



The James S. Kemper Foundation Annual Report, 2007



Some of the Kemper Scholars of the classes of 2007, 2008 and 2009 gathered in Chicago in September, 2006 for the annual Kemper Scholars Fall Conference at the Hilton Garden Inn near Chicago's Magnificent Mile pose for a group photo.



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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 over 40 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 will celebrate its 60th anniversary year in 2008. The Foundation has also expanded its activities to include educational project grants and support for certain experiential educational programs for college students at arts and cultural institutions in Chicago.

In 2004, the Board of Trustees determined that all future grants will be made to small, private undergraduate colleges, 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 fifteen partner institutions, all of them small and private. The Foundation continues to provide support for college student opportunities through grants to colleges and universities and grants for internships at Chicago area arts and cultural organizations.

From the President and Executive Director

Dear Friends of the James S. Kemper Foundation,



I began my second year as President and Executive Director of the James S. Kemper Foundation as we near the 60th Anniversary year of the beginning of the Kemper Scholars Program. This program is the Foundation's flagship endeavor which has achieved national recognition and has had a significant impact on shaping the leaders of American organizations and communities for six decades. The Kemper Foundation's emphasis on leadership which is marked by concerns for ethical action and for service to community means that the Kemper Scholars Program is about more than preparation for a successful career. It is about preparation for a meaningful life.

One of the leading American scholars of leadership, Warren Bennis has written that "Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential."

During the past year, the Foundation's support for leadership development among college students has focused especially on two of the four functions mentioned by Bennis. First, an emphasis on developing students' skills of being reflective about their academic and experiential development as future leaders through the Kemper Scholars Program and through grants to colleges has enhanced students' ability to know themselves. Second, the Kemper Scholars Program and the Foundation's support of internships in Chicago arts and cultural organizations has assisted scores of young women and men to move toward realizing their leadership potential by experiencing firsthand what leadership means in action.

The wisdom of James S. Kemper, Sr., the creator of the Foundation and that of its leadership in focusing on the value of a liberal arts education coupled with experiential workplace education continues to be as relevant in the 21st Century as it was 60 years ago. Broadly educated, curious, and committed college graduates who have been encouraged to be reflective about the meaning of work and about how their approach to career, lifelong learning, and service affect the commonweal are more necessary than ever to the success of America life.

The James S. Kemper Foundation
 Shaping tomorrow's leaders
 by drawing on the
 experience of the many.

James S. Kemper's daily experience with the insurance industry led him to observe in 1967 "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." Committed to lifelong learning, Ambassador Kemper understood that there is learning that comes from the classroom and learning that comes from firsthand experience. The Foundation he began created



The James S. Kemper Foundation

the Kemper Scholars Program in hopes of bridging these types of education and helping students benefit from those already working in the professional world.

In this tradition, the goal of the James S. Kemper Foundation both through the Kemper Scholars Program and through all its grantmaking is to support endeavors which help students gain a broad liberal arts education and receive opportunities to apply that education through experience in the professional worlds of business, administration, and management.

In the past year, projects and programs supported by the Foundation have been very successful at accomplishing this goal. Kemper Scholars who completed their sophomore year this past spring came to Chicago to work in internships in some of the country's leading not-for-profit arts, culture, civic and social service organizations. They have been given challenging professional assignments and have been mentored by committed supervisors, sometimes the chief officers of the organizations. Kemper Scholars who have completed their junior year served in challenging internship positions in for-profit companies throughout the United States and overseas. Higher education and arts and culture grantees have likewise created opportunities for students to connect liberal education and professional life. We are grateful to the committed organizations which have helped us further the Foundation's mission by their creative ideas and careful execution of funded projects.

And we are both grateful to and proud of the men and women who are Kemper Scholars, current and former. Their energy, intelligence, integrity, and hard work have helped this Foundation make its greatest and most lasting positive impact on the United States and its future.

