

# William T. Grant Scholars Program

## **2023 Application Guidelines**

*Updated November 2022*

Online Application Opens:

March 29, 2023, 3 PM EST

Mentor and Reference Letter Deadline:

June 14, 2023, 3 PM EST

Application Deadline:

July 6, 2023, 3 PM EST\*

Announcement of Awards:

March 2024

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# Program Overview

The William T. Grant Scholars Program supports career development for promising early-career researchers. The program funds five-year research and mentoring plans that significantly expand researchers' expertise in new disciplines, methods, and content areas.

Applicants should have a track record of conducting high-quality research and an interest in pursuing a significant shift in their trajectories as researchers. We recognize that early-career researchers are rarely given incentives or support to take measured risks in their work, so this award includes a mentoring component, as well as a supportive academic community.



Top: Anjali Adukia, Class of 2023, Carolyn Barnes, Class of 2024; Bottom: Greg Duncan, Board of Trustees, Daniel Schneider, Class of 2023



# Focus Areas

The Foundation supports research in two distinct focus areas: 1) Reducing inequality in youth outcomes, and 2) Improving the use of research evidence in decisions that affect young people. *Proposed research must address questions that align with one of these areas.*

## Focus Area: Reducing Inequality

In this focus area, we support studies to build, test, or increase understanding of programs, policies, or practices to reduce inequality in the academic, social, behavioral, or economic outcomes of young people ages 5-25 in the United States. We prioritize studies that aim to reduce inequalities that exist along dimensions of race, ethnicity, economic standing, language minority status, or immigrant origins.

### Research Interests

Our research interests center on studies that examine ways to reduce inequality in youth outcomes. We welcome descriptive studies that clarify mechanisms for reducing inequality or elucidate how or why a specific program, policy, or practice operates to reduce inequality. We also welcome intervention studies that examine attempts to reduce inequality. Finally, we welcome studies that improve the measurement of inequality in ways that can enhance the work of researchers, practitioners, or policy-makers.



#### NOTE

While we value research on the causes and consequences of inequality, we do not fund this work. Instead, we support research that informs or examines a policy, program, or practice response that can be implemented through an organization, institution, or system.

We invite studies from a range of disciplines, fields, and methods, and we encourage investigations into various youth-serving systems, including justice, housing, child welfare, mental health, and education.

*Proposals for research on reducing inequality must:*

**1. Identify a specific inequality in youth outcomes.**

*We are especially interested in research to reduce inequality in academic, social, behavioral, or economic outcomes.*

- Show that outcomes are unequal in a brief discussion of existing literature.
- Highlight the main explanations for the unequal outcomes that are relevant for your study.

**2. Make a convincing case for the dimension(s) of inequality the study will address.**

*We are especially interested in research to reduce inequality along the dimensions of race, ethnicity, economic standing, language minority status, or immigrant origin status.*

- Be very specific in naming the groups on which the study will focus. Avoid vague terms such as “at-risk youth” or “vulnerable youth.”
- Offer a well-developed conceptualization of inequality. Avoid treating dimensions of inequality (e.g., race, economic standing) as variables without providing conceptual and/or theoretical insight into why and how the identified inequality exists.
- If proposing research that focuses on a dimension other than race, ethnicity, economic standing, language minority status, or immigrant origins, make a compelling case for this focus. Please note that in addition to the dimensions listed above, we encourage research on reducing inequality for LGBTQ youth, particularly in intersection with at least one of the prioritized dimensions.

**3. Articulate how findings from your research will help build, test, or increase understanding of a program, policy, or practice to reduce the specific inequality that you have identified.**

- Draw on extant theoretical and empirical literature to provide a rationale for why the specific programs, policies, or practices under study will equalize outcomes between groups or improve outcomes of a particular group. In other words, specify your theory of change.
- Identify how the study will investigate this rationale to determine whether it holds up to empirical scrutiny.



## NOTE

Recognizing that findings about programs and practices that reduce inequality will have limited societal impact until the structures that create inequality in the first-place have been transformed, the Foundation is particularly interested in research to uproot systemic racism and the structural foundations of inequality that limit the life chances of young people.

Such research shifts the focal point of change from individuals to macro-level social institutions and examines how these institutions might be altered to dislodge the deep roots of inequality and develop a way forward toward greater equity.

Studies might examine how structural responses improve outcomes for youth, or the mechanisms through which such change occurs. Or they might ask how power hierarchies are disrupted, or how resources are redistributed. Examples include, but are not limited to:

- Research on dramatic changes to the U.S. federal tax system, such as those examined in the Foundation-supported National Academies study, [A Roadmap to Reducing Child Poverty](#)
- Research on shifts in power structures, such as changes in governance systems, or on the process through which the mindsets and behaviors of those who hold power are changed
- Research on the role of social movements to reduce inequality in youth outcomes, as laid out by Jenny Irons and Vivian Tseng in “[Social Movement Research to Reduce Inequality for Young People](#)”
- Research on the potential impact on youth outcomes of reparations to American descendants of enslaved people, as proposed by William J. Darity, Jr. in “[A New Agenda for Eliminating Racial Inequality in the United States: The Research We Need](#),” and in [a new grant awarded by the Foundation](#).
- Research on the consequences for reducing educational inequality of significant school finance reforms, as discussed by former William T. Grant Distinguished Fellow Robert Kim in “[How School Finance Research Can Sharpen the Debate, Strengthen Policy, and Improve Student Outcomes](#)”
- Research on implementing new approaches to prosecution aimed at eliminating racial and ethnic disparities, such as explored in [recent Foundation grants](#)
- Research on whether equitable bank lending policies can reduce housing segregation, improve neighborhood quality, and enhance youth development
- Research on the consequences for youth outcomes of a reallocation of municipal resources away from punitive action and towards social services.

