

**Report to the Dietrich Botstiber Foundation**  
**from the Martin Luther King, Jr. Memorial Scholarship Fund**  
**of Scholarship Recipients from 1982 – 2020**

**Introduction.**

The Martin Luther King, Jr. Memorial Scholarship Fund was created in 1982. We take our name from the School District of Lancaster's Martin Luther King, Jr. Elementary School. Teachers at that school began this scholarship program when they decided to contribute toward a scholarship for one graduating senior at McCaskey who planned to go on to post-secondary education and who had attended King Elementary School. Today any graduating senior from both of the McCaskey campuses is eligible to apply. Successful applicants must demonstrate academic excellence, service to school and community, and financial need. Since the transition to higher education can be difficult, our scholarship aid is generally for the students' first year to give them a supportive start.

The students who receive scholarship assistance have great motivation to succeed, and their lives all reflect the values for which Dr. King stood. There is an extensive application process that includes an interview by Board members.

The Mayor of the City of Lancaster, Danene Sorace is the Honorary Chair of this organization. Bernice Burkholder, the Mayor's Assistant, does mailings for us at various times throughout the year. We are pleased and proud that former Mayors Arthur Morris, Janice Stork, Charlie Smithgall and J. Richard Gray have all served as Honorary Chairs from the beginning.

Holy Trinity Lutheran Church has been an important partner from the very beginning, and we are very grateful for all the church, the Senior Pastor (a Board member), the congregation, and the office and custodial staff at the church do for the scholarship fund. The church is where we hold our monthly meetings and have our annual Awards Dinner, and the Church congregation donates a \$5,000 scholarship each year.

Also, we receive excellent cooperation from the School District of Lancaster, especially the guidance counseling staff at both High Schools.

Our mission:

The mission of the Martin Luther King, Jr. Memorial Scholarship Fund, a 501 (c) 3 organization, is to provide scholarships for J.P. McCaskey High School graduating seniors who have been accepted to an accredited higher education program and have demonstrated financial need. Funds will be raised by the Board of Directors and awarded

to accomplished students who reflect Dr. King's ideals of commitment to school, community, family, and faith. (October 2018).

In recent years, one of our Board members has introduced the **Dietrich Botstiber Foundation** to our cause, and the Foundation has since donated each year a \$25,000 scholarship. We have said in past communications that many of our former recipients have gone on to receive medical degrees, PhDs, and other advanced degrees, and today, they are accountants, teachers, nurses, business people, and in many other professions and businesses. Although we have communicated this, we have not had actual hard data to back this up. Since all of our Board members are volunteers, no one has been able to devote the time necessary for such intensive research of our 428 recipients from 1982 to the present. Additionally, the board, over the 39 years we have been offering scholarships, has not kept records of past recipients other than through word of mouth. Finally, the scholarship program has grown over these years from one scholarship the first 8 years of \$500 to multiple scholarships each year. In 2021, for example, our Fund awarded 33 students varying amounts of scholarships for a combined total of \$206,000.00.

The Dietrich Botstiber Foundation encouraged us to research our past recipients in an effort to update information about them. This information could not only be used to request donations from larger organizations, but it could also be used to support the Fund in other ways. One obvious result of support would be to add past recipients to our annual donor mailing list, for example. This had never been done. Recognizing that the Board volunteers do not have the means or the time to do this research, the Dietrich Botstiber Foundation encouraged us to request a one-year grant from them to hire someone to do the research. A request was written up and sent to the Dietrich Botstiber Foundation in 2020, and they approved a grant of \$16,000 for us to hire someone to do this research. We were able to hire a past Board member to do this research. This was helpful, as this person was knowledgeable about the Board and its work.

The researcher attempted to make contact, either through email or by phone, with all 428 past recipients. Multiple contact attempts were made if the individuals did not respond to the first attempt to connect with them. In the end, 217 actual contacts were made. Of those contacts, the researcher was able to locate, interview, and speak with 194 past recipients. This is 45% of our past recipients.

This report, then, is a compilation of the data from those interviews.

We are grateful to the Dietrich Botstiber Foundation for this opportunity to attempt to find our past recipients. In addition to the data about the individuals that was obtained that we can now with confidence use for fundraising purposes, we also have added four past recipients to our Board of Directors during this year. This would not have happened without the information from our researcher that these individuals would be willing to serve on the Board. In addition, we will be adding the 194 contacts to our mailing list.

## MLK, Jr. Memorial Scholarship Fact Sheets

### Resulting from Research September 2020 – June 2021

**Total Recipients from 1982 – 2020: 428**

- **Number contacted via email or phone (attempted 4 or more times): 428**
- **Total completed contacts: 217**
  - Includes 3 discovered to be deceased
  - Includes 3 who did not want to participate
  - Includes 17 who did not show up for interview (attempts were made to reschedule several times in each case)
- **Actual number interviewed: 194 (45% of recipients)**

**Number of Recipients Interviewed for each year:**

Year	Number interviewed/total for year	Percentage interviewed for year	Year	Number interviewed/total for year	Percentage for year for year
2020	21/29	73%	2000	5/11	45%
2019	16/22	73%	1999	3/14	21%
2018	13/27	48%	1998	4/8	50%
2017	11/19	58%	1997	1/6	17%
2016	12/19	63%	1996	4/8	50%
2015	11/28	32%	1995	3/4	75%
2014	11/27	41%	1994	2/4	50%
2013	14/23	61%	1993	0/3	0
2012	7/20	35%	1992	0/4	0
2011	7/20	35%	1991	3/5	60%
2010	7/24	29%	1990	0/3	0
2009	5/10	50%	1989	1/1	100%
2008	5/18	27%	1988	0/1	0
2007	3/13	23%	1987	0/1	0
2006	5/11	45%	1986	1/1	100%
2005	0/9	0	1985	0/1	0
2004	5/9	55%	1984	0/1	0
2003	6/11	45%	1983	1/1	100%
2002	3/6	33%	1982	0/1	0
2001	4/13	31%			

One might expect that more students would be available for interviews in more recent years because it is easier to find their contact information and make contact. Some of the early years show 100% as interviewed as compared to later years with more recipients. One of the reasons for this is that there were fewer scholarships given in the early years each year. For example, for the first 8 years, only one scholarship was awarded each of those years. Thus 3 of those years show 100% were contacted.