The redesigned Kemper Scholars Program has proved to be appropriate to the current situation of both the Foundation and the American workplace while it remains consistent with the values and philosophies about life and work which formed the original mission of the James S. Kemper Foundation. We look forward to the next 60 years and new opportunities to deepen and expand our impact.

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

**. . . 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 that 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 the fields of 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



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providing opportunities for career exploration, practical experience, and professional growth.

Benefits for the Scholars

Kemper Scholars receive scholarship financial assistance for three years of \$3,000-8,000 a year depending on demonstrated need.

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

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 design and propose their own post-junior year summer internship projects in for-profit organizations.

Summer Project Support

Kemper Scholars receive stipends of up to \$6,900 for work in major nonprofit organizations in Chicago during the summer following their sophomore year and to cover their living and travel expenses. After discussions with Foundation staff, Scholars are placed in full-time administrative positions where they can learn about professional life, financial management, organizational culture and 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, the Field Museum, the Chicago Historical Society, the Joffrey Ballet, Boys & Girls Club of Chicago, Lookingglass Theatre, the Newberry Library and WTTW public broadcasting.

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 independent project grants ranging from \$2,000 to \$6,000 (level of support depends on expenses associated with the internship or project). Scholars have great latitude in designing their summer internship projects, the only requirement being that they do full-time experiential work in a for-profit organization or an organization directly related to for-profit corporations.

Foundation-Sponsored Activities

Each fall, the Kemper Scholars attend a national conference to make formal presentations on their 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, their reflections on their



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personal learning and growth, as well as their hopes for future internships and learning opportunities.

Eligibility

Only students at the 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. There are no plans to expand the list at this time.

Agnes Scott College, Decatur, Georgia
Beloit College, Beloit, Wisconsin
Knox College, Galesburg, Illinois
La Salle University, Philadelphia, Pennsylvania
Lake Forest College, Lake Forest, Illinois
Millikin University, Decatur, Illinois
Pitzer College, Claremont, California
Southwestern University, Georgetown, Texas
University of the Incarnate Word, San Antonio, Texas
Ursinus College, Collegeville, Pennsylvania
Valparaiso University, Valparaiso, Indiana
Xavier University, New Orleans, Louisiana
Wake Forest University, Winston-Salem, North Carolina
Washington and Lee University, Lexington, Virginia
Willamette University, Salem, Oregon

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 a genuine interest in exploring careers in administration, organizational leadership, 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 completion of two internships.

Students apply the Kemper Scholar Program coordinator at their local institution. The local campus committee screens applicants and selects finalist candidates. Following its interviews with the finalists, the Foundation selects one or two Kemper Scholar at each college each year.



Colleges and Universities Grant Guidelines

(Revised May, 2007)

The mission of The James S. Kemper Foundation is to promote liberal arts education as an ideal preparation for life and work, especially in organizational leadership and administration and in business.

The Foundation focuses its support primarily on small, private liberal arts colleges, though it maintains a secondary commitment to undergraduate opportunities at Chicago's cultural organizations. The Foundation partners with fifteen private colleges in a special scholarship/internship program, the "Kemper Scholars Program." Annually, it also makes project grants to small private colleges and to some of Chicago's cultural organizations to support projects and programs which further its mission.

Current Interests

The Foundation supports projects that enable, enhance, or promote connections between liberal arts education and experience in not-for-profit and for-profit organization leadership and administration and in business with the goal of better preparing liberal arts students for leadership and career. Internship programs may qualify, but the Foundation is very interested in new and creative connections between liberal arts and business which will directly benefit students, especially students whose financial means would not otherwise allow them to have such experiences. The Trustees contend that undergraduate students should be broadly educated and should major in a liberal arts discipline. They also recognize that various activities and experiences, including off-campus experiences and internships, enrich students' education and prepare them for careers. Finally, they believe that students should recognize their civic obligations to society and have a commitment to ethical behavior in all aspects of life.

Kemper Scholars Program

The Kemper Scholars Program, in its 60th anniversary year, has always combined financial aid and summer internships. It is sponsored at fifteen partner colleges. Colleges may participate only by invitation from the Foundation. The Foundation has no current plans to expand the list of partner colleges.