This list is intended to illustrate what we mean by systemic racism and the structural foundations of inequality. It is not an exhaustive set of possible grant topics. Please note that to be eligible for funding, the research still needs to focus on outcomes for young people ages 5-25 in the United States.

For a discussion of why research on programs and practices to reduce inequality in youth outcomes remains important even as the larger structures of racism and inequality persist, please see [“Research on reducing inequality: Why programs and practices matter, even in an unequal society,”](#) by former William T. Grant Scholar David Yeager.

## **Focus Area: Improving the Use of Research Evidence**

While an extensive body of knowledge provides a rich understanding of specific conditions that foster the use of research evidence, we lack robust, validated strategies for cultivating them. What is required to create structural and social conditions that support research use? What infrastructure is needed, and what will it look like? What supports and incentives foster research use? And, ultimately, how do youth outcomes fare when research evidence is used? This is where new research can make a difference.

### **Research Interests**

In this focus area, we support research on strategies to improve the use of research evidence in ways that benefit young people ages 5-25 in the United States. We welcome descriptive studies that reveal the strategies, mechanisms, or conditions for improving research use, as well as evaluations of deliberate efforts to increase routine and beneficial uses of research in decision-making.

We invite studies from a range of disciplines, fields, and methods, and we encourage investigations into various youth-serving systems, including justice, housing, child welfare, mental health, and education. Previous studies have drawn on conceptual and empirical work from political science, communication science, knowledge mobilization, implementation science, and organizational psychology, among other areas.

In addition to studies that build and test theory, we are interested in measurement studies to develop the tools necessary to capture changes in the nature and degree of research use. Finally, we welcome critical perspectives that inform studies’ research questions, methods, and interpretation of findings.



#### NOTE

We are particularly interested in research on ways to improve the use of research evidence by state and local policymakers, mid-level managers, and intermediaries. These decision-makers play important roles in deciding which programs, practices, and tools to adopt; deliberating ways to improve existing services; shaping the conditions for implementation; and making resource allocation decisions.

*In this focus area, we welcome studies that pursue one of three aims:*

### **1. Building, identifying, or testing ways to improve the use of existing research evidence**

*This may include:*

- Studies of strategies, mechanisms, or conditions that foster more routine and constructive uses of existing research evidence by decision-makers.
- Studies that test the effects of deliberate efforts to improve routine and beneficial uses of research in decision-making.
  - **For example**, prior work suggests that decision-makers often lack the institutional resources and some of the requisite skills to seek out and use research, and certain organizational norms and routines can help overcome those barriers. Studies might examine efforts to alter the decision-making environment by comparing the effectiveness of different ways (e.g., technical assistance, research-practice partnerships, cross-agency teams, etc.) to connect existing research with decision-makers, or by exploiting natural variation across decision-making environments to identify the conditions that improve research use.

### **2. Building, identifying, or testing ways to facilitate the production of new research evidence that responds to decision-makers' needs**

*This may include:*

- Studies to identify strategies for altering the incentive structures or organizational cultures of research institutions so that researchers conduct more practice- or policy-relevant studies and are rewarded for producing research that decision-makers consider useful.
- Studies to identify the relationships and organizational structures that lead to the prioritization of decision-makers' needs in developing research agendas.
- Studies that examine ways to optimize organized collaborations among researchers, decision-makers, intermediaries, and other stakeholders to benefit youth.

- **For example**, one might investigate the effectiveness of funders' efforts to incentivize joint work between researchers and decision-makers. Others might test curriculum and training initiatives that develop researchers' capacity to conduct collaborative work with practitioners.

### 3. Testing whether and under what conditions using research evidence improves decision-making and youth outcomes

*This may include:*

- Studies that examine the impact of research use on youth outcomes and the conditions under which using research evidence improves outcomes.
  - The notion that using research will improve youth outcomes is a long-standing assumption, but there is little evidence to validate it. We suspect that the impact of research on outcomes may depend on a number of conditions, including the quality of the research and the quality of research use. One hypothesis is that the quality of the research and the quality of research use will work synergistically to yield strong outcomes for youth.
- Studies to identify and test other conditions under which using research evidence improves youth outcomes.
  - **For example**, recent federal policies have instituted mandates and incentives to increase the adoption of programs with evidence of effectiveness from randomized controlled trials, with the expectation that the use of these programs will lead to better outcomes. Do these policies actually increase the use of those programs and improve child outcomes?



#### NOTE

These research interests call for a range of methods, including experimental or observational research designs, comparative case studies, or systematic reviews.

- Where appropriate, consider using existing methods, measures, and analytic tools for assessing research use so that your findings can be compared and aggregated across studies (see Gitomer and Crouse [2019] *Studying the Use of Research Evidence: A Review of Methods*: <http://wtgrantfoundation.org/studying-the-use-of-research-evidence-a-review-of-methods>).
- Existing measures may not be well-suited for some inquiries, so you may also propose to adapt existing measures or develop new ones. We strongly encourage applicants to utilize a new open-access methods and measures repository that shares existing protocols for collecting and analyzing data on research use (<https://www.uremethods.org/>).
- Mixed-methods studies that collect and integrate multiple types of data may be particularly advantageous given the difficulty of relying solely on self-report methods to study evidence use in complex deliberations and decision-making contexts.





