
Kari T. Todd	Pitzer College	Claremont, CA
Leon D. Vaughn	Xavier University of Louisiana	New Orleans, LA
Alex H. Wachi	Washington and Lee University	Lexington, VA
Nestor Zavala	Beloit College	Beloit, WI



## Kemper Scholars Class of 2014

John Paul Beall	Washington and Lee University	Redlands, CA
R. Blake Densley	Linfield College	Renton, WA
Amara M. Fanucci	Willamette University	Mercer Island, WA
Gregory P. Fat	La Salle University	Robbinsville, NJ
Leonardo T. Flores	Pitzer College	Los Angeles, CA
Alyssa M. Gill	Knox College	Berkeley, CA
Joseph T. Gladow	Linfield College	Shoreline, WA
Trevor T. Hatcher	Washington and Lee University	Knoxville, TN
Yun Jiang	Agnes Scott College	Dongguan, Guangdong P.R. China
Elizabeth Lopez	Ursinus College	Chicago, IL
Michael R. Mead	Valparaiso University	Geneva, IL
Phuong-Hieu N. Nguyen	Southwestern University	Cedar Park, TX
Max R. Potthoff	Knox College	Western Springs, IL
Kelly R. Pryga	Augsburg College	Prior Lake, MN
Madeline K. Sarad	Lake Forest College	Frisco, TX
Stephen T. Schmitt	Wake Forest University	Annandale, NJ
Monet A. Scott	Wake Forest University	North Charleston, SC
Megan E. Slavish	Beloit College	Beloit, WI
Adia M. Wallace	Xavier University of Louisiana	Jackson, MS
Ryan M. Zapalac	University of the Incarnate Word	League City, TX



## Kemper Scholars Summer Internship Placements 2011

### Class of 2012

Danielle	Adamson	PINK Magazine	Atlanta, GA
Olivia	Burr	McGarry Bowen	Chicago, IL
Alexander	Gilbert	ENVIRON Consulting	Sidney, Australia
Roseann Joy	Glade	APANO (Asian Pacific Islander Network of Oregon)	Portland, Oregon
Daniel	Horowitz	KFORCE, Inc.	Wilmington, DE
Andrew	Jarratt	Faurecia	Troy, MI
Ariel	Johnson	UNCF Social Entrepreneurship Fellow	Arlington, VA
Matt	Johnson III	Bohn and Dawson, Inc.	St. Louis, MO
Patrick	Kelly	Bank of America	New York, NY
Caleb	Kocian	KPMG	Dallas, TX
Alexis	Kropf	Clinica San Jose	Arica, Chile
Erika	Mosqueda	Silverton Hospital Network Farmers Market	Silverton, OR
Krista Anne	Nordgren	Sifteo	San Francisco, CA
Nathaniel	Tarnoviski	PAT School	Philadelphia, PA
Christopher	Thomas	Kid Basix	Santa Monica, CA
Sarah	Thomason	I.D.O. Events, Inc.	Santa Barbara, CA
Julia	Walsh	The Anthem Group	Boston, MA
R. Michael	Zalimeni	J.P. Morgan Chase	Columbus, OH



## Summer Internship Placements 2011

### Class of 2013

All placements were in the City of Chicago

Garrett	Anderson	Victory Gardens Theater
Hannah	Basil	Midwest Energy Efficiency Alliance
Elise	Beckman	Joffrey Ballet
M.Rosalie	Bonner	After School Matters
Danielle	Breidung	Mujeres Latinas in Accion
Keith	Fakhoury	Chicago Mayor's Office
Karla	Figuroa	Rogers Park Business Alliance
Stephen	Langford	Chicago History Museum
Christian	Larson	John G. Shedd Aquarium
Thomas	Newman	Health & Medicine Policy Research Group
Anna	Novikova	Lookingglass Theatre
Nana	Owusu	WTTW-11 / WFMT
Charles	Ramsey	Art Institute of Chicago
James	Szczybor	Metropolitan Planning Council
Farzeen	Tariq	WorldChicago
DeAnna	Tipton	Music Institute of Chicago
Kari	Todd	Links Hall
Leon	Vaughn	After School Matters
Alex	Wachi	The Field Museum
Nestor	Zavala	Rogers Park Business Alliance



## 2011 Grant Awards by The James S. Kemper Foundation

### Organizational Awardee

**Donors Forum (Chicago) - \$1,332**

Donors Forum is the local membership organization for nonprofit groups, including foundations.