## Degrees Obtained or In Process (See Appendices A and B.)

### Undergrad Degrees completed for those interviewed: (135)

Accounting, BS	2	Economics and Gov., BS	1	Media, Journalism, Film, BA	1
Allied Health, BS	1	Economics and Math, BA	1	Media Studies and Production Film Focus, BA	1
Anthropology, BA	2	Education, BS	2	Music in Ed., BS	2
Applied Engineering and Tech Management, BS	2	English, BA	1	Neuroscience, BA	2
Architecture, BS	1	English, Creative and Non-Fiction Writing, BA	1	Nursing, BS BS RN	4 3
Art Education, BA	1	Film and Media Arts, BA	1	Pre-Med, BS	1
Bible and Youth Ministry, BA	1	Finance, BS and Business Management, BS	1	Psychology BS BA	3 4
Biobehavioral Health, BS	1	Fine Arts, BA	1	Psy and Sociology, BA	1
Biochem. and Psychology, BS	1	General Science, BS	1	Public Relations, BS	2
Biological Basis of Behavior, BA	1	Global Public Health, BA	1	Science, BS and Resp. School	2 1
Biology, BS	10	Health Sciences and Creative Writing, BS	1	Secondary Ed, BS	1
Bio and Chem, BS	1	History and Pre-Law, BA	1	Social Work, BA And Criminal Justice, BA Sociology, BA	4 1 5
Broadcasting Telecommunications, and Media, BA	1	Hospitality Management, BS	1	Sociology and African Studies, BS	1
Business, BA	2	Human Development and Family Studies, BS	1	Sociology and Criminology, BS BA	1 2
Business Admin, BS	5	Human Relations, BA	1	Sociology, Anthropology, and Spanish, BA	1 1
Business and Economics, BA	1	Integrative Arts, BA	1	Speech Comm., BS	1
Business Management, BS	1	International Business, BA	2	Supply Chain Management, BA	1
Chemical Engineering, BA	1	International Development, BA	1	Assoc. Deg: Applied Science in Elec. Tech,	1
Chemistry, BS	2	International Relations, BS	1	Assoc. Deg: Brick Masonry	1
Christian Ministries, BA	1	International Studies, BA	1	Assoc. Deg: Nursing	2
Civil Engineering, BS	1	Journalism, BA	2	Assoc. Deg: Occup. Therapy Asst.	1

Communication and Nonfiction Writing, BA	1	Justice, Law, and Society, BA	1	Assoc. Deg: Registered Cardiac Invasive Specialist	1
Communication Science and Disorders, BS	1	Kinesiology, BS	2	LPN from Lanc. Career and Tech. Center	1
Corporate Communications, BA	1	Mandarin Chinese, BA	1	Certificate in Business Admin-York Tech. Inst.	1
Criminal Justice, BS And Criminality, BA	1 1	Marketing, BS	1	Pre-Pharmacy	1
Cultural Anthropology, BA	1	Marketing and International Business, BS	1		
Earth Science in Meteorology, BS	1	Mathematics, BS	2		
East Asia Studies and Political Science, BS	1	Media and Communication, BA	1		

**The top content areas of obtained undergraduate degrees include:**

- Psychology, Sociology 24
- Biology, Chemistry, Neuroscience 19
- Business, Marketing 10
- Nursing, Pre-med 8

Clearly, the life sciences and nursing can combine (27) to top the preferences. Psychology and sociology (people sciences) come in a close second (24) with business-related degrees coming in third (10). It is clear that our recipients are very interested in careers that are related to helping people, the world, and the environment.

**Undergrad Degrees in process for those interviewed: (56)**

Accounting	1	Engineering	3	Vet Nursing	1
Actuarial Science	1	Environmental Engineering	1		
Applied Kinesiology	1	Environmental Science	1		
Astrophysics	1	International Studies and Sociology	1		
Biochemistry	1	Journalism	1		
Biology	7	Mathematics	1		
Broadcasting	1	Medical Studies	1		
Business Administration	4	Music Therapy	1		
Business/Finance	1	Nursing	6		
Chemistry/Forensic Chemistry	2	Philosophy	1		
Clinical Medicine	1	Political Science	1		

Clinical Sports Psychology	1	Psychology	3		
Communications	2	Social Work	1		
Computer Science	1	Sociology	1		
Criminal Justice	3	Sports Management	1		
Early Childhood	2	Respiratory Care and Nutrition	1		

**Top areas for undergrad degrees in progress include:**

- Biology, Chemistry 9
- Nursing, Medical-related 9
- Psychology- and Sociology-related 8
- Business, Finance 5

The trend here continues with top choices related to professions that are people-related. **Of those interviewed 191 have obtained an undergraduate degree or are working on one. That means 98% of the students interviewed have achieved their educational goals or are continuing to pursue them.**

## **Schools Attended for Undergrad Work (See Appendices C1 and C2.)**

**Undergraduate Colleges, Universities and Schools Attended and degrees completed:**

Albright	1	Misericordia U.	1
American U.	2	Morehouse	1
Carleen Health Institute	1	Morgan State U.	1
Central Penn	1	Muhlenberg	2
Clark Atlanta U.	1	Oberlin Conservatory of Music	1
College in Honduras	1	Penn State University	17
Dartmouth	1	PA College of Art and Design	1
Eastern Mennonite U.	1	PA College of Health Sciences	5
Elizabethtown	4	Shippensburg U.	1
Franklin & Marshall	3	Slippery Rock U.	1
George Washington U.	1	Southern New Hampshire U.	1
Gettysburg	3	Stratford Career Institute	1
Guilford	1	Syracuse U.	1
HACC	2	Temple University	12

Harcum	1	Thaddeus Stevens College of Technology	2
Hobart and William Smith	1	Towson State U.	1
Howard U.	1	Trinity Washington U.	1
Ithaca	1	University of Guelph	1
James Madison U.	1	University of Maryland	1
Kutztown U.	1	University of Pennsylvania	2
Lancaster Bible College	1	University of Pittsburgh	1
Lanc. County Career and Technical Centr	2	University of Virginia	2
Lebanon Valley	2	Ursinus College	1
Lincoln U.	1	Virginia State U.	1
Lock Haven U.	1	Western Utah Governors U.	1
Messiah College	2	Wright State U.	1
Millersville University	35	York Technical Institute.	1

The schools most likely to be attended for undergrad degrees were those closest to Lancaster County and/or in PA. Millersville University (35), Penn State University (17), and Temple University (12) are the top schools attended by 47% of all of the undergrad students. PA College of Health Sciences in Lancaster is next closest with 5 attendees, and Elizabethtown College with 4 attendees. Franklin & Marshall, and Gettysburg Colleges each have had 3 attendees. Other schools with at least 2 attendees are HACC, Lancaster County Career and Technical Center, and Lebanon Valley, and Messiah, Muhlenberg Colleges, Thaddeus Stevens College of Technology and the University of Pennsylvania. Adding other students who attended PA schools, approximately 70% (114 students) attended PA colleges and universities to get their undergraduate degrees.