Top, Left to Right: Anjali Adukia  
and Rachel Farr, Class of 2023,  
Terrance Green, Class of 2025;  
Bottom: Goleen Samari, Class  
of 2026

# Awards

- Award recipients are designated as William T. Grant Scholars.
- Each year, four to six Scholars are selected.
- Each Scholar receives exactly \$350,000 over five years, including up to 7.5% indirect costs.
- Awards begin July 1, 2024 and are made to the applicant's institution.
- The award must not replace the institution's current support of the applicant's research.



## NOTE

The Foundation holds an annual retreat during the summer to support Scholars' career development. Designed to foster a supportive environment in which Scholars can improve their skills and work, the retreat allows Scholars to discuss works-in-progress and receive constructive feedback on the challenges they face in conducting their projects. The retreat consists of workshops centered on Scholars' projects, research design and methods issues, and professional development. The meeting is attended by Scholars, Scholars Selection Committee members, and Foundation staff and Board members. Scholars are also invited to attend other Foundation-sponsored workshops on topics relevant to their work, such as mixed methods, reducing inequality, and the use of research evidence in policy and practice.

Scholars may apply for an additional award to mentor junior researchers of color. The announcement and criteria for funding are distributed annually to eligible Scholars. Our goals for the mentoring grant program are two-fold. First, we seek to strengthen the mentoring received by Black, Indigenous, Latinx, and Asian and Asian Pacific Islander American junior researchers and to position them for professional success. Second, we want to support William T. Grant Scholars and principal investigators in developing a stronger understanding of the career development issues facing their junior colleagues of color and to strengthen their mentoring relationships with them. In the longer term, we hope this grant program will increase the number of strong, well-networked researchers of color doing research on the Foundation's interests and help foster more diverse, equitable, and inclusive academic environments.

# Eligibility

## Eligible Organizations

- The Foundation makes grants only to tax-exempt organizations. We do not make grants to individuals.
  - We encourage proposals from organizations that are under-represented among grantee institutions, including Historically Black Colleges and Universities (HBCUs), Hispanic-serving Institutions, Tribal Colleges and Universities (TCUs), Alaska Native-Serving Institutions, Native Hawaiian-Serving Institutions, and Asian American Native American Pacific Islander Serving Institutions (AANAPISIs).

## Eligible Applicants

- Applicants must be nominated by their institutions. Major divisions of an institution (e.g., College of Arts and Sciences, Medical School) may nominate only one applicant each year. In addition to the eligibility criteria below, deans and directors of those divisions should refer to the Selection Criteria to aid them in choosing their nominees. Applicants of any discipline are eligible.
- Applicants must have received their terminal degree within seven years of submitting their application. We calculate this by adding seven to the year the doctoral degree was conferred. In medicine, the seven-year maximum is dated from the completion of the first residency. The month in which the degree was conferred or residency completed does not matter for this calculation.
- Applicants must be employed in career-ladder positions. For many applicants, this means holding a tenure-track position in a university. Applicants in other types of organizations should be in positions in which there is a pathway to advancement in a research career at the organization and the organization is fiscally responsible for the applicant's position. The award *may not* be used as a post-doctoral fellowship.
- Applicants outside the United States are eligible. As with U.S. applicants, they must pursue research that has compelling policy or practice implications for youth in the United States.
  - We strive to support a diverse group of researchers in terms of race, ethnicity, gender, and seniority, and we encourage research projects led by Black or African American, Indigenous, Latinx, and/or Asian or Pacific Islander American researchers.





Top: Awilda Rodriguez, Class of 2022, Simone Ispa-Landa, Class of 2023; Bottom: Riana Elyse Anderson, Class of 2027



# Application Requirements



## NOTE

The Foundation accepts applications only through our online application system, which is accessible through our website. Instructions for creating and submitting your application are also available online. All uploaded documents should be formatted as follows: 12-point Times New Roman font, single-spaced text with a line space between each paragraph, numbered pages, and 1-inch margins on all sides.

*All applications must include the following materials:*

## Mentor and Reference Letters

Mentor and reference letters are due by June 14, 2023. We recommend beginning the online application early to give mentors and references ample time to complete their sections. You may continue to other sections of the application while waiting for your mentors and references to submit their letters online, but you will not be able to submit your application until all letters are received.

### Mentor letters

Applicants propose one to two mentors for the first two years of the award. Each proposed mentor must submit a letter. Mentor letters are not recommendations, and applicants should discourage cursory letters of support. The letter should include the following:

- a brief assessment of the applicant's research plan, and a summation of the applicant's potential, strengths, and areas for growth
- a discussion of current relationship with the applicant and how the award will add significant value beyond what would normally occur in the relationship
- an explanation of the expertise the mentor will help the applicant acquire and the mentoring activities that will be undertaken
- a persuasive rationale that the types of activities and time commitments are appropriate for developing the proposed expertise (Activities generally include direct interactions with applicants but can also include indirect support such as facilitating access to new professional networks, readings, or training opportunities.)
- a description of how the mentor and applicant will interact (e.g., in-person, email, phone), the frequency of that interaction, and how potential barriers such as distance and busy schedules will be addressed

- confirmation of willingness to complete annual reports for the award (mentors receive an honorarium of \$500 upon receipt of reports).

### **Reference Letters**

Three letters of recommendation must be submitted from colleagues, supervisors, or the department/division chairperson who nominates the applicant, respectively. Proposed mentors may not submit recommendation letters.

