L-R: Kayla Rosales, U.S. Army; Hanh Dinh, U.S. Marine Corps; Erin McDonald, U.S. Navy; and Rosana Lamboy, U.S. Army participate in the 2022 All-Women’s Humanities and STEM Cohort at Yale University
MESSAGE FROM THE CEO

Ryan Pavel

Dear Friends of WSP,

If you have been with us for a long time, what I’m about to say won’t come as a surprise: 2022 was another record-setting year, with more enlisted veterans served than ever before through a more diverse slate of programs than we’ve ever offered.

The WSP Impact can now be seen in colleges, universities, and companies throughout the nation, and I invite you to spend time with this report to see what I mean.

The running internal dialogue at WSP is “judicious growth.” We celebrate our milestone 800 veterans served last year through academic boot camps, community college workshops, and alumni support services, while simultaneously acknowledging that we need to do more. A recent McKinsey analysis revealed a population of over 1.5 million enlisted service members and reservists who are eligible for our programs. The need is undoubtedly great, but we will only grow at the rate that allows us to maintain the quality of what we do.

MacKenzie Scott’s jaw-dropping gift put wind in our sails. As longtime WSP Chairman Mark London succinctly put it, “With more, we will do more.” At the same time, we know that this was likely a one-time gift, so we are focused on building relationships with supporters like you to ensure long-term sustainability and healthy growth.

To that end, we put together a forward-looking prospectus that outlines our vision for the next three years, which complements this annual report you’re reading. I would love to share it with you and have a personal conversation about our vision and how you can help make it a reality.

There is no better team serving veterans today than the WSP staff and fellows. Period. It is our privilege to do this work, and our honor to do so with your support.

Sincerely,
2022 HIGHLIGHTS

800 alumni served through 2022 WSP services and benefits
301 veterans were served by our 2022 boot camps
22 college and university campuses hosted our boot camps

24 weeks of humanities boot camp programs
11 weeks of STEM boot camp programs
4 weeks of business and entrepreneurship boot camp programs
35 veterans served through our Diana Davis Spencer Scholars graduate school mentoring program

2022 ACADEMIC BOOT CAMP COLLEGE AND UNIVERSITY PARTNERS

Amherst College
Calif. Institute of Technology
Columbia University
Cornell University
Fayetteville State University
Georgetown University
Harvard University
Mass. Institute of Technology
Princeton University
Syracuse University
Texas A&M University
The College of William & Mary
UNC-Chapel Hill
University of Arizona
University of California, Irvine
University of Chicago
University of Illinois, Urbana-Champaign
University of Notre Dame
University of Pennsylvania
University of Southern California
Williams College
Yale University
ALUMNI FEEDBACK: 2022 BOOT CAMPS

“WSP was a life-changing experience for me. I not only gained the soft skills I needed to thrive in an academic environment, but I gained more confidence in my identity as a veteran and made life-long connections.”

--Hanh Dinh, U.S. Marine Corps, 2022 Yale All-Women cohort

“Unmatched to any program for transitioning veterans to date. The experience, aid, and knowledge this program has to offer is out of this world.”

--Joseph Layde, U.S. Marine Corps, 2022 Notre Dame cohort

“The transformation of our cohort over a short period of time speaks volumes as to the lasting impact and efficiency of this program.”

--Marcel Green, U.S. Navy, 2022 MIT cohort
ALUMNI FEEDBACK: 2022 BOOT CAMPS

“I loved my time here. I have really grown in confidence. I have a clear picture of what I want to do, and I know I can achieve it.”
--Larissa Dianovsky, U.S. Army, 2022 Syracuse University cohort

“This program caught me before I fell off the cliff, and it didn’t just give me the method to succeed, but it showed me the path, and lit the fire inside of me. I without a doubt owe this program for redirecting my life and influencing it in a positive manor.”
--David Nagley, U.S. Army, 2022 Univ. of Pennsylvania and Princeton cohorts

“WSP provided me with an endless amount of tangible tools, assets, support, and feedback that not only make me feel prepared for the next step in my educational journey, but also that I am more than capable of obtaining and surpassing my goals.”
--Kenneth Simmons, U.S. Army, 2022 MIT cohort
**OUR MISSION**

Our mission is to propel enlisted veterans and service members towards success in higher education and beyond through transformative programming that advances skills, builds confidence, and forges lasting connections. (Note: the mission statement was updated to this version in early 2023.)

**OUR VISION**

Our vision is to ensure that every degree-seeking enlisted veteran and transitioning service member succeeds in the transition to higher education and beyond.

**WHAT WE DO**

In partnership with top colleges and universities, Warrior-Scholar Project (WSP) hosts intensive, one and two-week college-preparatory academic boot camps for enlisted veterans and transitioning service members. Boot camps are offered in three disciplines: humanities, STEM, and business & entrepreneurship.

WSP also offers workshops tailored to address the unique needs of veterans enrolled in community colleges and targeted programming for marginalized veterans, such as our Women Veterans Empowerment Dialogues. All programming is provided at no cost.

---

**EQUIPPING VETERANS AND SERVICE MEMBERS TO SUCCEED IN THE CLASSROOM**

---

**NATIONAL STUDENT VETERAN STATISTICS**

- **115,000** veterans transition from the military to higher education every year, out of 200,000 who separate from the military.

- **72%** of student veterans nationwide have completed or are on track to complete a college degree, according to a report by SVA/IVMF.

- **92%** of WSP alumni who responded to the alumni survey have completed or are on track to complete a college degree.

Statistics cited from research conducted by Syracuse University’s D’Aniello Institute of Veterans and Military Families in partnership with Student Veterans of America.