The only schools outside of the state with 2 attendees each are American University and the University of Virginia.

## Graduate Degrees and Schools (See Appendices D and E.)

### Graduate Degrees Completed:

<b>Doctorate in Biochemistry</b>	<b>1</b>	<b>Masters in Economics</b>	<b>1</b>	<b>Masters in Secondary Math Education</b>	<b>1</b>
<b>Doctorate in Biochemical Science</b>	<b>1</b>				
<b>Doctorate in Economics</b>	<b>1</b>	<b>Masters in Education</b>	<b>2</b>	<b>Masters in Social Work</b>	<b>4</b>

<b>Doctorate in Education Leadership with focus on Poverty and Technology</b>	<b>1</b>	<b>Masters in English and Creative Writing</b>	<b>1</b>	<b>Masters in Speech and Language Pathology</b>	<b>1</b>
<b>Doctorate of Pharmacy</b>	<b>1</b>	<b>Masters in Finance and Accounting</b>	<b>1</b>	<b>Masters in Sports Management</b>	<b>1</b>
<b>Doctorate of Social Epidemiology</b>	<b>1</b>	<b>Masters of Fine Arts in Creative Non-Fiction</b>	<b>1</b>	<b>Masters in Urban Health Policy Administration</b>	<b>1</b>
<b>Juris Doctor Degree (Law Degree)</b>	<b>2</b>	<b>Masters in Health Administration</b>	<b>1</b>		
<b>Dental Degree</b>	<b>1</b>	<b>Masters in Hospitality and Hotel Finances</b>	<b>1</b>		
<b>Masters in Anthropology</b>	<b>1</b>	<b>Masters of Literacy and Second Language Studies</b>	<b>1</b>		
<b>Masters in Biochemical Science</b>	<b>1</b>	<b>Masters in Multicultural Education</b>	<b>1</b>		
<b>Masters in Biology</b>	<b>1</b>	<b>Masters in Nursing and Administration</b>	<b>1</b>		
<b>Masters in Business and Administration</b>	<b>2</b> <b>2</b>	<b>Masters in Public Administration</b>	<b>1</b>		
<b>Masters in Chemistry</b>	<b>1</b>	<b>Masters in Public Health</b>	<b>3</b>		
<b>Masters in Clinical Psychology &amp; licensed clinical psychologist</b>	<b>1</b>	<b>Masters in Public Policy</b>	<b>1</b>		
<b>Masters in Criminal Justice and Criminology</b>	<b>1</b>	<b>Masters in Psychology</b>	<b>1</b>		
<b>Masters in Curriculum and Instruction and Principal Certification</b>	<b>1</b>	<b>Masters in Regulatory Affairs and Drug Development</b>	<b>1</b> <b>(Pharmacy School)</b>		
<b>Masters in Design Research</b>	<b>1</b>	<b>Masters of Science of Regulatory Affairs</b>	<b>1</b>		



Masters and doctorate degrees obtained can be categorized as relating to the fields of:

- Medicine (11)
- Education (10)
- Business (8)
- Psychology/Sociology (7)
- Science (6)
- Law/Criminal Justice (3)
- Other (3)

The interesting finding here is that although there were not many undergrad degrees in the field of Education, there are a significant number of education-related graduate degrees. Medicine and business continue to be high, as we saw they were in undergraduate degrees. Psychology, sociology, and science degrees also seem to continue to be a focus through graduate school.

### Graduate Degrees in progress:

Doctorate in Education	1	Masters in Clinical Mental Health Counseling	1	Masters in Seminary	1
Doctorate in Epidemiology	1	Masters in Early Childhood	1	Masters in Sex Education	1
Doctorate in Optometry	1	Masters in Education	1	Masters in Social Work	1
Doctorate in Psychology	1	Masters in Healthcare Administration	1	RN Degree from HACC	1
Dental Degree	1	Masters in Law School	1	Nurse Practitioner Degree	1
Masters in Architecture	1	Masters in Nursing	1		
Masters in Arts in Creative Writing	1	Masters as Physician's Assistant	1		
Masters in Business Administration	2	Masters in School Counseling	1		

### Colleges, Universities and Schools Attended for Graduate degrees, both completed and still in progress combined:

Alvernia University	1	Kings College	1	University of Chicago	1
Bloomsburg University	1	Lebanon Valley College	1	University of Cincinnati	1
Boston University	1	LECOM School of Dental	1	University of Delaware	1

Brooklyn Law School	1	Lincoln University	1	University of Iowa	1
Bryn Mawr College	1	Millersville University	8	University of Madrid	1
Capella University	2	New York University	2	University of Maryland	1
Cedar Crest College	1	Northwestern University	1	University of Phoenix	1
Columbia University	1	Ohio State University	2	University of Pittsburgh	1
Creighton University	1	PA College of Health Sciences	2	University of Texas	1
Drexel University	2	Penn State University	1	University of Virginia	1
Eastern University	1	Relay Graduate School of Education	1	Villanova University	2
Eastern Mennonite University	1	Rutgers University	2	Walden University	1
Grand Canyon University	1	Southern New Hampshire University	1	Widener University	2
HACC	1	Strayer University	1	Wilkes University	1
Harvard School of Public Health	1	Temple University	6	Wilson College	1
Kentucky College of Optometry	1	The New School in NYC	1	(3 not specified)	

For graduate school, students were more willing to go outside of PA. 37 graduate students attended schools in PA (52%), while 30 went out of the state (42%). Some of them said the schools were chosen either because of where they were living at the time, or because they received financial rewards either from the school or from their employers to attend particular schools.

## Funding Sources (See Appendix F.)

**Most recipients used *multiple means* for finding funds.** 72.16 percent of the recipients used various scholarships and loans in addition to the Martin Luther King, Jr. Memorial Scholarship.

**The following are various sources for funding.**

- **Full Ride Scholarships for Undergraduate College:** 12 recipients had full rides to their undergrad college; 12 recipients had significant scholarship to undergrad.
- **Full Ride Scholarships for Graduate College:** 6 recipients had full rides to their graduate college; 3 recipients had significant support for their graduate college.
- **Scholarship: college funded by employer (grad and undergrad):** 10 recipients had their schooling funded by their employer.