Application Process for Project Grants

Annual grants typically range from \$10,000 to \$50,000 (\$5,000 to \$25,000 for cultural organizations); the Foundation avoids making multiple year grants. Any accredited, small (undergraduate population 3,500 or less), non-profit, private U. S. college is eligible to apply for a grant; preference will be given to liberal arts colleges (Carnegie Foundation Baccalaureate Classification). Proposals from Chicago arts and cultural organizations will also be considered in



another category. Only public charitable organizations with 501(c)(3) status of types 509(a)(1) or 509(a)(2) will be funded.

Proposals from other sources, including 509(a)(3) organizations of any type, public institutions, larger universities, international organizations, and cultural organizations outside the Chicago area are ineligible. Religious colleges are eligible insofar as a project's aim or outcome is not specifically religious or denominational. Capital and endowment projects will not be funded through the grants program.

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 cost. The letter of inquiry should be no longer than three pages and should be received by the Foundation no later than October 15 but preferably before that date to give staff time to review it and respond. Depending on time and the letter of inquiry, Foundation staff may suggest revisions, clarifications, or discussion of details prior to submission of a final proposal. If the proposal fits within the Foundation's current focus 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 due no later than December 1 should include the following:

1. 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.
2. Most recent audited financial statements;
3. Evidence of institutional approval of the proposal;
4. A concise description of the applicant organization;



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5. A narrative description (in no more than ten single-spaced pages) of the perceived need that the project meets, the project's goals and activities, and their relationship to the mission of the proposing institution.
In addition, this narrative should address the following:
 - a. How the project will benefit liberal arts students at the proposing institution and elsewhere. Is it replicable at other liberal arts colleges?
 - b. How the project offers connections between liberal arts education and possible careers in administration and business.
 - c. How the project integrates experience with academic learning.
 - d. How the project demonstrates or promotes the value of liberal arts education generally.
 - e. How this project builds upon previous work at this institution or by others, and how it is new and different.
 - f. How success in achieving the project's goals will be assessed. (Measurable goals are preferred.)
 - g. If the project is successful, will it be continued; and if so, how will it be supported financially?
 - h. Which faculty/staff will supervise and participate in the project, noting how their qualifications are appropriate.
6. 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.
7. An executive summary of the proposal no more than 100 words long. The summary should begin as follows: "[Organization name] requests [\$amount] to support [project title]." That sentence should be followed by a brief description of the proposed project. **If the proposal is not submitted electronically, the applicant must email the executive summary separately so that it can be captured and copied for Foundation documents.**

The Foundation's Board of Trustees holds an annual grant decision meeting in February of each year. For consideration at that meeting, formal proposals **must be received by December 1.**

Letters of inquiry and formal proposals should be sent to Ryan A. LaHurd, Ph.D., President and Executive Director, The James S. Kemper Foundation, 20 N. Wacker Drive, Suite 1823, Chicago, IL 60606. They can also be submitted digitally via email attachment to dmattison@jskemper.org.



Chicago Arts and Cultural Organizations Grant Guidelines

Although the James S. Kemper Foundation primarily supports its flagship operational program, The Kemper Scholars Program, and makes grant awards to small, private liberal arts colleges, it also has a secondary goal to provide modest grant support to projects of Chicago's arts and cultural organizations.

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; multi-year grants are almost never approved. 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 cost. The letter of inquiry should be no longer than three pages and should be received by the Foundation no later than October 15 but preferably before that date to give staff time to review it and respond. Depending on time and the letter of inquiry, Foundation staff may suggest revisions, clarifications, or discussion of details prior to submission of a final proposal. If the proposal fits within the Foundation's current focus and guidelines, the applicant will be invited to submit a full formal proposal by December 1.

