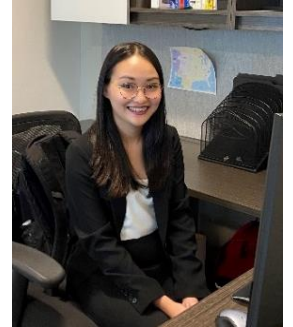


As we wrap up 2021, we could not be more pleased with the official launch of the Frazier Scholars program. Our UW partners have embraced the vision and goals of the program. Similarly, professionals in the business community are enthusiastically asking how they can get involved. Most importantly, we've enrolled our first cohort and they are taking advantage of the unique resources our program offers.

**Scholar Enrollment:** To date, TEN students from the Foster School of Business have enrolled in Frazier Scholars, surpassing our original enrollment goal of 5-7 students! Our first cohort is comprised of six students who are in the Champions Program and four students who are in the Brotherhood Initiative. Three are seniors, six are juniors, and one is a sophomore. Majors and minors include marketing, finance, accounting, informatics, entrepreneurship, and human resources.

While their career interests vary, we've been very impressed by the Scholars' drive and commitment to learn about the world of business. They are hungry for connections and real-world experience. It has truly been an honor to work with such bright and talented young people. Our greatest joy this fall was celebrating the cohort's first successful career launch. After Scarlett N. completed a summer internship, she was offered a full-time position in human resources at a private equity firm. She is incredibly hard-working and talented; all she needed was the opportunity to shine.



**Building Self-efficacy:** The Frazier Scholars model of success involves helping students gain relevant work experience, build social capital, and increase their self-efficacy, understanding that these three factors are critical to a successful career launch. When designing our model, however, we did not fully appreciate the importance of self-efficacy, especially as it relates to feeling confident about one's appearance. *Self-efficacy is belief in yourself and in your ability to accomplish your goals.* Early on we learned from our Scholars that not having the right professional clothes—for interviewing, interning, and networking—was tremendously stressful. Further, the lack of attire suitable for the workplace, undermined our Scholars' self-efficacy.

To remedy this situation, we introduced professional shopping services as part of our program. Nicole Zabriskie, our Frazier Scholars Program Coordinator, spent 17 years in the fashion industry and thus relished the opportunity to take students on styling excursions. Nicole describes wardrobing as transformative, *"When helping our Scholars build the foundations of their professional wardrobe I'm able to witness a major shift in their composure. I literally see them gain self-confidence each time they put on something that makes them feel good."* One Scholar commented, *"I never realized the power an outfit could have on your mental well-being."* This fall we also arranged for a photographer to take professional headshots for the Scholars for their

LinkedIn profiles and resumes, another program feature that build Scholars' professional presence and confidence.

**Building Social Capital:** Social capital is the value that is derived from relationships and networks. In relation to careers, social capital is the hidden currency that helps get you a job. This is why we prioritize broadening and diversifying networks. This fall we enrolled eight professionals as volunteers, including four who have become formal mentors. We also made over 20 "strategic" introductions to professionals, as well as hosted our first "fireside chat" focused on marketing careers. We recognize that results of expanded networks vary, but Scarlett's success mentioned above demonstrates the power of activating professional networks to create opportunities for students.



**Looking Ahead:** In January we will host a "Coffee and Career Conversation" with four successful young professionals of color who work in finance. We will also continue recruiting companies to host summer internships and/or micro-internships. Thank you for your continued commitment to open doors and promote equity, and for helping Frazier Scholars get off to a great start!