### **Budget**

Using the form included in the online application, provide budget information for five years. The total budget should be exactly \$350,000 (including the combined direct and indirect costs for the full grant period). Indirect costs may not exceed 7.5 percent of total direct costs.

Requests to fund recipient's salary must not exceed 50 percent of the total salary received from the sponsoring institution. The portion of the grant used for salary must be equivalent to the time made available for research by this award. The remainder of funds may be used to support research-related work. (The Foundation pays expenses related to the Scholars' participation in Foundation-sponsored meetings.)

### **Budget Justification Form**

Complete and upload the Foundation's budget justification form, which can be found within the Uploads tab of your online application.

### **Abridged Curriculum Vitae**

Use the Foundation's form on the website.

### **Full Curriculum Vitae**

### **Abstract (6 pages maximum)**

Use the Foundation's form on the website. Do not edit or delete instructions from the form. Abstracts are a critical part of the application, and Foundation staff use them to screen applications. In addition, Selection Committee members will review the abstracts of all finalists but will not read all the full applications. We advise applicants to include sufficient details about the research sample, methods, and designs for all reviewers to be assured of the quality of the proposed research.



## Full Research and Mentoring Plan (40 pages maximum)

*The five-year research plan (20 pages maximum) should include one or more research projects and provide convincing evidence that the projects meet the Review Criteria.*

*The project descriptions should include:*

- the unique contribution of the research
- its significance in terms of policy and/or practice
- a brief literature review
- research design and methodology
- data sources and collection procedures
- data analysis plans
- plans for protection of human subjects.

*The mentoring plan (4 pages maximum) must be developed in conjunction with the proposed mentors and must meet all Review Criteria. Applicants should describe a systematic plan with detailed descriptions of the following:*

- applicant's current areas of expertise, and the new areas of expertise that will be developed during the award
- the mentoring activities designed to develop the new areas of expertise
- the rationale for the proposed mentors, the applicant's current relationship with each, and how the award will add significant value to the proposed relationship
- how the applicant and mentors will interact (e.g., in-person, email, phone), how often, around what substantive issues, and how barriers such as distance and busy schedules will be handled.

*Plans should also include:*

- a bibliography (8 pages maximum)
- appendices (8 pages maximum).



### NOTE

The Foundation is committed to helping Scholars navigate their way through successful mentoring relationships. The following resources can be found on our website and are provided to aid applicants in creating strong mentoring plans: *Maximizing Mentoring: A Guide for Building Strong Relationships*, *Pay it Forward: Guidance for Mentoring Junior Scholars*, and *Moving it Forward: The Power of Mentoring*, and *How Universities Can Confront Institutional Barriers Facing Junior Researchers of Color*. The latter two resources focus on personal and institutional strategies to help Scholars become stronger mentors but may also provide insights on being mentored. (See: <https://wtgrantfoundation.org/grants/william-t-grant-scholars-program#resources>.)

## **Publications 1 and 2 (20 pages maximum, each)**

Submitted publications should be journal articles, chapters, or research reports that exemplify the applicant's research. Ideally, the publications are relevant to the proposed research. The documents can be published or in press.

## **Nominating Statement**

This statement from the Dean or chairperson of the nominating division should describe why the applicant was selected; an assessment of the applicant's plan; the applicant's current and expected future roles in the division; the supporting resources available; the applicant's current source and amount of salary; and the appointment, promotion, and institutional support plans for the applicant, including a guarantee that 50 percent of the applicant's paid time will be devoted to research. (Successful examples of nominating statements can be found on the Foundation's website.)

## **Endorsement of Project**

This document should come from the appropriate institutional office and personnel (e.g., Office of Sponsored Research, chief administrative officer), contain general information about the applicant, and confirm that the institution is aware the applicant is submitting the proposal.

## **Letter of Independence of Multiple Applicants (if applicable)**

If an institution nominates more than one applicant, a central administrative officer must submit confirmation that the applicants represent distinct schools or major divisions (e.g., College of Arts and Sciences, Medical School, major division of a non-profit) of the institution.

## **Resubmission Statement (if applicable)**

Applicants who have applied previously should describe their response to reviewer comments on the prior application and the major ways this application differs from the prior one. There are no specific guidelines for the resubmission statement with respect to format or length. Most applicants approach these like they would a response to reviewers for a journal article submission, whether formatted as a memo, a letter, or a document with "Resubmission Statement" at the top. Applicants should prepare the statement in whatever way best suits the nature of their revisions.



Top: Anna Haskins, Class of 2024; Bottom, Left to Right: Denisa Gándara, Class of 2026, Sophia Rodriguez, Class of 2027, Adam Gamoran, President



# Review Criteria



## NOTE

Selection is based on applicants' potential to become influential researchers, as well as their plans to expand their expertise in new and significant ways. The application should make a cohesive argument for how the applicant will expand their expertise. The research plan should evolve in conjunction with the development of new expertise, and the mentoring plan should describe how the proposed mentors will support applicants in acquiring that expertise.

## Applicant

- Applicant demonstrates potential to become an influential researcher.
- Prior training and publications indicate the applicant's ability to conduct and communicate creative, sophisticated research
- Applicant has a promising track record of first authored, high-quality empirical publications in peer-reviewed outlets. The quality of publications is more important than the quantity.
- Applicant will significantly expand their expertise through this award. The applicant has identified area(s) in which the award will appreciably expand their expertise and has provided specific details in the research and mentoring plans. Expansion of expertise can involve a different discipline, method, and/or content area than the applicants' prior research and training.