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1. 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.
2. Most recent audited financial statements;
3. A description of the project's activities and their relationship to the mission of the proposing organization. This Description should also address the following:
 - a. How will the project benefit undergraduate college students?
 - b. How will participants be selected?
 - c. How will the project benefit the proposing organization?
 - d. Is this a new experimental project, or is it part of the ongoing activity of the proposing organization?
 - e. How will the project's outcomes be assessed? (Measurable goals are preferred.)
 - f. If the project is successful, will it be continued, and if so, how will it be supported financially?
 - g. Is this a new or experimental project, or is it part of the ongoing activity of the organization?
 - h. Which staff will supervise and participate in the project? What are their qualifications?
4. 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.
5. An executive summary of the proposal no more than 100 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. **If the proposal is not submitted electronically, the applicant must email the executive summary separately so that it can be captured and copied for Foundation documents.**

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Class of 2007, Graduating Kemper Scholars

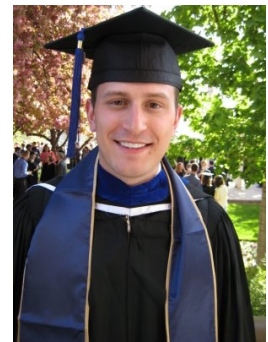
Edmund Frederick Fernandez, Northern Illinois University
Master of Accounting Science



“I remember receiving the acceptance letter into the Kemper Scholars program and knowing at that moment there was a group of people that believed in my education and dreams. Their investment in me was great, ranging from financial to emotional support. I would not have been able to travel both domestically and internationally, obtain four internships with prominent firms, meet so many brilliant and likeminded students, and truly realize anything is possible without the Kemper Scholars program. Therefore, I consider the program a window of opportunity and for that I cannot thank the James S. Kemper Foundation enough.” Edmund Fernandez

Bob Griffiths, Brigham Young University
Master of Accountancy

“The Kemper Scholar Program has been one of the best parts of my college experience. At a very crucial time in my life, the Kemper Foundation not only provided me with financial support but also fostered friendships, cultivated business networks, and offered priceless guidance. Furthermore, an internship in Charlotte and several national conferences helped me get a better taste of the ‘real world’ at a very early stage in my college experience. Although I may not be able to repay the Kemper Foundation for its extensive support, I plan to pay this great service forward and help others during crucial times in their lives.” Bob Griffiths



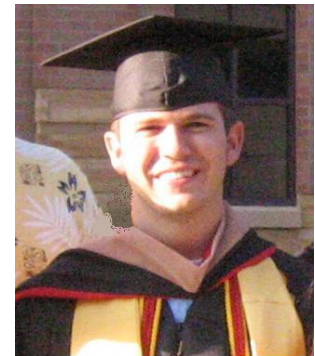
Andrea Renee Lamb Hilton, Brigham Young University
BS in Management – Financial Services Emphasis



“My time as a Kemper Scholar has been a wonderful experience. I value the vast network I have entered and the associations with past and current Kemper Scholars. Without the generous assistance of the Kemper Scholars program, I would not have been able to graduate from college debt-free. Now I am able to focus on the future without the burden of repaying student loans. I am able to accept the career opportunities that will better help me fine-tune my skills, rather than focusing on the salary involved. Many thanks to the Kemper Foundation!” Andrea Hilton

Derek Meiss, Illinois State University
Master's of Professional Accountancy

“Being a Kemper Scholar has allowed me to personally and professionally develop through my contact with the Kemper Foundation and other Kemper Scholars. This program has allowed me to distinguish myself from others in interviews and networking events, and I believe it is because of my association with the Kemper Scholars Program that I have been able to attain many of the opportunities I have been able to experience thus far. The Kemper Foundation has been extremely supportive, both professionally and financially, of my pursuit of Bachelor's and Master's degrees in Accounting as well as my outside-the-classroom endeavors. I greatly appreciate all the assistance and support I have received from the Foundation the last five years! You are all greatly appreciated!” Derek Meiss