- **Government and other loans:** 73.71 percent of the recipients used either government or private loans.
- **Financial Aid:** 12.9 percent of the recipients used some type of financial aid.
- **Family Contributions:** 26.29 percent of the recipients used family contributions.
- **Student Contributions:** 40.72 percent of the recipients used their own self-earned funds.
- **Grants:** 14.95 percent recipients used grants.
- **Work-Study or A Job During Undergrad:** 65.98 percent of the recipients worked during their college experience.
- **Work-Study or A Job During Graduate Studies:** 16 recipients worked during their graduate studies.

From this information on funding, we can conclude that most of the cost of the college experience for these students comes from sources other than their families. Although financial aid and scholarships are factors for some, for the majority, they are leaving college with many loans to be paid off. It is also apparent, that the majority of students are willing to work during their college experience when necessary in order to be able to stay in school. One student reported she worked at 3 jobs while attending school, and one student reported that she was unable to complete her degree because of expenses.

## **Special Honors and Recognition**

Of the 194 recipients interviewed, 141 received some type of honor or recognition other than the Martin Luther King, Jr. Memorial Scholarship awarded to them. This is approximately 73% of the recipients.

## Work/Employment (See Appendix G.)

<b>Accounting/Banking/Finance</b>	<b>8</b>	<b>Lab/Research</b>	<b>7</b>
<b>Airlines</b>	<b>1</b>	<b>Law</b>	<b>2</b>
<b>Arts</b>	<b>2</b>	<b>Manufacturing</b>	<b>2</b>
<b>Business</b>	<b>17</b>	<b>Medical</b>	<b>15</b>
<b>Church-related work</b>	<b>1</b>	<b>Miscellaneous</b>	<b>3</b>
<b>Coach (sports)</b>	<b>1</b>	<b>Physical Therapy</b>	<b>1</b>
<b>Communications</b>	<b>4</b>	<b>Psychology/Social Work</b>	<b>15</b>
<b>Doctors (medical)</b>	<b>1</b>	<b>Real Estate</b>	<b>2</b>
<b>Education/teaching/administration</b>	<b>23</b>	<b>Registered Nursing</b>	<b>7</b>
<b>Engineering</b>	<b>1</b>	<b>Translator/Languages</b>	<b>2</b>
<b>Foreign Service Diplomat</b>	<b>1</b>	<b>TV/media</b>	<b>3</b>
<b>Government</b>	<b>1</b>		
<b>Hairdresser/barber</b>	<b>1</b>		
<b>Human Relations</b>	<b>3</b>		
<b>Journalism/writer</b>	<b>2</b>		

Top employment is in the fields of Education, Business, the Medical field, and the fields of Psychology and Social Work. Accounting and Lab Research come next in line. It is interesting that so many recipients are now in Education, since Bachelors Degrees, on the whole, were not obtained in this field, but were more often obtained at the Graduate Degree level. The other top employment categories correspond with bachelors and masters degrees obtained and previously reported here.

## The Process

The researcher began research on September 20, 2020 with conversations with Becky Grube, Co-Chair of the Board, and together a plan was devised to move forward and begin to make contact with past and present students. Questions to be asked in interviews were also determined and included:

- Updated contact information: Name, Address, Phone, Email and other means of contact.

- Updated educational information: College/University attended and degrees obtained or working on for both undergraduate and graduate work.
- Special honors and recognition received in college or the community
- How their education was funded beyond the MLK, Jr. Scholarship
- Future educational plans, if any.
- Present employment for those both in the workforce and still in school.
- Future employment plans.
- What role did receiving the MLK, Jr. Memorial Scholarship play in their life?
- Are they interested in becoming a Board member or donor?
- What character traits/EQ skills guided them through their academic and life experiences?
- What else would they like us to know?

The researcher attempted to contact all 428 recipients multiple times (more than 4 times each) through email or by phone. During the process, Board files, True People Search, Been Verified search engine, and McCaskey Directories from 2011 through 2020 were all used to attempt to contact people. In a few cases, the interviewer got contact information in interviews of former classmates. Some phone numbers and emails had changed. Some did not wish to be interviewed (3 out of those reached). Some did not respond to emails or phone calls at all. The researcher finally was able to reach 217 people. She discovered 3 people had died, 3 did not wish to be interviewed, and 17 people did not show up for their scheduled appointment. The researcher followed up with the 17, however, they never completed the process. So, in the end 194 were actually interviewed.

Interviews were completed by Zoom or by phone call, and they averaged from 45 minutes to 1 ½ hours each. The researcher took notes and completed a fact sheet for each individual interviewed. Then, she wrote a paragraph summarizing the information that was obtained for each individual.

## **Discussion Summary**

Since we now know that basically all of those interviewed have obtained undergraduate degrees or are still in school, and we also know that many have or are working on graduate degrees, it is apparent that the MLK, Jr. Memorial Scholarship recipients interviewed are highly motivated, successful individuals. They take education and their jobs seriously, and they are willing to persevere until they have obtained their goals. They are outstanding students, as indicated from the other scholarships they have received as well as from the community and scholastic recognition and honors bestowed upon them.

Many students have received other scholarships, but government loans remain a large part of the financing of their education. The majority cannot depend on financial help from their families. Many have continued to work while going to school to support themselves. One student who was working 2 jobs said she had to quit one of the jobs in order to keep her grades up so she would have more time to study.

Upon completing Bachelors Degrees, 100% of those interviewed are gainfully employed. Some are returning to school for more education. Some are in the process of developing and planning

their own businesses. This is an indication that all of the recipients are productive community members and solid, contributing citizens.

As a result of this study, we have added 4 new Board members from our past recipients. They are LaKeesha Bair-Myers (1991) who is a Special Education Social Worker in the School District of Lancaster; Yarlyn Rosario (2014), who is PACE Manager for the City of Lancaster; Themelis Abreu (2013), who is a Design Strategist at the Center for Healthcare Innovation at Penn Medicine LGH; and Oryseel Cordero Santana (2013), who is a Behavior Health Care Coordinator at Penn Medicine LGH.

The paragraphs written by the researcher summarizing each individual interview can be made available to the Botstiber Foundation upon request.

On behalf of the Board of Directors, we wish to thank the Dietrich Botstiber Foundation for the opportunity it has provided for us to do this research. In addition to gaining four Board members and a fresh list of potential donors, we believe the information obtained from this report about our former recipients will be a basis for us to go to community businesses and foundations to request future funds and donations that will grow our fund.