## Research Plan

- Research plan aligns with one of the Foundation's focus areas.
  - Proposed research on reducing inequality should aim to build, test, or increase understanding of a program, policy, or practice to reduce inequality in the academic, social, behavioral, or economic outcomes of young people ages 5–25 in the United States.
  - Proposed research on improving the use of research evidence should inform strategies to improve the use of research evidence in ways that benefit young people ages 5–25 in the United States.



- Proposals reflect a mastery of relevant theory and empirical findings, and clearly state the theoretical and empirical contributions they will make to the existing research base.
- Projects may focus on either generating or testing theory, depending on the state of knowledge about a topic.
- Although we do not expect that any one project will or should impact policy or practice, the findings should have relevance for policy or practice.
- Research plan reflects high standards of evidence and rigorous methods, commensurate with the proposal's goals. The latter years or projects of the research plan may, by necessity, be described in less detail than those of the first few, but successful applicants provide enough specificity for reviewers to be assured of the rigor and feasibility of the plan.
- Research designs, methods, and analysis plans clearly fit the research questions under study.
  - Discussions of case selection, sampling, and measurement include a compelling rationale that they are well-suited to address the research questions or hypotheses. For example, samples are appropriate in size and composition to answer the study's questions. Qualitative case selection—whether critical, comparative, or otherwise—are appropriate to answer the proposed questions.
  - The quantitative and/or qualitative analysis plan demonstrate awareness of the strengths and limits of the specific analytic techniques and how they will be applied in the current project.
  - If proposing mixed methods, plans for integrating the methods and data are clear and compelling.
  - Where relevant, there is attention to generalizability of findings and to statistical power to detect meaningful effects.
- Research plan demonstrates adequate consideration of the gender, ethnic, and cultural appropriateness of concepts, methods, and measures.
- Research plan is feasible. The work can be successfully completed given the resources and time frame. Some research plans require additional funding, and in those cases, applicants have viable plans for acquiring that support.
- Research plan is cohesive and multiple studies (if proposed) are well-integrated.
- Research plan will significantly extend the applicant's expertise in new and significant ways. Applicant provides specific details about how the research activities will stretch their expertise.



#### NOTE

Many applicants to the Scholars program are researchers trained in quantitative methods who identify learning qualitative methods as at least one area into which they will stretch their expertise. This is a laudable and valuable stretch that enriches the proposed research and develops new skills that can be carried into future projects. What is often missing from these proposals, however, is a robust set of activities to support such a stretch. Rather than a single activity, such as a monthly meeting with a mentor expert in qualitative methods, successful applicants detail a combination of activities, such as taking courses; enrolling in summer workshops; getting continuous feedback as they develop data collection tools, practice qualitative data collection techniques, and analyze qualitative data; and consulting with an advisory committee, in addition to frequent and regular meetings with a mentor expert in qualitative methods. New methodological and analytical skills take time and effort to develop, and reviewers expect to see research plans that reflect this.

## Mentoring Plan

- Applicant proposes one to two mentors for the first two years of the award. Two is typical and recommended. (The mentoring plan for the latter years will be developed in consultation with Foundation staff after the second year of the program.)
- The mentoring plan and mentor letters demonstrate that all parties have identified and agreed on specific goals that expand the applicant's expertise in the ways outlined in the research plan.
- Each mentor has appropriate credentials, expertise, and resources to aid the applicant's acquisition of the new expertise; has a strong track record of mentorship; and demonstrates a commitment to mentoring the applicant.
- The mentoring plan and mentor letters convincingly detail how the mentor will aid the applicant in acquiring the new expertise. A compelling rationale and specific details about the mentoring activities are provided. This includes information about how the mentor and applicant will interact, how frequently, and around what substantive issues.
  - Reviewers must be persuaded that the mentoring activities are sufficiently robust to result in the new expertise that has been identified, and that the mentor is making a sufficient time commitment. Careful consideration should be devoted to the types of activities and time that is required to learn different types of skills (e.g., new methods versus disciplinary perspectives). Examples of activities include advising on new disciplinary norms, data collection plans, analytic techniques, and publication; providing feedback on manuscripts; arranging training opportunities; facilitating access to new professional networks; recommending readings; and more general career advising.



- Award will add significant value to each mentoring relationship beyond what would normally occur.
  - Applicants should propose relationships and activities that are unlikely to occur without the award. Deepening a relationship with a casual colleague, or developing a new relationship, adds greater value to an applicants' mentoring network than proposing a former advisor or committee chair.

## Institutional Support

- The supporting institution nominates the applicant. Each year, only one applicant may be nominated from a major division (e.g., College of Arts and Sciences, Medical School) of an institution.
- The institution is committed to providing the Scholar with sufficient resources to carry out the five-year research plan. This includes computer equipment, colleagues, administrative staff, research facilities, and the balance of their salary, absent denial of tenure or dramatic reduction in institutional funding.
- At least half of the Scholar's paid time must be spent conducting research.



### NOTE

"At least half time for research" means that the institution demonstrates a willingness to allow the Scholar to engage in their own program of research at least 50 percent of the time for each year of the award. This does not require them to spend 50 percent of the time on the Scholar project, but on their research, broadly speaking. Often this takes the form of course releases because this is a very concrete way to calculate time and for the institution to indicate their support of and investment in the Scholar. However, some career ladder positions don't involve a lot of teaching, so in those cases, the institution might indicate that the Scholar will engage in their program of research at least 50 percent of the time by having a reduced service load or administrative burden.