Fanta Waterman, Temple University
Master's in Public Health

“I was a Kemper Scholar during my undergraduate schooling at La Salle University and became a Hathaway Scholar during my final year of graduate school at Temple University. Because of the assistance I received, I was able to focus on my studies more, and my debt upon graduating from both programs is considerably less than those of my counterparts. But the support I received from the Kemper Foundation was much more than financial. I received support and nurturing from a group of people who, I truly believe, cared about my wellbeing, my family, and my growth as a professional. I've also received support from the lifelong friendships I've built through being a part of the program. I am currently working in the field of Research at a major academic healthcare institution in New York City. My experiences during my 'Kemper Summers' made me a competitive candidate, particularly my experience working in other parts of the country. I know that this position will also translate to more opportunities and professional growth in the future.” Fanta Waterman





Kemper Scholars Class of 2008

Ian Afflerbach
Matthew C. Cavin
Jessica A. Clausen
Linnette L. Franco
Brittany M. Hanley
Markita L. Harris
Megan L. Helzner
Erica A. Jaffe
Charles Adreon
David A. Kuriniec
Jackeline E. Martinez
Mauricio E. Pantoja
Saska K. Richards
Steven H. Rivoir
Michael D. Sanders, Jr.
Jennifer L. Siering
Meghan M. O. Sims
Amanda N. Smith
Chelsea B. Wade

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

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



Kemper Scholars Class of 2009

Benjamin W. Bryant	Willamette University	Salem, OR
Christa J. Dominick	La Salle University	Philadelphia, PA
Stacey R. Fackler	Millikin University	Decatur, IL
Jared M. Fox	Lake Forest College	Lake Forest, IL
Eduardo J. Galan	University of the Incarnate Word	San Antonio, TX
Sandra Gonzalez	Pitzer College	Claremont, CA
Samantha N. Hartwig	Lake Forest College	Lake Forest, IL
Lori A. Higginbotham	Southwestern University	Austin, TX
Olivia R. Hillmer	Valparaiso University	Valparaiso, IN
Daniel L. Hoffman	Knox College	Galesburg, IL
Bonnie L. Keane	Valparaiso University	Valparaiso, IN
DeeDe Pinckney	Wake Forest University	Winston-Salem, NC
Li Xiang S. Poncz	Ursinus College	Collegeville, PA
Christopher J. Ruder	Beloit College	Beloit, WI
Cesar F. San Miguel	Southwestern University	Austin, TX
Nurnigar Sawir	Willamette University	Salem, OR
Rebecca L. Taylor	Washington and Lee University	Lexington, VA
Sarah J. Walker	Wake Forest University	Winston-Salem, NC



Kemper Scholars Class of 2010

Katharine I. Bigott	Beloit College	Beloit WI
Chester L. Cameron, Jr.	Valparaiso University	Valparaiso, IN
Donald J. Cropper	Millikin University	Decatur, IL
Tamila Dhakhwa	Lake Forest College	Lake Forest, IL
Sarah C. Gould	Southwestern University	Georgetown, TX
Cale G. Grove	Washington and Lee University	Lexington, VA
Chelsea L. Guenther	Agnes Scott College	Decatur, GA
Denise D. Hernandez	University of the Incarnate Word	San Antonio, TX
Lori A. Kuttler	Ursinus College	Collegeville, PA
Richard J. Martinez	University of the Incarnate Word	San Antonio, TX
Emily A. Mihalik	Wake Forest University	Winston-Salem, NC
Maria N. Muscara	La Salle University	Philadelphia, PA
Sherrick A. O'Quinn	Beloit College	Beloit, WI
Christopher P. Platano	Willamette University	Salem, OR
Emily A. Putnam	Knox College	Galesburg, IL
Benjamin D. Rubin	Pitzer College	Claremont, CA
Jan Taborsky	Willamette University	Salem, OR
Brandon L. Voss	Xavier University of Louisiana	New Orleans, LA
Val L. Williams	Xavier University of Louisiana	New Orleans, LA