### Fellowship

**Worcester Polytechnic Institute, Worcester, MA - \$5,000**

The Gerald L. Maatman Fellowship in Fire Protection



## Chicago Area Arts and Culture Awardees

All organizations are located in the Chicago, Illinois area

### **About Face Theatre - \$12,000**

to support the summer internship program in 2011. With the Kemper Foundation's support, About Face will provide paid internships for five exceptional undergraduate students, empowering them to contribute at a high level to the daily functioning of a not-for-profit arts organization while gaining important experience and professional contacts in the arts administration world.

### **Center for Community Arts Partnerships with Columbia College - \$20,000**

to support the Columbia College Chicago Kemper Community Apprenticeship Program. This program provides internships for undergraduate students to receive training, mentorship, and hands-on experience in non-profit youth arts organizations, allowing them to gain management experience within a liberal arts context.

### **Chicago Cultural Alliance - \$10,000**

to support its Cultural Leadership internship program. Through paid internships in the areas of Development, Community Engagement, and/or Marketing/Communications, interns will enhance their leadership potential and gain hands-on experience in the management of a civically-engaged, arts and culture nonprofit.

### **Chicago Dramatists - \$11,000**

to support its *Student Leaders Program* through which we offer students singular opportunities to gain hands-on experience in arts management and development, supporting both the birth of new plays and the staging of world premiere productions at one of the country's most renowned playwrights developmental centers.

### **Chicago Human Rhythm Project - \$15,000**

to support arts administration internships beginning June 2011 for the period of a year. Interns will have the opportunity to gain arts management experience within an acclaimed Chicago institution, playing integral roles in program management and the opening of a new collaborative arts space.



## **Chicago Opera Theater - \$11,000**

to support its summer 2011 intern program. This program will support three undergraduate level college students who will gain hands-on arts administration experience through working in the development, marketing and education and community engagement departments.

## **The Field Museum - \$15,000**

to support its 2011 Kemper Foundation Internship Program. This program will match three liberal art students with engaging internships working on the Museum's new website. Students will acquire professional experience while helping the Museum fulfill its mission to share information about the Earth and its people.

## **Goodman Theatre - \$15,000**

to support its Arts Administration Internships. Through experiential learning students, recent graduates and early-career professionals develop self-efficacy and have an opportunity to shadow leaders in the field. Weekly forums allow interns to explore the structure of professional theater and the theater's place in the theater community.

## **Hedwig Dances - \$5,000**

to support its undergraduate arts management internship program from summer 2011 through spring 2012. Students will gain the opportunity to play a central, active role in a range of management projects at a successful, fiscally sound non-profit organization with a small staff.

## **Joffrey Ballet - \$15,000**

for continued support of its internship program. Throughout the year, five undergraduate interns will be placed in positions throughout the organization including:

- Development · Production · Community Engagement · Academy of Dance

## **Links Hall - \$18,500**

to support Links Hall's Internship Program in the 2011-2012 season. The program's new direction of offering multi-disciplinary Producing and Presenting Internships will give three undergraduate students the opportunity to learn the multiple skill sets necessary (marketing, fundraising, partnership building, project management) to produce/present live performance.