"At least half time for research" is not an indicator that 50 percent of the Scholar's 9-month salary has to be covered by the grant. We see a wide variety of salary portions allocated to the grant (e.g., 0%, 25%, 40%). Applicants have also used these funds to pay for summer salary, research assistants, lab equipment, travel, field-work, and other research-related expenses.

# Application Review Process

First, Foundation staff screen abstracts, brief CVs, and, if warranted, full applications to determine whether they fit our research focus areas and potentially meet other Selection Criteria. Next, the Scholars Selection Committee reviews the remaining applications. Each application receives detailed reviews by two Committee members. The Committee then chooses approximately 10 finalists, who will be invited to New York City for an interview in February 2024. Prior to the interview, finalists' proposals are reviewed by two external reviewers.

During the interview, finalists have the opportunity to respond to Committee members' and external experts' reviews. Following the interviews, the Selection Committee chooses three to six William T. Grant Scholars. Applicants will be notified of the Committee's decision by the end of March 2024.

# Scholars Selection Committee



**Lawrence Palinkas, Ph.D.**

*Selection Committee Chair*

Albert G. and Frances Lomas  
Feldman Professor of Social Policy and Health  
School of Social Work  
University of Southern California



**Dolores Acevedo-Garcia, Ph.D.**

Samuel F. and Rose B. Gingold Professor of Human  
Development and Social Policy  
Director of the Institute for Child, Youth, and Family Policy  
Heller School for Social Policy and Management  
Brandeis University



**Cynthia Coburn, Ph.D.**

Charles Deering McCormick Professor of Teaching Excellence  
Program Chair, Human Development and Social Policy  
School of Education and Social Policy  
Northwestern University



**David Figlio, Ph.D.**

Provost and Gordon Fyfe Professor Economics and Education  
University of Rochester



**Adam Gamoran, Ph.D.**

President  
William T. Grant Foundation



**Sandra Graham, Ph.D.**

Professor and Presidential Chair in Diversity  
Department of Education  
University of California, Los Angeles



**Kenji Hakuta, Ph.D.**

Lee L. Jacks Professor Emeritus  
Graduate School of Education  
Stanford University



**Nikki Jones, Ph.D.**

Professor  
Department of African American Studies  
University of California, Berkeley



**Nonie K. Lesaux, Ph.D.**

Roy E. Larsen Professor of Education and Human Development  
Graduate School of Education  
Harvard University



**Roberto Lewis-Fernández, M.D.**

Professor of Clinical Psychiatry  
Columbia College of Physicians and Surgeons  
Director of the NYS Center of Excellence for Cultural  
Competence and the Hispanic Treatment Program, Co-Director  
of the Anxiety Disorders Clinic, NYS Psychiatric Institute



**Stephen Russell, Ph.D.**

Priscilla Pond Flawn Regents Professor in Child Development  
Department Chair, Human Development and Family Sciences  
in the College of Natural Sciences  
The University of Texas at Austin



**David Takeuchi, Ph.D.**

Professor and Associate Dean  
Office for Faculty Excellence  
University of Washington School of Social Work



**Karolyn Tyson, Ph.D.**

Professor and Chair  
Department of Sociology  
Georgetown University



**Bruce Western, Ph.D.**

Professor of Sociology  
Department of Sociology  
Co-Director, Justice Lab  
Columbia University

# Scholars Class of 2023



**Anjali Adukia, Ed.D.**

*Do School Disciplinary Structures  
Ameliorate or Exacerbate Inequality?*

**Rachel H. Farr, Ph.D.**

*Reducing Harm of Discrimination among  
Diverse Adolescents with LGBTQ Parents:  
How do Family, Peers, and Community  
Matter*

**Mark Hatzenbuehler, Ph.D.**

*Evaluating Structural Strategies for  
Reducing Homophobic Bullying*

**Simone Ispa-Landa, Ph.D.**

*Creating More Equitable and  
Developmentally Attuned Disciplinary  
Environments for Adolescent Students*

**Daniel Schneider, Ph.D.**

*Unstable and Unpredictable Work  
Schedules and Child Development:  
Descriptive and Quasi-Experimental  
Evidence*

**Pamela Wisniewski, Ph.D.**

*Reducing Digital Inequality by  
Empowering At-Risk Youth to be Resilient  
against Online Sexual Predation Risks*

Left to right:

Mark Hatzenbuehler, Simone Ispa-Landa,  
Rachel H. Farr, Anjali Adukia, Daniel Schneider



# Scholars Class of 2024



**Carolyn Barnes, Ph.D.**

*How Politics, Poverty, and Social Policy Implementation Shape Racial Inequality in Child Development in the Rural South*

**Ann Owens, Ph.D.**

*Place-Based Opportunity: Housing Models to Reduce Inequality in Children's Contexts*

**Anna Haskins, Ph.D.**

*School Engagement and Avoidance among System-Involved Parents with Young Children*

**Adela Soliz, Ph.D.**

*How Does Working while Enrolled Affect the Academic and Labor-Market Outcomes of Low-Income College Students?*

Left to right:  
Adela Soliz, Carolyn Barnes,  
Ann Owens, Anna Haskins



# Scholars Class of 2025



**Manasi Deshpande, Ph.D.**

*Reducing Inequality through Improved Outcomes for Children Receiving SSI Benefits*

**Jayanti Owens, Ph.D.**

*What Drives Racial/Ethnic Disparities in School Discipline? Understanding Mechanisms to Inform Policy Solutions*