We are most appreciative and eternally grateful.

Respectfully Submitted,

Becky Grube, Co-Chair, MLK, Jr. Memorial Scholarship Fund

Deborah Havert, Researcher

## **Appendix A:**

### **Undergrad Degrees Completed ( 135)**

**Associate Degree of Applied Science in Electrical Technology - 1**  
**Associate Degree in Brick Masonry - 1**  
**Associate Degree in Nursing - 2**  
**Associate Degree in Occupational Therapy Assistant - 1**  
**Associate Degree in Registered Cardiac Invasive Specialist (2 Year) - 1**  
**Bachelor of Arts in Anthropology - 1**  
**Bachelors of Arts in Art Education - 1**  
**Bachelor of Arts in Criminology and Criminal Justice and Communication - 1**  
**Bachelor of Arts in Biological Basis of Behavior - 1**  
**Bachelor of Arts in Broadcasting, Telecommunications, and Media - 1**  
**Bachelor of Arts in Business and Economics - 1**  
**Bachelors of Arts in Christian Ministries - 1**  
**Bachelor of Arts in Communication and Nonfiction Writing - 1**  
**Bachelor in Arts in Cultural Anthropology - 1**  
**Bachelor of Arts in English-Creative Non-Fiction Writing - 1**  
**Bachelor of Arts in English - 1**  
**Bachelor of Arts in Global Public Health - 1**  
**Bachelor of Arts in History and Pre-Law - 1**  
**Bachelors of Arts in Human Relations - 1**  
**Bachelor of Arts in Integrative Arts - 1**  
**Bachelor of Arts in International Studies - 1**  
**Bachelor of Arts in Justice, Law, and Society - 1**  
**Bachelor of Arts in Media and Communication - 1**  
**Bachelor of Arts in Media, Journalism, and Film - 1**  
**Bachelor of Arts in Media Studies and Production Film Focus - 1**  
**Bachelor of Arts in Neuroscience - 2**  
**Bachelor of Arts in Psychology - 4**  
**Bachelor of Arts in Psychology and Sociology - 1**  
**Bachelor of Arts in Sociology and African Studies - 1**  
**Bachelor of Arts in Sociology/Criminology - 2**  
**Bachelor of Arts in Sociology - 5**  
**Bachelor of Arts in Sociology, Anthropology, and Spanish - 1**

**Bachelor of Science in Accounting - 2**  
**Bachelor of Science in Allied Health - 1**  
**Bachelor of Science In Applied Engineering and Technology Management - 1**  
**Bachelors of Science in Applied Engineering and Associates in Technology Management - 1**  
**Bachelor of Science in Architecture - 1**  
**Bachelor of Science in Biobehavioral Health - 1**  
**Bachelor of Science in Biochemistry and Psychology - 1**  
**Bachelor of Science in Biology - 10**  
**Bachelor of Science in Biology and Chemistry - 1**  
**Bachelors of Science in Business - 2**  
**Bachelor of Science in Business Administration - 5**  
**Bachelor of Science in Business Management - 1**  
**Bachelor of Science in Chemistry - 2**  
**Bachelor of Science in Civil Engineering - 1**  
**Bachelor of Science in Communication Science and Disorders - 1**  
**Bachelor of Science in Criminal Justice - 1**  
**Bachelor of Science Dual Degree in Finance and Business Management - 1**  
**Bachelor of Science in East Asia Studies and Political Science - 1**  
**Bachelor of Science in Economics and Government - 1**  
**Bachelor of Science in Education - 2**  
**Bachelor of Science in Health Sciences and Creative Writing - 1**  
**Bachelor of Science in Hospitality Management - 1**  
**Bachelor of Science in Human Development and Family Studies - 1**  
**Bachelor of Science in International Relations and History - 1**  
**Bachelor of Science in Kinesiology - 2**  
**Bachelor in Science in Marketing - 1**  
**Bachelor of Science in Marketing and International Business - 1**  
**Bachelor of Science in Mathematics - 2**  
**Bachelor of Science of Music in Music Education - 2**  
**Bachelor of Science in Nursing - 4**  
**Bachelor in Science, Pre-Med - 1**  
**Bachelor of Science in Psychology - 3**  
**Bachelor of Science in Public Relations - 2**  
**Bachelor of Science in Science - 1**  
**Bachelor of Science in Science and also Respiratory School with Hospital - 1**  
**Bachelor of Science in Secondary Education - 1**



**Bachelor of Science in Sociology and Criminology - 1**  
**Bachelor of Science in Speech Communication - 1**  
**Bachelor in Anthropology - 1**

**Bachelor in Bible and Youth Ministry - 1**  
**Bachelor in Chemical Engineering - 1**  
**Bachelor in Corporate Communication - 1**  
**Bachelor in Earth Science in Meteorology - 1**  
**Bachelor in Economics and Mathematics - 1**  
**Bachelor in Film and Media Arts - 1**  
**Bachelor of Fine Art - 1**  
**Bachelor in General Science - 1**  
**Bachelor in International Business - 2**  
**Bachelor in International Development - 1**  
**Bachelor in Journalism - 2**  
**Bachelor in Mandarin Chinese - 1**  
**Bachelor of Science in (one of the sciences) - 1**  
**Bachelor in Social Work and Criminal Justice - 1**  
**Bachelor of Sociology and Anthropology - 1**  
**Bachelor in Social Work - 4**  
**Bachelor in Supply Chain Management - 1**  
**RN in Nursing - 3**  
**Certificate in Business Administration from York Technical Institute - 1**  
**LPN from Lancaster Career and Technology Center - 1**  
**Pre-Pharmacy - 1**