Kemper Scholars Summer Internships 2007

Class of 2008

Ian	Afflerbach	Wake Forest University	Field Museum, Chicago, IL
Matthew	Cavin	Valparaiso University	EMSystems, Milwaukee, WI
Jessica	Clausen	Willamette University	Trestle Group, Zurich, Switzerland
Linnette	Franco	Agnes Scott University	Green Olive Media, Atlanta, GA
			Price Waterhouse Coopers, Philadelphia, PA
Brittany	Hanley	La Salle University	
Markita	Harris	Xavier Univ. of Louisiana	Cox Communications, New Orleans, LA
Megan	Helzner	Ursinus College	WORC/EOF, Philadelphia, PA
Erica	Jaffe	Knox College	La Salle Bank, Chicago, IL
			Northwestern Mutual Financial Network, Charleston, SC
C.Adreon	Kruger, II	Wake Forest University	
David	Kurinieć	Lake Forest College	LMC Architects, Chicago, IL
Jackeline	Martinez	Pitzer College	DIB, Viña del Mar, Chile
Mauricio	Pantoja	Pitzer College	Dorsey Wright Associates, Pasadena, CA
Saska	Richards	Univ. of Incarnate Word	American Theater, Munich, Germany
Steven	Rivoir	Washington and Lee Univ.	Lehman Brothers, New York City, NY
Michael	Sanders	Xavier Univ. of Louisiana	FOX Channel 8, New Orleans, LA
Jennifer	Siering	Beloit College	NewBasis, Riverside, CA
Meghan	Sims	Millikin University	State Farm Insurance, Bloomington, IL
Amanda	Smith	Southwestern University	KPMG, Houston, TX
Chelsea	Wade	Lake Forest College	Roberta Burroughs & Assoc., Houston, TX



Kemper Scholars Summer Internships 2007

Class of 2009

All placements were in the City of Chicago

Benjamin Bryant	Willamette University	City of Chicago, Mayor's Office
Christa Dominick	La Salle University	Rehabilitation Institute
Stacey Fackler	Millikin University	Shedd Aquarium
Jared Fox	Lake Forest College	The Center on Halsted
Eduardo Galan	Univ. of Incarnate Word	Joffrey Ballet
Sandra Gonzalez	Pitzer College	DevCorp North
Samantha Hartwig	Lake Forest College	Art Institute of Chicago
Lori Higginbotham	Southwestern University	Chicago History Museum
Olivia Hillmer	Valparaiso University	Art Institute of Chicago
Daniel Hoffman	Knox College	Youth Outreach Services
Bonnie Keane	Valparaiso University	Chi. Volunteer Legal Services
DeeDe Pinckney	Wake Forest University	Local Initiatives Support Corp.
Li Xiang Poncz	Ursinus College	Silk Road Theater Project
Christopher Ruder	Beloit College	LVEJO
Nurnigar Sawir	Willamette University	Sister Cities Program of Chicago
Rebecca Taylor	Washington and Lee University	Field Museum
Sarah Walker	Wake Forest University	Field Museum



2007 Grant Awards by The James S. Kemper Foundation

College and University Awardees

To Agnes Scott College, Decatur, GA -- \$16,600

Third year of funding for faculty professional development to develop a faculty workshop that continues to build linkages between liberal arts faculty and the business world.

To Augustana College, Rock Island, IL -- \$50,000

For a pilot project that will place students into internships as part of their Senior Inquiry capstone projects. The Kemper Reflective Leader Intern program will promote greater awareness of the opportunities and challenges in the business world while encouraging reflection on work experience and articulating how it fits into their curricular experience.

To Elmhurst College, Elmhurst, IL --\$9,500

Support for the College's Honors Program Leadership Conference, a two-day conference to develop leadership skills through multiple resources including informative-documents, interactive activities, case studies, self-assessment and reflection. The conference will focus upon the integration of the strong academic skills acquired through liberal arts education with the practical and ethical components demanded of professional leaders. Students will also be challenged to design an action plan for implementing and assessing their leadership skills in a campus and/or community.