**Terrance Green, Ph.D.**

*Are Racial Equity Policies an Effective Lever to Reduce Educational Inequality for Black Students?*

**Valerie Shapiro, Ph.D.**

*Measuring Educator's Use of Research Evidence from Intermediary Websites Seeking to Support Social Emotional Learning*

**Sarah Lipson, Ph.D.**

*Structural Stigma and Suicide Risk in Gender & Racial Minority Students: A Novel Study to Understand & Reduce Inequality*

Left to right:  
Valerie Shapiro, Terrance Green  
Sarah Lipson  
(not pictured: Jayanti Owens,  
Manasi Deshpande)

# Scholars Class of 2026



**Riana Elyse Anderson, Ph. D.**

*EMBRacing Technology to Improve Black Youth's Coping with Racial Discrimination to Reduce Psychosocial Inequalities*

**Denisa Gándara, Ph.D.**

*Administrative Burdens in Free-College (Promise) Programs and Post-secondary Outcomes for Racially Minoritized Students*

**Emily K. Penner, Ph.D.**

*How Ethnic Studies Teaching Reduces Racial Inequality: Identifying Effective Pedagogy and School Efforts to Promote It*

**Goleen Samari, Ph.D.**

*Reducing Harm from Structural Xenophobia for Reproductive Equity*

**William Schneider, Ph.D.**

*Income and Housing Support Experiments and Child Neglect*

Left to right:  
Riana Elyse Anderson, Emily K. Penner,  
Denise Gándara, Goleen Samari  
(not pictured: William Schneider)



# Scholars Class of 2027



**Theresa Stewart-Ambo, Ph.D.**

*Explicating the Role of Higher Education  
in Native Nation-Building*

**Niloufar Salehi, Ph.D.**

*Reducing Inequalities in Public  
Education through Algorithmic  
Assignment*

**Sophia Rodriguez, Ph.D.**

*Welcoming Central American Newcomer  
Immigrant Students in Maryland*

**Abigail Weitzman, Ph.D.**

*Understanding How U.S. Immigrant  
and Immigration Policies Affect Latino  
Adolescents' School Lives*

**Deadric Williams, Ph.D.**

*Racism and the Mechanisms Maintaining  
Racial Stratification in Poverty and  
Material Hardship for Families with  
Children*

Left to right:  
Sophia Rodriguez, Niloufar Salehi,  
Deadric Williams, Abigail Weitzman,  
Theresa Stewart-Ambo

## Appendix A: Useful Links

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### Resources for Applicants

<http://wtgrantfoundation.org/grants/william-t-grant-scholars-program#resources>

*Resources Include:*

- Example Nominating Statements
  - Annotated Excerpts from Successful Proposals
  - Required Application Forms
  - Mentoring Resources
  - Applicant Guidance and Recommended Reading: Reducing Inequality
  - Applicant Guidance and Recommended Reading: Improving the Use of Research Evidence
- 

### Frequently Asked Questions

<http://wtgrantfoundation.org/grants/william-t-grant-scholars-program/faq>

- Eligibility  
<http://wtgrantfoundation.org/grants/william-t-grant-scholars-program/faq#eligibility>
  - The Application  
<http://wtgrantfoundation.org/grants/william-t-grant-scholars-program/faq#application>
  - The Budget  
<http://wtgrantfoundation.org/grants/william-t-grant-scholars-program/faq#budget>
  - Mentors  
<http://wtgrantfoundation.org/grants/william-t-grant-scholars-program/faq#mentors>
- 

### Awarded Grants, 2004–Today

*(Search and filter all awarded grants by program and focus area)*

[wtgrantfoundation.org/browse-grants](http://wtgrantfoundation.org/browse-grants)

## Appendix B: Featured Grants

### **Donald Chi, Scholars Class of 2018**

*Professor, University of Washington*

For my Scholars award, “Neighborhood Social Capital and Oral Health for Publicly-Insured Adolescents,” I had two main interests: 1) to understand the causes of oral health inequalities and 2) to use this understanding of causes to develop programs aimed at solving oral health inequalities. As a practicing pediatric dentist, I treat patients at a community dental clinic affiliated with Seattle Children’s Hospital.

My work has focused primarily on socio-economically vulnerable children and adolescents, many of whom are at increased risk for dental diseases including tooth decay, the most common disease in U.S. children. We have known for a long time about the causes of tooth decay, namely high sugar intake and inadequate fluoride exposure. When left untreated, it can lead to toothaches, which can lead to missed school days and difficulty concentrating and learning in the classroom. Not surprisingly, poor oral health leads to adverse behavioral, educational, psychosocial, and systemic health outcomes.

Tooth decay is a largely hidden public health problem because it mostly affects lower-income individuals. Low-income children generally consume more sugar and have less exposure to fluoride than higher-income children. However, the primary focus of interventions in dentistry has been to find ways to increase access to dental care, which is important but not enough to prevent tooth decay in

high-risk children. As I began treating patients in clinic, I saw how factors related to poverty can constrain one’s ability to engage in habits like healthy eating and toothbrushing, even among low-income children who visit a dentist regularly. This got me thinking about ways we might intervene outside the dental office setting.

More researchers in dentistry have become interested in behavioral interventions to improve oral health inequalities in children. However, many of the behavioral interventions overlook social context or use randomization to control for social context as a nuisance variable.