## **Appendix B**

### **Undergrad Degrees Working On Now (56)**

**Bachelor of Arts in Broadcasting - 1**

**Bachelor of Arts in International Studies and Sociology - 1**

**Bachelor of Arts in Social Work and BSE Teaching Degree for English Education - 1**

**Bachelor of Arts in Sociology - 1**

**Bachelor of Science in Accounting - 1**

**Bachelor of Science in Astrophysics - 1**

**Bachelor of Science in Biochemistry - 1**

**Bachelor of Science in Biology and Business Management (she thinks for now) - 1**

**Bachelor of Science in Business Administration - Supply Chain Management and Marketing - 1**

**Bachelor of Science in Business/Finance (he does not know for sure declared major--5 year plan) - 1**

**Bachelor of Science in Chemistry - 1**

**Bachelor of Science in Clinical Medicine - 1**

**Bachelor of Science in Communications - 1**

**Bachelor of Science in Criminal Justice - 2**

**Bachelor of Science in Criminal Justice and Criminology - 1**

**Bachelor of Science in Early Childhood - 1**

**Bachelor of Science in Early Childhood Education and Special Education - 1**

**Bachelor of Science in Engineering - 3**

**Bachelor of Science in Environmental Engineering - 1**

**Bachelor of Science in Environmental Science and Biology - 1**

**Bachelors in Science in Mathematics (perhaps, he has not figured out major and degree) - 1**

**Bachelor of Science in Music Therapy - 1**

**Bachelor of Science in Nursing - 5**

**Bachelor of Science in Political Science - 1**

**Bachelor of Science in Sports Management - 1**

**Bachelor in Actuarial Science and Financial Economics - 1**

**Bachelor in Applied Kinesiology - 1**

**Bachelor in Biology, Allied Health - 1**

**Bachelor in Biology - 5**

**Bachelor in Business Administration - 3**

**Bachelor in Clinical Sports Psychology - 1**

**Bachelor in Communications/Legal Studies/Economics/Government - 1**

**Bachelor in Computer Science and Applied Math - 1**

**Bachelor in Forensic Chemistry - 1**

**Bachelor in Journalism - 1**

**Bachelor of Medical Studies (he is working on Bachelors and Master's together)**

**- 1**

**Bachelor in Philosophy - 1**

**Bachelors in Psychology - 3**

**Bachelors in Respiratory Care and Nutrition - 1**

**Bachelors in Vet Nursing/Vet Tech - 1**

**RN in Nursing (he has taken break as he did not like online learning; plans to go in Fall) - 1**

**Appendix C 1:**  
**Names of Undergrad Colleges Graduated and the**  
**People Who Graduated**

**Albright College**

Ar-Rian Alomar McFadden

**American University**

Anna Westerfield Miller

Audrey Sheetz

**Carleen Health Institute**

Berluem Pierre

**Central Penn College**

Shaki Wilson

**Clark Atlanta University**

Anita Harvin

**College in Honduras**

Odeth Molina

**Dartmouth College**

Karla Verkouw

**Eastern Mennonite University**

Niclette Kibibi

**Elizabethtown College**

Alice Walton Saufley

Jennifer Lyn Preston

Mahmoud Mohammad

Shanae Ikee Scott

**Franklin & Marshall College**

Brooklyn Smith-Jones

Michael Abrew

Moises Hernandez

**George Washington University**

Amanda Lam

**Gettysburg College**

Andrew Martin

Elliot Rodriguez

Tiffany Lam

**Guilford College**

Katherine Hernon-Reeves

**HACC**

Belinda Roman

Danee Simms

**Harcum College (for Associates Degree of Occupational Therapy Assistant)**

Melanie Tober

**Hobart and William Smith**

Rachel Hinnenkamp

**Howard University**

Raven Greenaway

**Ithaca College**

Sobeida Rosa

**James Madison University**

Zoey Lynch

**Kutztown University**

Manon Michele Athey Murrell

**Lancaster Bible College**

Vanessa Cross Huacani

**Lancaster County Career and Technical Center**

Krishna Gurung

Marketta Ross

**Lebanon Valley College**

Bashu Timsina

Melanie Tober

**Lincoln University**

Jasmine Campbell

**Lock Haven University**

Diosanny Rivera-Placido

**Messiah College**

Carrie Carranza

Cathy (Pabon) Kissinger

**Millersville University**

Alayna Johnson

Amanda Guzman

Angel Robinson

Angela Pereira-Bailey

Ann Deya

Brian Perry  
Caryneri Sanchez  
Daniel Wogari  
Danielle Brown  
Edalmira Hernandez Rivera  
Elizabeth Morales  
Elizabeth Morehead  
Ibragim Pashaliyev  
Jalimar Martinez  
Jayy Ashenafi  
Johana Reynosa  
Justina Cruz  
Karidja Bamba  
Krystal Prince  
Kyle Davidson  
Lakesha Bair-Myers  
Luis Ralat  
Marthelis Abreu  
Melany Joy Ayala  
Nicolette Lauren Whitehead  
Patricia Maila  
Peggy Henderson  
Richard Payne  
Steven Rivera-Camacho  
Taisa McCain  
Thelmelis Abreu  
Thuy Vo  
Vanessa Delgado  
Xavier Solis  
Zulal Pashaliyev

**Misericordia University**  
Frances Martinez Gibbons

**Morehouse College**  
David Corbin

**Morgan State University**

Latoya Harvin

**Muhlenberg College**

Sophia Echevarria

Taylor Chase

**Oberlin Conservatory of Music**

Beth Peachey

**Penn State**

Alexandra Gilgore

Angelika Brown

Angelymar Peralta-Torrez

China Celissaint

Crissy Tang

David Allen

Elizabeth Medina Rivera

Jessica Ahn

Katy Rank Lev

Leng Lor Nickels

Linda Nguyen Trois

Ngi Ngo

Rahwa Tesfay

Raissa Bankole Mbami

Ruth Narvaez (was Garcia)

Sandra Granthon

Tien Hong

**Pennsylvania College of Art and Design**

Dianne Freeman-Jones



**Pennsylvania College of Health Sciences**

Ashley Boddy

Eden Jemal

Jozely Galarza

Paola Reyes Bermudez

Stephanie Sweigart

**Shippensburg University**

Oryseel Cordero

**Slippery Rock University**

Donovan Ford

**Southern New Hampshire University**

Denuel Jarba

**Stratford Career Institute**

Lenise Jackson

**Syracuse University**

Crystal Tang

**Temple University**

Alejandra Galarce

Bryan Kast

Dayanara Rodriguez

Diana Huynh

Duyen Huynh

Elena Torres

Genesis Rodriguez

Lauren McIlvaine

Phu Duong

Tien Huynh

Yarlyn Rosario

Yuri Benjamin

**Thaddeus Stevens College of Technology**

Maurice Allen

Ruben Maldonado

**Towson State University**

Brandon Way

**Trinity Washington University**

Bilise Besso

**University of Guelph**

Rachel Peachey

**University of Maryland**

Kiandra Steffy (was Bair)

