

Scholarship Policy

Policy Name	WEF Scholarship Policy
Policy Category	Mission
Policy Number	1993-001
Policy Origination and Review Dates	September 1993; April 2021; March, 2024
Requirements	All IRS, federal, state, local and legal requirements will be followed
Review Cycle	3 years
Legal Review Required	No

A. General Policy Statement

The Water Environment Federation has a sincere interest in promoting education as well as professional development of individuals in fields and professions relating to the water environment. The WEF Scholarship Fund is intended to be an enhanced platform to enable the growth of careers and leadership in the water sector. Awards will be international in scope to enable WEF to reach its global goals and engage new and diverse members.

The Fund will enable the award of academic scholarships for undergraduate students, fellowship awards for graduate students and professional development awards for practicing professionals such as operators, young professionals and academics.

The awards will recognize and support motivated individuals who are making or who have the potential to make a significant impact on the water sector and encourage/enable them to contribute even more by providing a learning experience through financial, travel or in-kind assistance.

The WEF Scholarship Fund is intended to provide all WEF members a meaningful way to give back to the water sector while enabling individuals to enhance their contributions to the field.

- 1) WEF will establish and invite donations to a WEF Scholarship Fund. Except as noted below, donors may not have their name associated with the awards supported by the Fund but will be acknowledged in other ways such as via a listing on the WEF web site. The amount available for awards will be approved by the Board based on the recommendations of the Scholarship Fund Advisory Subcommittee. The minimum amount of an individual award shall be \$1,500 (U.S.).
- 2) The minimum amount required to create a named award or scholarship shall be a donation of \$250,000 (U.S.).

- 3) The existing Canham Graduate Studies Scholarship and Operator Scholarship will continue to be supported through the annual operating budget.

A focus group of the WEF Awards & Recognitions Community selects individuals for each award based on the criteria established by the Scholarship Fund Advisory Subcommittee. Criteria for all awards will be published on the Federation's website and other appropriate venues.

Minimum criteria for awards (preference shall be given to WEF members):

Academic:

- 1) Awards will be made to individuals with demonstrated high academic achievement and demonstrated interest in the water environment.
- 2) Award recipients may be selected based on discipline, institution, class, and under-represented individuals in the water environmental field.

Professional Development:

- 1) Awards may be made to individuals to assist with the costs of professional development or training in the water environment field.
- 2) Awardees may be selected based on discipline, institution, class, and under-represented individuals in the water environmental field.

Appropriate forms and program instructions will be made available to prospective applicants on WEF's website and other venues. These forms will specify the information required for each award as well as the date the completed application is due at Federation headquarters. Incomplete or late applications will not be considered.

Completed, eligible applications will be forwarded to the Awards & Recognition Community. The Awards and Recognition Community, or the applicable focus group, will recommend the recipient of each award to the Steering Committee of the Community Leadership Council. The awards will be made throughout the year as noted in the criteria for each award and recognized at the Annual Conference. In addition to the monetary award (if included), an appropriate certificate will be provided to the awardee.

B. Guidelines for Contributions/Donations

- 1) All contributions/donations shall be in cash, cash equivalents or publicly traded stocks and funds.
- 2) Non-specific contributions/donations under \$250,000 (U.S.) will be automatically added to the WEF Scholarship Fund.
- 3) WEF Reserves the right to determine how all funds will be invested.
- 4) Donors must specify if the corpus is to be restricted or unrestricted.
- 5) If a named award, WEF reserves the right to spend the corpus, if needed, to make an award.