My Scholars project involved recruiting 335 low-income adolescents across 72 neighborhoods in three counties in Oregon. I used Medicaid files to identify and recruit adolescents and caregivers. During the study visit, I administered surveys, took a hair sample to measure cortisol (a biological marker of stress), and conducted dental screenings. We also administered neighborhood-level surveys. It took our team nearly two years to collect the data and another year to process and clean the data. We are interested in assessing if neighborhood social capital is linked to stress, home health behaviors, and dental disease.

The Scholars Program gave me the opportunity to stretch beyond the comfort areas of dentistry and public health and to develop new expertise in medical sociology and neighborhoods. I worked with two sociologist mentors, Drs. David

Takeuchi and Kyle Crowder, to develop a research plan that would help me better understand how neighborhood social capital influences adolescent oral health outcomes. This knowledge is important in understanding how to design neighborhood-based interventions to help address health inequalities. Another part of the study involved working with my policy mentor, Dr. Mitch Greenlick, a health services researcher and member of the Oregon House of Representatives, to disseminate our findings to state-level policymakers.

The Scholars Program has been my most intellectually rewarding professional experience to date. The program opened doors I didn't know existed and embedded me into a rich network of scientists who aim to improve the world through research. The program helped me to reorient the way I approach public health problems and how I use my privilege as a university professor.

As part of the Scholars program, you are given access to many resources: annual retreats that focus on explicating challenges and developing solutions in a safe environment; mid-year workshops focusing on methods and disseminating research findings; opportunities to help develop your skills mentoring junior scholars of color; and networking opportunities with other early stage investigators and senior mentors. Through these activities, I have made lifelong friends. The Scholars program also afforded me the opportunity to spend a sabbatical at the Center for Advanced Study in the Behavioral Sciences (CASBS) at Stanford.

My goal is to continue developing scalable interventions to address children's oral health inequalities. Down the road, I am hoping to direct a research center focused on addressing oral health disparities using ideas adapted from the social and behavioral sciences.

**Kristin Turney, Class of 2021**

*Professor, University of California, Irvine*

My Scholars project, "The Unequal Inter-generational Consequences of Paternal Incarceration: Considering Sensitive Periods, Resiliency, and Mechanisms," investigates the intergenerational consequences of paternal incarceration during childhood and adolescence. Specifically, I have been documenting how and why paternal incarceration has negative consequences for children's wellbeing; how these processes vary across groups; and how these processes change over time. Because paternal incarceration disproportionately affects minority and economically disadvantaged children, any deleterious consequences of paternal incarceration may increase racial, ethnic and socioeconomic inequalities. This project further investigates the role of parental incarceration in shaping inequality from childhood to adolescence by specifying the racial and/or ethnic and socioeconomic groups of children for which parental incarceration is most detrimental. Finally, this project provides one of the first understandings of leverage points for policies and practices to reduce inequality between children with and without incarcerated fathers.

I initially became interested in how the justice system affects children and families soon after graduate school. As a trained family demographer, I was studying inequality between and within children and families. I didn't think it was possible to fully understand family inequality in the U.S. without considering the justice system because of its disproportionate impact on the lives of so many vulnerable individuals and families.

At the time, I began using survey data (Fragile Families and Child Wellbeing Study) to investigate the consequences of men's incarceration for their children and the mothers of the children. Broadly speaking, I found wide-ranging negative consequences of paternal incarceration for children and families. While the survey data that I was using was extremely useful for understanding broad patterns, it was not designed to study the specific processes underlying the experience of paternal incarceration. I realized that it was imperative to collect qualitative interview data designed specifically to illuminate these processes. In light of this, my current study draws on both primary (longitudinal in-depth interviews with 123 incarcerated fathers and their family members, including children) and secondary data.

One of the most challenging and rewarding components of the Scholars award has been my "stretch goal." As a scholar who had been steeped in the deductive reasoning of quantitative methods, the conceptual transition to qualitative data collection and analysis—requiring that I train my brain to think beyond relationships between independent and dependent variables—has been challenging. But the Scholars Program has given me the

opportunity to embrace this new methodological approach. For the past three years, my team and I have interviewed fathers in jail in Southern California and their family members. We have also conducted a second interview with everyone after the father was released from jail (or, if the father was sentenced to prison, shortly after he was sent to prison). Now that the interviews are complete, we are in the middle of analyzing the data.

My mentors have been so helpful throughout the development of this project. Sandy Danziger has provided guidance on all aspects of the project, including how to develop an effective interview guide; when and how to end data collection; how to draw emerging themes from the qualitative data, such as how to generate broadly applicable and inductively-driven theoretical insights; and how to support graduate student interviewers who experience emotional difficulties conducting interviews with a vulnerable population. Likewise, Julie Poehlmann-Tynan has provided advice on developmental psychology, as having a solid understanding of child development is critical to successfully pulling off this project. She has provided guidance on the psychological literature on the topic, when and how to refer study respondents for social services, and how code the interviews with children.

Beyond my stretch and the mentoring that has helped me develop new skills, the annual Scholars retreat and other Foundation meetings have put me in conversation with top-notch qualitative scholars that have notably expanded my theoretical and analytical toolkit. I also received a mentoring grant to mentor a



junior scholar of color, and attending the Foundation's annual mentoring meetings has been so useful for developing my capacity as a mentor, specifically as it concerns mentoring across difference. These meetings have given me the opportunity to strengthen my relationship with my graduate student mentee and have also provided me the time, emotional space, and resources to reflect more squarely on my mentoring style for all of my graduate students.

My long-term goals include using what I've learned from the qualitative interviews conducted as part of my Scholars project to develop a comprehensive, representative, and longitudinal survey of families exposed to criminal justice contact.



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