**University of Pennsylvania**

Hien Lu

Lorraine Tiera Deane

**University of Pittsburgh**

Amanda Reed

**University of Virginia**

Haley Johnson

Kayla Dunn

**Ursinus College**

Vinh Ly

**Virginia State University**

Jocelyn Brown

**Western Utah Governors University**

Laida Ormil

**Wright State University**

Fatima Azimova Akhmedova

**York Technical Institute**

Dominique Bise Matey

## Appendix C 2

### Numbers of People Who Graduated Undergrad Colleges

135

Albright College - 1  
American University - 2  
Carleen Health Institute - 1  
Central Penn College - 1  
Clark Atlanta University - 1  
College in Honduras - 1  
Dartmouth College - 1  
Eastern Mennonite University - 1  
Elizabethtown College - 4  
Franklin & Marshall College - 3  
George Washington University - 1  
Gettysburg College - 3  
Guilford College - 1  
Harrisburg Area Community College - 2  
Harcum College - 1  
Hobart and William Smith - 1  
Howard University - 1  
Ithaca College - 1  
James Madison University - 1  
Kutztown University - 1  
Lancaster Bible College - 1  
Lancaster County Career and Technical Center - 2  
Lebanon Valley College - 2  
Lincoln University - 1  
Lock Haven University - 1  
Messiah College - 2  
Millersville University - 35  
Misericordia University - 1  
Morehouse College - 1  
Morgan State University - 1  
Muhlenberg College - 2

**Oberlin Conservatory of Music - 1**  
**Penn State - 17**

**Pennsylvania College of Art and Design - 1**  
**Pennsylvania College of Health Sciences - 5**  
**Shippensburg University - 1**  
**Slippery Rock University - 1**  
**Southern New Hampshire University - 1**  
**Stratford Career Institute - 1**  
**Syracuse University - 1**  
**Temple University - 12**  
**Thaddeus Stevens College of Technology - 2**  
**Towson State University - 1**  
**Trinity Washington University - 1**  
**University of Guelph - 1**  
**University of Maryland -1**  
**University of Pennsylvania - 2**  
**University of Pittsburgh -1**  
**University of Virginia - 2**  
**Ursinus College - 1**  
**Virginia State University - 1**  
**Western Utah Governors University - 1**  
**Wright State University - 1**  
**York Technical Institute - 1**

## **Appendix D**

### **Grad Degrees Completed: College and Degrees**

**48**

**Bloomsburg University - Masters in Speech Language Pathology**

**Boston University - Masters of Public Health**

**Brooklyn Law School - Juris Doctor Degree (Law Degree)**

**Bryn Mawr College - Masters in Social Work**

**Capella University - Masters in Psychology**

**Creighton University - Masters of Public Health**

**Drexel University - Juris Doctor Degree (Law Degree)**

**Drexel University - Masters in Design Research**

**Eastern Mennonite University - Masters in Biochemical Science**

**Eastern University - Masters in Multicultural Education**

**Grand Canyon University - Masters in Education**

**Harvard School of Public Health - Doctorate of Social Epidemiology**

**Lebanon Valley College - Masters of Business Administration**

**Millersville University - Masters of Clinical Psychology and Licensed Clinical Psychologist**

**Millersville University - Masters in Curriculum and Instruction and Principal Certification**

**Millersville University - Masters in Secondary Math Education**

**2 - Millersville University - Masters In Social Work**

**Millersville University - Masters in Sports Management**

**New York University - Masters in Hospitality and Hotel Finances**

**New York University - Masters in Public Administration**

**Northwestern University - Masters of Business Administration in Management and Strategy and Management**

**Ohio State University - Masters in Economics**

**Ohio State University - Ph.D. in Economics**

**Partnership with Millersville University and Shippensburg University - Doctorate in Education Leadership with Focus: Poverty and Technology**

**Pennsylvania College of Health Sciences - Masters of Nursing and Administration**

**Pennsylvania College of Health Sciences - Masters of Public Health**

**Rutgers University - Dental School**

**Rutgers University - Masters in Biology**

**Southern New Hampshire University - Masters in English and Creative Writing**

**Strayer University - Masters in Health Administration**

**Temple University - Doctorate of Pharmacy**

**Temple University - Masters in Criminal Justice and Criminology**

**Temple University - Masters of Science of Regulatory Affairs**

**Temple University - Masters in Social Work**

**Temple University Pharmacy School - Masters in Regulatory Affairs and Drug Development (6 years)**

**The New School in NYC - Masters in Urban Health Policy Administration**

**University of Chicago - Post-Doctoral Program of Fellowship**

**University of Cincinnati - Masters of Literacy and Second Language Studies**

**University of Delaware - Doctorate in Biochemistry**

**University of Madrid - Masters in Business**

**University of Maryland - Masters in Finance and Accounting**

**University of Pittsburgh - Masters of Fine Arts in Creative Non-Fiction**

**University of Texas - Masters in Public Policy**

**University of Virginia - Masters in Anthropology**

**Villanova University - Masters in Chemistry**

**Widener University - Masters in Social Work**

**Wilson College - Masters in Education**



## **Appendix E**

### **Grad Degrees Working On Now and Colleges Attending**

**22**

**Alvernia University - Masters in Social Work (to start in Fall)**

**Capella University - Doctorate in Psychology**

**Cedar Crest College - Masters in Early Childhood (and BS together)**

**Columbia International University - Masters in Seminary**

**Columbia University - Masters in Nursing**

**Doctorate in Education (Not sure which university)**

**Harrisburg Area Community College - Registered Nurse Degree**

**Kentucky College of Optometry - Doctorate in Optometry**

**King's College - Master's in Physicians' Assistant (he is on 5 year plan Bachelors and Masters together)**

**Law School in Fall 2021 (when we talked he had not made decision which law school)**

**LECOM School of Dental - DDS and DMD Dental Degree**

**Lincoln University - Masters in Business Administration**

**Millersville University - Masters in School Counseling**

**Penn State University - Masters in Healthcare Administration**

**Relay Graduate School of Education - Master's in Education**

**Temple University - Masters in Architecture**

**University of Iowa - Doctorate in Epidemiology**

**University of Phoenix - Masters of Business Administration**

**Villanova University - Masters in Clinical Mental Health Counseling**

**Walden University - Nurse Practitioner Degree**

**Widener University - Masters in Sex Education**

**Wilkes University - Masters of Arts in Creative Writing**

## Appendix F

### Funding Sources

#### How Education Was Funded

**Most recipients used multiple means for finding funds. The following shares various ways they found funds:**

72.16 percent of the recipients used various scholarships in addition to the Martin Luther King, Jr. Memorial Scholarship

**Full Ride Scholarships for Undergraduate College:** 12 recipients had full rides to their undergrad college; 12 recipients had significant scholarship to undergrad

