

CALEB SCHOLARS PROGRAM POLICIES

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PROGRAM OVERVIEW

Our Purpose

The Caleb Scholars Program (CSP) offers financial and community support to individuals pursuing higher education, with a focus on cultivating Alaskan Iñuit leaders and promoting Iñuit-led conservation advocacy.

Our Mission

The Caleb Scholars Program supports Alaskan Iñuit students from the CSP service area, including the Norton Sound, Northwest Arctic, and Arctic Slope regions. Our scholars continue Caleb Pungowiyi's legacy of advocacy by safeguarding our Arctic communities and ecosystems through the application of culturally relevant, place-based, ancestral knowledge.

Our Vision

Empowered Alaska Native scholars: Leading the way to thriving ecosystems through ancestral knowledge and stewardship.

Our Values

The Caleb Scholars Program is guided by the following core values:

- A commitment to community and conservation advocacy.
- A commitment to perpetuating Iñuit culture, values, and tradition.
- A commitment to sharing and cooperation in relation to resources.
- A commitment to preserving subsistence practices.
- A commitment to personal, professional, and academic growth.

Our Approach

The Caleb Scholars Program focuses on five key components in supporting our scholars and cultivating Inuit- led conservation advocacy:

- Cultural connection and community engagement
- Professional development
- Wellness support
- Mentorship support
- Financial support

Community Expectations

The Caleb Scholars Program is committed to fostering a respectful, equitable, and safe community grounded in Iñuit values of accountability, reciprocity, and care for one another. Our program is built on trust, shared responsibility, and a commitment to supporting both individual growth and collective well-being.

All members of the CSP community, including scholars, Steering Committee members, mentors, and staff, are expected to contribute to this environment by treating others with respect and

upholding program values. CSP does not tolerate violence, harassment, unlawful discrimination, or behavior that causes harm to others or undermines the integrity of the community.

Violations of these expectations may result in probation, revocation of program participation, or removal from committee membership, with determinations made in consultation with the Steering Committee.

As a condition of participation, all CSP community members must complete our program training on bias, prejudice, domestic violence, and harassment, and email confirmation of completion to CSP staff at calebscholars@kawerak.org. The training is free and available online. The link will be provided to students who are onboarded into the program.

PROGRAM COMPONENTS

Scholarship

The Caleb Scholars Program awards a \$5,000 scholarship for selected full-time students and \$2,500 per semester for selected part-time students each semester of the academic year they are in the program.

Cohort Engagement

Regular program gatherings create space for scholars to build meaningful peer relationships, share knowledge, and strengthen a sense of community. Through Virtual Qargis and in-person gatherings, our scholars engage in cultural exchange, mentorship, and collective learning that supports their personal and professional growth.

Mentorship

The Caleb Scholars Program recognizes mentorship as a key component in supporting Iñuit leadership and Iñuit-led advocacy. Scholars select a mentor aligned with their goals and are expected to meet at least twice per semester, with flexible, informal mentorship supported by optional resources from CSP staff.

In addition to core program components, scholars may access supplemental funding and internship opportunities that support experiential learning, leadership development, and professional growth.

SUPPLEMENTAL FUNDING & INTERNSHIP OPPORTUNITIES

Supplemental Funding

Scholars are encouraged to use supplemental funding to support extracurricular, professional, cultural, and leadership development activities aligned with the program's mission. Applications are accepted on a rolling basis, and scholars may submit multiple requests each academic year, subject to funding availability.

Eligible activities may include:

- Conferences, workshops, presentations, and retreats
- Cultural learning and subsistence activities, Indigenous arts, and gatherings
- Fieldwork, research, and conservation advocacy
- Community or self-directed advocacy projects
- Event coordination or facilitation
- Travel between home and school communities
- Internship support, including unpaid internships or wage supplementation

Funding opportunities may also be available to alumni and Steering Committee members, depending on resources.