To Gustavus Adolphus College, St. Peter, MN – \$2,500

Funding for a research project to help assess student outcomes resulting from the experiential learning/service learning-enhanced component of a strategic management class during the current academic year. The project focus is on assessing students' analytical, behavioral, informational, and interpersonal skills using the Learning Skills Profile as developed by Kolb. This project will serve as a model for other colleges and universities.



The James S. Kemper Foundation

To Illinois College, Jacksonville, IL -- \$19,300

Support of the College's efforts to fully integrate the liberal arts into its recently established Management and Organizational Leadership (MOL) program and to secure a central place for this popular new program in the liberal arts curriculum of Illinois College through a year long faculty development seminar and a summer curriculum development workshop.

To Lake Forest College, Lake Forest, IL -- \$500,000

Lake Forest College received a grant of \$500,000 to supplement past grants from the Foundation to help establish a permanently endowed James S. Kemper Foundation Chair in Liberal Arts and Business. The Chair will be occupied by an accomplished faculty member in our Department of Economics and Business who strongly believes in the Foundation's mission of promoting "liberal arts education and its relationship to administration, business, and leadership," and who will write and speak effectively in support of this important mission. The College and Foundation will form an ongoing relationship by means of this professorship to sponsor conferences and seminars of mutual interest.

To Silver Lake College, Manitowoc, WI – \$25,000

Support for the College's three-phased program, Centering Liberal Arts Education within the Business Arena in Northeast Wisconsin. The phases are a three day faculty development workshop on "Teaching to Lead," a pilot mentor-intern program, and a student symposium.

To Wake Forest University, Winston-Salem, NC -- \$22,000

Support for the University's Fifth Year Institute, which provides year-long fellowships to senior-year students who have shown ability and whose business venture projects demonstrate promise. The fellowships provide academic instruction, experiential learning, and extended access to community resources. Fellows pursue their entrepreneurial passions without sacrificing their liberal arts education.



Organizational Awardees

To Donors Forum of Chicago--\$1,700

Support for programs of the Donors Forum, the Chicago area membership organization for non-profit groups, including foundations.

To Philanthropy Roundtable , Washington, DC --\$500

Support for programs of the Philanthropy Roundtable, a national organization for family and independent foundations and individual donors.



Chicago Area Arts and Culture Awardees

All organizations are located in the Chicago area unless otherwise noted.

To Chicago Chamber Musicians -- \$10,000

Support for an expansion of the organization's internship program to serve a greater number of college and university students. Interns help determine their own Focus Projects primarily in the areas of Marketing, Audience Development and Special Events, allowing them to take ownership of a project from beginning to end to help them on their way to being the next generation of arts administration leaders.

To Chicago Cultural Center Foundation -- \$6,000

A grant to underwrite the employment of three interns during the winter, summer and fall semesters of 2007. The organization offers a variety of free arts programs to the public all year-long at the Chicago Cultural Center and other venues. Dancing is underrepresented. Since 2004, dance programming has quadrupled though staff has remained the same. Interns will help fill the gap and educated potential leaders in this area.

To Chicago Shakespeare Theater -- \$17,000

Support to continue the Theater's student internship program. Collegiate participants, hailing from private liberal arts schools in the Midwest, will gain the opportunity to build concrete arts administration job skills and industry knowledge through exposure to the Theater's front of house, marketing, and development staffs. Two interns will be sought to work at the Theater during the upcoming summer months.

To Court Theatre -- \$15,000

A grant to continue the expansion of the theatre's internship program. The program offers undergraduate students paid mentorships in each artistic and administrative department of the theatre, giving students hands on experience in a professional arts environment. The program will serve thirteen students.



To The Harris Theater for Music and Dance -- \$5,000

A grant to develop future arts professionals by enabling them to fulfill an internship. The program will hire one full-time marketing intern for 8 weeks in the summer of 2007 to work closely with the Director of Marketing providing administrative support while gaining experience in marketing, promotion, and publicity.