## **Lookingglass Theatre Company - \$6,000**

in support of its Summer Arts Administration Internship Program. This program will support four undergraduate interns in the Education and Community, Marketing, Graphic Design and Development departments. Interns will gain a deeper understanding of the field of arts administration as they complete challenging assignments and receive in-depth mentoring from theatre professionals. Upon completion of the program, interns will have acquired a valuable supplement to their academic education, gained new leadership skills that will serve them in future professional endeavors, and developed a strong professional network of colleagues.

## **Ravinia, Highland Park, IL - \$7,920**

to support three interns in its Development Department – two seasonal interns to provide support to the corporate relations team and the special events/membership team and a new pre-season intern position to support the entire department through a variety of projects beginning in February through mid-September.

## **Remy Bumppo Theatre Company - \$10,000**

to support its internship program. Remy Bumppo’s interns have the opportunity to take part in the work that goes into maintaining an Equity theatre company. Remy Bumppo provides practical experience and training in arts administration that is often missing from a university theatre program

## **River North Chicago Dance Company, - \$9,000**

to support a 2011 arts management internship that enhances the company’s administrative capacity and benefits participating students through meaningful hands-on training at one of Chicago’s leading dance companies during an exciting period of growth. Executive Director Gail Kalver will personally mentor and evaluate each intern.

## **Rush Hour Concerts at St. James Cathedral - \$14,500**

for support of its 2011 Internship Program from the James S. Kemper Foundation. The funding will be directed to three critical areas:

1. Three paid summer internships at a rate of \$3,000 per intern, totaling \$9,000.
2. Two paid fall internships at a rate of \$1,500 per intern, totaling \$3,000.
3. Administrative, managerial, and mentoring fees totaling \$2,500.



## **Steppenwolf Theatre Company - \$20,000**

to support its internship opportunities, operating under the Professional Leadership Program. Internships in administration, development, business and production management provide experiential learning and mentorship for college students in the liberal arts who are interested in a career in arts or non-profit management and leadership.

## **Theater Wit - \$15,000**

to support the SmArt Leaders intern- and mentorship program, which integrates an undergraduate student into the company's staff for one year, preparing him/her for a career in nonprofit management and helping Theater Wit create smart, mutually beneficial programming.

## **Victory Gardens Theatre - \$20,000**

To support the Arts Management Internship Program (AMIP) for 2011-2012. Since 2005, support from the Foundation has made this initiative possible.

## **WTTW 11 Public Television - \$9,000**

to support a college student intern in the organization's development department during summer 2011. This full-time, 12-week paid internship will allow the student to experience the fundraising process at a public broadcasting station considered one of Chicago's major cultural institutions.

## **Special Award**

## **Betty Ford Center Foundation - \$25,000**

to help underwrite scholarships for the Professionals in Residence (PIR) program. The PIR program provides professionals from all fields with an opportunity to increase their knowledge regarding the nature and treatment of addiction through special educational training programs.



## Kemper Fellows Program

Through The Kemper Fellows Program, the James S. Kemper Foundation provides support for a coordinated program of college student internships in arts management at the following organizations, all in the Chicago area:

- Chicago Chamber Musicians - \$25,000
- Court Theatre - \$25,000
- Hubbard Street Dance Company - \$25,000
- The Ragdale Foundation - \$25,000
- Silk Road Theatre Project - \$25,000



## Trustee-Recommended Grants

Americans for Campaign Reform	\$250
Cystic Fibrosis Foundation.	\$5,000
Evanston Historical Society	\$250
Fork Union Military Academy	\$5,000
Hampton University	\$5,000
InterAmerican Dialogue	\$500
International Senior Lawyers Project	\$500
Lake Forest College	\$5,000
Loon Preservation Committee	\$2,500
National Osteoporosis Foundation	\$1,000
PBS Foundation	\$1,000
Project Hope	\$250
Ragdale Foundation	\$2,500
Salvation Army	\$1,000
Ten Chimneys Foundation	\$5,000
U.S. Capitol Historical Society	\$ 250



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