Reporting requirements:

- Submit a written summary, photos, and materials within two weeks
- Complete a CSP social media share (or allow CSP staff to create one)
- Present the experience at the Annual Gathering or Virtual Qargi

Internship Program

The Caleb Scholars Internship Program supports scholars in creating or accessing experiential learning opportunities aligned with their academic and advocacy goals. Internships may be developed in partnership with external organizations or independently designed and pitched by scholars. Opportunities are available year-round and are not limited to summer.

Proposals are reviewed on a rolling, case-by-case basis, with funding awarded first-come, first-served, subject to availability. Applications must include a CSP Internship Learning Agenda and a budget proposal.

Reporting requirements:

- Submit a written summary, photos, and relevant materials within two weeks of completion
- Submit content to CSP staff for a social media share during the internship or within two weeks of its completion
- Present the experience at the Annual Gathering or Virtual Qargi

APPLICATION & SELECTION

The CSP Steering Committee serves as the Selection Committee, reviewing and selecting applicants for the upcoming cohort. Selection Committee members must recuse themselves from reviewing or voting on any applicant with whom they have a direct family relationship, close personal relationship, financial connection, or any other circumstance that could create a real or perceived conflict of interest.

Applications for the program open annually in May and close on July 15 at 11:59 p.m. (local time).

Selection meetings are held within three weeks of the application deadline to ensure timely decisions. Awardees are determined by final vote; in the event of a tie, the Director casts the deciding vote.

Award notifications are sent via email within five weeks of the deadline, followed by public announcements on CSP's website and social media platforms (Facebook, Instagram). Selected applicants are designated as Caleb Scholars.

Priority consideration for new applicants is given to students with strong ties to tribal regions in the CSP service area and whose professional goals support long-term positive impacts in Iñuit communities. Priority status does not guarantee selection.

Eligibility Requirements:

- Must be of Alaskan Inuit heritage, tribally enrolled or a direct descendent of a tribe from the following regions: Norton Sound, Northwest Arctic, Arctic Slope.
 - *Applicants who are direct descendants and enrolled in a tribe outside of the Norton Sound, Northwest Arctic, or Arctic Slope regions may still be still eligible, provided they can clearly describe their lineage connection to our service area.*
- Must be currently enrolled at an accredited college or university, either full-time (\$5,000.00 award) or part-time (\$2,500.00 award).
- Undergraduate applicants:

- 36 credit hours completed,
 - minimum cumulative and current GPA of at least 2.5
- Graduate applicants:
 - minimum cumulative and current GPA of at least 3.0

MAINTAINING ELIGIBILITY & PROGRAM STANDING

Responsibility and accountability are essential to fostering Iñuit leadership and advocacy. We understand that challenges may arise, particularly during the academic journey, and we are committed to supporting you and empowering you to overcome obstacles and continue to thrive. Scholars should communicate with CSP staff if challenges arise that may affect their ability to meet program requirements so that appropriate support can be provided. To maintain eligibility, scholars must meet and report on the following requirements outlined below.

| Category | Requirement | Details/Notes |
|---------------------------------------|---|--|
| Satisfactory Academic Progress | Maintain minimum cumulative and current GPA | Undergraduate GPA: 2.5 minimum; Graduate GPA 3.0 minimum |
| | Demonstrate steady movement toward graduation | Scholars must notify CSP staff in writing of any changes to graduation status, major, transfer plans, or enrollment status. All changes are reviewed to determine continued eligibility. |
| CSP Community Engagement | Monthly Virtual Qargi | Scholars are expected to attend monthly Virtual Qargi meetings. Participation supports cohort connection, cultural and professional learning, resource sharing, program updates, and mentorship check-ins. Scholars who are unable to attend must notify CSP staff in advance to request an |