To The Joffrey Ballet -- \$19,200

To support four internship positions for undergraduate students. Undergraduate students would be placed in the following positions: (a) two Education & Community Engagement Internships, (b) one Development Internship, and (c) one Marketing Internship. The students will assist The Joffrey in (a) administering our expanded Education & Community Engagement Program; (b) prospect research, solicitation, and donor stewardship, and (c) public relations and electronic marketing initiatives. The students will gain experience in program management and evaluation, budgeting, arts education, and general arts administration.

To Links Hall -- \$6,000

Past Kemper grants permitted Links Hall to offer stipends to its House Manager Interns. This development enhanced operations and programs. Leadership believes that future organizational growth will allow for the long-term sustainability of its paid intern program; this grant offers support for a second year as they work towards that goal.

To Live Bait Theater -- \$6,000

Project Summary: Live Bait Theater's Bait Hook and Link Intern program seeks \$6,000 to provide mid-western undergraduate college students a mentoring opportunity with its resident theater artists and office staff to gain experience in theater production, administration and community outreach.

To Lookingglass Theatre Company -- \$19,000

A grant to support the theatre's Summer Apprenticeship Program. Lookingglass is committed to allocating additional resources to deepen the program in order to build enhanced leadership skills and a heightened sense of responsibility for apprentices. Based on learnings from last summer, staff believes these new mentoring initiatives will greatly improve the Apprentice Program for the growth and advancement of potential arts administration leaders in the Chicagoland community.



To The Newberry Library -- \$10,600

Support for the second year of a pilot internship program that will provide advanced undergraduates in the liberal arts with opportunities to explore potential careers. This program, to take place during the summer 2007, will bring two undergraduates to work with senior staff members at the Newberry on a project in one of three areas. The primary objective of this program is to provide advanced undergraduates in the liberal arts and sciences viable work experiences as preparation for potential careers.

To Pegasus Players -- \$7,500

A grant to support internship positions for the theatre's main stage productions and the theatre's development of new work.

To The Poetry Center of Chicago -- \$9,216

To support a part-time intern. Primary responsibilities of the James S. Kemper intern will include: designing and incorporating the graphic identity of The Poetry Center online and in outreach materials; assisting with the Annual Reading Series events and fundraising benefits; student outreach; archiving media placements and The Poetry Center marketing materials; assisting with the *Hands on Stanzas* poet-in-residence program and other duties as assigned.

To Redmoon Theater -- \$7,000

Redmoon Theater makes an effort to involve many people with different skills and backgrounds in the creation of their work, through employing professional artists and working with community members, volunteers, and interns. Support from the Kemper Foundation has been an important part of growing the Internship Program over the past year. The current grant builds upon the support of the Kemper Foundation and expands the Theater's Arts Administration Internship Program.

To Rush Hour Concerts at St. James Cathedral -- \$12,500

To support Rush Hour Concerts internship program. While each intern will specialize in one of the three traditional areas of Marketing / Development, Audience Outreach, and Concert Management, each student will also pursue other opportunities. These relate to a broad liberal arts background through programs such as RH's Audience and Community Development initiative, thus appealing to students who have interests in social services and the development of underserved communities in a metropolitan area.



To Silk Road Theatre Project -- \$15,000

To support one or two college students in a nine to twelve month internship, focusing on community outreach. The goal of the internship is to create partnerships for SRTP with community-based leaders and organizations. By hosting an intern, SRTP will be able to broaden our audience base while providing the opportunity for the student to gain the experience of developing and implementing an assertive marketing plan. By working at a unique, multicultural arts organization, the intern will be able develop his/her management skills in an institution that values diversity and creativity.

To Steppenwolf Theater -- \$25,000

Steppenwolf Theater envisions a major expansion of its internship program to recruit a more diverse group of undergraduates for paraprofessional training in arts administration and production including structured work-for-credit initiatives and seminars, that support the students' academic learning, personal development and career aspirations; and to foster new and deeper partnerships within the academic community to enhance recruitment of the best candidates.

To Victory Gardens Theater -- \$5,000

To support arts management internships at the theater with its special focus on playwrights.



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