



Debby Didawick Scholarship Program

The Virginia Chapter IPMA-HR (VA IPMA-HR) is pleased to establish the Debby Didawick Scholarship Program (the Scholarship), designed to acknowledge and reward individuals seeking to increase their capacity in public human resource management. The Scholarship program honors the professional life and contributions of the late Debby Didawick, PHR, long time VA IPMA-HR chapter member and Human Resources Director for Frederick County, Virginia. Debby was committed not only to public service and community involvement, but also to professional development. Debby managed the responsibilities of the job, balanced her family life, and completed the necessary curricula to receive her bachelor's and master's degrees and teaching certificate during her employment with the City of Winchester. All these were accomplished while she maintained an A average and graduated Summa Cum Laude. Debby is an exceptional role model in promoting the human resources management profession.

Purpose

The Debby Didawick Scholarship Program provides financial assistance to VA IPMA-HR members who are pursuing a college degree in Human Resources or IPMA-HR Certification.

Eligibility Requirements

Scholarship applicants must meet the following requirements:

- Must be a Virginia resident
- Must be a VA IPMA-HR member in good standing
- Must be currently enrolled, or accepted, at an accredited college or university with at least junior status and pursuing a Bachelor's, Master's or other post-graduate degree in Human Resources Management/Development, Public Administration or a related field OR pursuing an IPMA-HR Certified Professional (IPMA-CP) or IPMA-HR Certified Specialist (IPMA-CS) certification
- Must submit a completed application package by the established deadline.

Application Requirements

1. Completed Scholarship application packet
2. Two letters of recommendation: one from a current VA IPMA-HR member and the second from a person of the applicant's choice
3. Institutional documentation regarding the cost of course(s) or certification preparation course(s)
4. Copy of anticipated class schedule, if applicable
5. Proof of current enrollment or copy of letter of acceptance from the college, university or institution the applicant will attend, or a statement explaining acceptance
6. Transcripts of previous college work completed, including credits completed

Selection Committee

The Virginia Chapter IPMA-HR Board of Directors shall appoint a Scholarship Committee, annually, to review all application packages and recommend recipient(s) to the Board for final selection.

If a member of the Scholarship Committee works directly with an applicant he or she is not permitted to make recommendations on that candidate.

Selection Criteria

1. All applicants are evaluated equally regardless of race, color, religion, gender, sexual orientation, national origin, age or disability.
2. The award recipient(s) are selected on the basis of previous academic achievement, work experience and accomplishments in public human resources, and a statement of educational and career goals.
3. Financial hardship, special needs, and unique circumstances may also be considered.
4. In the case of recipients pursuing a college degree, the Scholarship provides an award of up to \$1,000.00 made directly to the college or university on behalf of the award recipient. Payment is made based on the institution's school year (i.e. semesters, quarters, etc.). The scholarship may be used to fund tuition and/or other related costs.
5. For those awarded the Scholarship for certification, appropriate payment will cover the fees and costs associated with obtaining IPMA-HR certification including preparation courses, testing and certification fees.

Recipient Responsibilities

The recipient(s) of the Scholarship must agree to the following requirements:

1. Enroll or maintain enrollment in course work during the semester/term in which the award is given
2. Provide VA IPMA-HR appropriate contact information for the college, university or billing party.
3. Reimburse the VA IPMA-HR all funds expended if:
 - a. He or she drops out or fails to complete the funded course(s)
 - b. He or she fails to achieve a grade sufficient to obtain credit for the course(s)
 - c. He or she moves out of Virginia prior to completing the funded course(s)
 - d. He or she accepts employment outside of the Human Resources profession prior to completing the funded course(s)
 - e. In the case of IPMA-HR certification, he or she fails to obtain the certification within six (6) months of the date the funds were disbursed.
4. The Virginia Chapter IMPA-HR reserves the right to use the name and photograph of the scholarship recipients in promotional materials designed to increase awareness of the program.
5. By accepting a scholarship award, the recipient understands that his/her college or university may request confirmation of scholarship awards from the Virginia Chapter IPMA-HR in connection with institutional financial aid matters.

2009 Timetable

1. Completed applications, including all requested documents, must be received by 5:00 p.m. on February 2, 2009.
**For 2009 an additional application period was open from April-July 31.*
2. All applications and required documents will be reviewed and a recommendation made to the Board of Directors by February 16, 2009. *For the extended application period in 2009, this recommendation will be made no later than September 1, 2009.*
3. The successful scholarship recipient(s) will be notified by March 2, 2009. *For the extended application period, the recipient will be notified as soon as possible after September 1, 2009.*
4. Recognition of the successful awardees is presented at the Virginia Chapter IPMA-HR Spring Conference on March 12, 2009.
5. The scholarship award is made payable in accordance with the academic or certification schedule.
6. *The timetable for applications, review and presentation will be determined by the Executive Board in subsequent years.*

Program Administration

The Virginia Chapter budget will include a line item of at least \$1,000 annually to fund the Scholarship Program as well as funds for program administration, as needed. A portion of the proceeds from all Chapter events such as regional events, the Director's Retreat, Annual Chapter Conference and Southern Region Conferences hosted by the Chapter will be designated for a Scholarship Fund. The Board of Directors may also identify opportunities for Chapter members to make contributions to the Scholarship Fund, as appropriate.

The Scholarship Program is normally promoted through VA IPMA-HR and IPMA-HR web sites, announcements, emails, mailing, newsletter articles and other means as appropriate.

For inquiries regarding the Debby Didawick Scholarship Program contact Margaret Schmitt, 900 Church Street, Lynchburg, VA 24504, (434) 455-4208, margaret.schmitt@lynchburgva.gov