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| | | excused absence and receive any required follow-up information |
| | Annual Gathering | Scholars are invited to participate in the Caleb Scholars Program Annual Gathering, which brings together scholars, staff, alumni, Steering Committee members, and invited guests for intergenerational learning, cultural exchange, professional development, and community connection. Inability to attend will not affect continued eligibility; however, scholars who cannot attend may be asked to prepare a virtual presentation to share their work with those in attendance. |
| Mentorship | Meet at least twice per semester | Upon entering the program, scholars select a mentor whose experience aligns with their academic or professional interests. Mentorship guides will be provided by CSP staff as optional resources to support mentor meetings. |
| Extracurricular Activities | Complete a minimum of 10 hours of extracurricular activities each semester. | Eligible activities include those that reinforce conservation-related advocacy, research, or internships; cultural connection and community engagement; or educational, personal, and professional well-being. |

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| | | Scholars may apply for additional funding beyond their scholarships each semester to support extracurricular activities. |
| Communication & Accountability | Scholars are expected to communicate challenges, needs, and updates in a timely manner and respond to program staff by established deadlines. | CSP communicates primarily via email. Prompt responses are essential to ensure effective support and coordination. |

Caleb Scholars must submit the following materials by the established program deadline:

End of Fall Semester

- Check-in form provided by CSP staff
- Extracurricular hours log
- Supplemental funding log
- Mentorship participation log
- Final grades or unofficial transcripts
- Course Registration for spring semester

End of Spring Semester

- Check-in form provided by CSP staff
- Extracurricular hours log
- Supplemental funding log
- Mentorship participation log

Annual renewal may be completed during the end-of-spring semester check-in and allows continuing Caleb Scholars to be considered for scholarship funding for the following academic year.

Annual Renewal

Once selected, scholars may receive support through the completion of their degree program, with scholarship awards provided each fall and spring semester they remain eligible. Priority for scholarship funding is given to continuing Caleb Scholars who meet program requirements and demonstrate academic progress toward degree completion.

In addition to end-of-spring semester reporting requirements, scholars seeking funding for the following academic year must submit the following by **July 15**:

- Fall course registration
- Final grades or unofficial transcripts
- Continuing applicant essay responses

Maintaining good standing in the program requires continued adherence to eligibility requirements and CSP policies. Scholars who do not meet these expectations may be placed on probation or removed from the program, as determined by the Director and Steering Committee.

Probation

Probation may be issued when a scholar is temporarily unable to meet program requirements but remains engaged and responsive, such as falling below GPA requirements, incomplete reporting, inconsistent participation, or challenges maintaining mentorship expectations. In many cases, probation can be avoided through timely communication with CSP staff about temporary barriers affecting participation.

Probation establishes specific conditions for the semester, including reduced funding. Scholars on probation remain active participants in the program, including attending Virtual Qargis and maintaining access to resources such as supplemental funding. CSP staff and the scholar will create a clear plan to address concerns, restore good standing, and support continued success in the program.

Removal

Removal may occur when a scholar is no longer actively participating in the program, fails to respond to repeated communication, does not demonstrate progress toward resolving probationary concerns, or engages in serious violations of program policies or community expectations.

Removal from the program indicates termination of participation in the Caleb Scholars Program and results in ineligibility for funding during the period of removal. Decisions regarding reinstatement are made on a case-by-case basis and require approval from the Director and Steering Committee.

Appeal Process

Once officially notified in writing of a probation or removal decision, scholars have the right to appeal. To initiate the appeal, a written letter outlining the basis for the appeal must be submitted to the Director at calebscholars@kawerak.org.

The letter of appeal must:

- Acknowledge and take responsibility for the issue(s) that led to the decision
- Describe the circumstances that contributed to the situation
- Provide a clear and actionable plan for improvement, including specific steps to return to and maintain good standing

Upon receipt of an appeal, the Director and Steering Committee will review the request. The scholar will receive written notification of the final decision within two weeks of the appeal submission.

CONTACT

For program policy related inquiries, please reach out to the Director at calebscholars@kawerak.org.