**Full Ride Scholarships for Graduate College:** 6 recipients had full rides to their graduate college; 3 recipients had significant support for their graduate college

**Scholarship: college funded by employer (grad or undergrad)**

10 recipients had their schooling funded by their employer

**Government and other loans:** 73.71 percent of the recipients used either government or private loans

**Financial Aid:** 12.9 percent of the recipients used some type of financial aid

**Family Contributions:** 26.29 percent of the recipients used family contributions

**Student Contributions:** 40.72 percent of the recipients used their own contributions

**Grants:** 14.95 percent recipients used grants

**Work-Study or A Job During Undergrad:** 65.98 percent of the recipients

**Work-Study or A Job During Graduate Studies:** 16 recipients

## Appendix G

### All Jobs and Professions Compiled from all Recipients

Employment for those working includes these professions and organization: (from those out of college who have graduated)

– Civil Engineer; intern at LSC Communications; employee at Brand Yourself; employee at Lancaster Rehab; 2 at Eurofins Lancaster Laboratory as microbiologists; a Public Arts Community Engagement Manager (PACE); Penn Medicine Contact Tracer; Human Resources at Clark Service Group; Registered Cardiac Invasive Specialist in Cardiac Cath Lab in Newark DE; IT Procurement at Donnelly; Radiology Technologist; 3 Registered Nurses; in Los Angeles at Vascular Outpatient Surgery Center; Direct Support Professional in Friendship Community; Practical Nurse; Behavior Technician with Center for Autism and Developmental Disabilities with Wellspan Health; Teach America; Mortgage Technology Startup; at LGH for Healthcare Innovation; therapeutic staff support at Youth Advocate Program; Respiratory Therapist at Wellspan in York; 2 with Global PR firms in NYC; Operations Supervisor at QVC; School Therapist and Counselor at Youth Center; in rotations at the University of Pikeville, Kentucky College of Optometry; research at a Community Health Center; Foreign Service Officer of Diplomat in Bogota, Colombia with the State Department; Lawyer with Herrick Feinstein in NYC; Lawn Care worker; Berks Intermediate Unit Speech Teacher; Communications Director for Group Health Foundation in Seattle WA; translator for an attorney; Bilingual Social Worker for New Jersey Commission for the Blind and Visually Impaired for South Region Office; working in County Assistance Office; 2 are working on business plans to begin their own businesses; Physical therapist technician; Worker with Central Casting in Los Angeles; Teacher with Teach for America in Indianapolis; Program Associate at Ecumenical Retirement Community; Mental Health Worker with Catholic Charities; Keystone Caregiver for People With Disabilities; Communications Arts Teacher at McCaskey; Head of Mid-South Region in Sales for Armstrong Ceilings; Back Officer Supervisor for Fulton Bank; IT Asset Administrator at R.R. Donnelly; Refugee Unemployment Specialist;

Epidemiologist with Communicable Disease and Epidemiology with the Montana Department of Public Health; Wellspan Philhaven Milieu Coordinator; Behavioral Consultant with TW Ponessa; Assistant Teacher at the University of Iowa while working towards Doctorate of Epidemiology; Attorney with Saxton Stump Law Firm; Barista at Starbucks; Triage Nurse with Ann B. Barshinger Cancer Institute; Graduate Assistant while completing Graduate Degree in Sports Management; Freelance Writer and Blogger; Worker in Accounting and Finance with Textron; Flight Attendant with Delta Airlines; Network Marketer with NU SKIN; Worker in Logistics; Senior Manager of Global Regulatory Affairs for Teva Pharmaceuticals; Clinical Director with PA Comprehensive Behavioral Health of Outpatients; Researcher with GlaxoSmithKline in biochemistry cancer research; Senior Principal Operations Lead for Chick-fil-A; Working at Printing Company; District Administrator of Instructional Technology in York City Schools; Visual Artist; Biology Teacher; Senior Program Operations Manager with Santa Barbara Tax Products; Exelon Power Plant employee; Property Manager; Special Education Social Worker at School District of Lancaster; Owner of Custom Reupholstery Business; CPA; Managing Director of SMC Terminus Group, Inc.; Online business of items from Jamaica while attending college; Campaign Communications Specialist with CASA; Working in Property Management; Assistant Manager at Brewery while finishing Masters; Working in journalism at SDM Magazine, a magazine reporting on security, electronics, etc.; Microbiologist with International Flavor and Fragrances; Communications Career in Washington, D.C. and Online Candle Company Ownership; RN Supervisor; Home Care For Elderly Business with husband; Team Leader for Lancaster and Lebanon Counties for Migrant Student Support; Branch Manager for PNC Bank; Social Worker with School District of Lancaster at Wheatland Middle School; Accounting Analyst at Woodstream; Contact Tracer and in Various Capacities for COVID-19 Vaccinations; State approved business serving Adult Autism and the other for Early Intervention for Children 0-5 with Special Needs; Supervisor of Service and Coordination in Long Term Service and Support with AmeriHealth Caritas; Social Worker with Lancaster Works and Assessor of Need (in addition works on Hair and does Graphic Design); Member of Staff at Church World Services helping refugees and represents immigrants; Superior at Catalent Pharmaceutical, a Bio-Firm in Gene Therapy; Educator of ESL; Department Coordinator of Pediatrics for Salus University and Research Coordinator at Eye Institute; Respiratory Therapist at Christiana

Care\* Dentist; Emotional Support Teacher at York City Schools (also Football Coach at Lancaster Catholic School and Girls' Basketball Coach at York High School); Regulatory Affairs Consultant globally with Calyx; Director of the Walk for Ending Alzheimer's Fundraiser in Lancaster; Program Coordinator for The Lodge Life Services; Social Worker for Mastery Charter School; Marketing and Communication for Carnegie Mellon University; Construction; RMSD / MSL Team Leader, Virology East, Merck Research Laboratory, Merck; Head Teacher for Pre-Kindergarten at Bright Start; Assistant Manager at Brewery; Transitional Living Assistant at Milton Hershey School; Insurance Sales Representative with AHS Products; Science Teacher at George Washington High School in Philadelphia; Working part-time with The People's Music School and also part-time at Montessori School; Respiratory Therapist at Einstein Medical Center and Hershey Medical Center; Associate Professor working at John's Hopkins; Working with Tenfold, helping individuals with dealing with homelessness; Working with Intermediate Unit working with 3-5 year old children; Scientific Advisor for the Department of Patents for Johnson and Johnson; Researcher with University of PA with the Department of Radiation and Oncology; Senior Director of all Directors at WGAL Television Station