---

**WARRIOR-SCHOLAR PROJECT IMPACT**

- **1%** of the total undergraduate populations of Top 20 institutions are veteran students, according to a report by SVA/IVMF.

- **26%** of WSP alumni who responded to the alumni survey are enrolled in or have graduated from Top 20 institutions.

These statistics represent a three-year average of 2020-22 Warrior-Scholar Project alumni survey data.
ACADEMIC BOOT CAMPS

Warrior-Scholar Project partners with 22 colleges and universities nationwide to provide on-campus college preparatory boot camps to active-duty service members and veterans. Studying in small classes, student veterans benefit from a 2:1 student to staff ratio, with experienced WSP alumni providing one-on-one peer coaching and support during each intense, 75-hour academic week. Learning directly from distinguished faculty members from host institutions — who volunteer their time and expertise each summer — students experience in real-time the inspirational challenges and requirements of a demanding college curriculum.

In addition to academic skills and subject-specific information, programming covers study techniques, soft skills, cultural integration strategies, and self-care issues.

To ensure equitable program access, participation is absolutely free to all student veterans, including travel and technology support, and students may attend one or multiple academic boot camps. As the majority of participants are first-generation college students, they face unique challenges acclimating to the college environment. For this reason, curricula include cultural integration strategies and mentoring that remove barriers to academic opportunity and success.

Humanities academic boot camps

The humanities boot camps are democracy-focused, emphasizing the privileges and responsibilities of citizenship with reading and discussions underscoring civil discourse and civic engagement. Student veterans study and interpret writings and speeches by Abraham Lincoln, Sojourner Truth, James Madison, Frederick Douglass, Martin Luther King, Jr., Alexis de Tocqueville, Herodotus, and others. They debate and explore democratic ideals, the role of government in a republic, and the responsibilities of citizenship.

Business & Entrepreneurship academic boot camps

Our business and entrepreneurship boot camp prepares students for the rigors of an undergraduate business degree. Business skills workshops, informed by real-world challenges, focus on topics such as accounting, finance, management, and communications, while entrepreneur-facilitated sessions examine issues surrounding leadership and team building.

STEM academic boot camps

STEM boot camps combine lectures, tailored problem sets, research projects, special topic lectures, and hands-on learning. Although the core curriculum is physics-based, select cohorts are focused on computer science or life sciences. Lectures cover one-dimensional motion, two-dimensional motion, projectile motion, Newton's laws, gravitation, and kinetic/potential energy.

Working in small teams, students complete mentored research projects; this allows them to apply their Python language coding skills to a unique research problem, while honing both collaborative and leadership skills. On the final day of the boot camp, research teams present their research projects to their peers and instructors.
All-Women Boot Camp Cohorts
Women veterans and active-duty service members pursuing a college degree face unique challenges as they navigate the transition from military to academic life. However, they also bring valuable skills and experiences to the classroom and are highly motivated to succeed.

Our all-women boot camp cohorts are specifically designed to support women by helping make their transition smoother and increase their chances of academic success. The program’s curriculum is specifically tailored to meet the needs of women, and the cohort provides a unique opportunity to connect with and learn from other women who have served in the military.

We piloted our first all-women humanities one-week cohorts in 2021. In 2022, we expanded to a two-week humanities and STEM boot camp, and were able to offer it in person at Yale.

Women Veteran Empowerment Dialogues
These quarterly sessions are real-time programming for women alumni, prospective students, central staff members, fellows, and other guests. Informational, small group seminars are facilitated by women and/or femme veterans and create spaces that are inclusive, gender affirming, and empowering. Dialogues address the unique experiences of women veterans as they transition out of the military and pursue academic, professional, and personal journeys. In addition to holding eight virtual sessions of our webinar series that focuses on topics of interest for women veterans, we also held one live at Yale during the all-women boot camp.

College Success Workshops
WSP provides one-day, intensive college preparatory workshops in collaboration with select community college partners across the country.

These College Success Workshops (CSWs) educate student veterans about the resources available to them; provide strategies to break down and analyze complex academic texts; and identify the study skills needed to succeed in a college environment. Vital in reaching the community college veteran community, these workshops often serve as a gateway to enrolling in a one- or two-week WSP academic boot camp.

Financial Literacy Workshops
Offered in collaboration with the American Bankruptcy Institute and nonprofit financial education leader CARE (Credit Abuse Resistance Education), these popular financial literacy workshops – offered in person and virtually – are made available to all students and alumni.
Alumni Conference

In partnership with Princeton University, WSP will host its Second Annual Alumni Conference July 28-30 in New Jersey. This year’s event follows the success of last year’s inaugural conference at the University of Chicago, made possible by Beau Butts, Executive Director of Veterans Initiatives, Programs, and Services at the University of Chicago.

This year’s conference theme, “You are Ready,” will focus on leadership development and skills transfer from the military to college and/or the workforce. The event will be free for all 200 alumni attending, including lodging support.

During the 3-day conference, alumni will engage in panels, 1:1 discussions, and workshops. Also available to attendees will be an academic/professional marketplace highlighting additional opportunities for alumni.

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Jesse Nuese, U.S. Army
2015 WSP University of Chicago
2022 WSP Business Fellow
Columbia University ’21
Tufts University ’23G

99% agreed that they understand the process of drafting, revising, and completing college essays

100% of 2022 participants would recommend our programs to other veterans and service members

98% of 2022 participants agreed that they are more confident they will complete a bachelor’s degree

97% of 2022 participants agreed that they are more informed consumers of higher education

95% of 2022 participants agreed they are confident they will succeed in college

94% of 2022 participants agreed that they are more prepared to make the transition from the military to college

96% agreed that the problem-solving skills they learned during their WSP STEM boot camp are valuable

HUMANITIES

STEM

BUSINESS

agree that they know what an elevator pitch is and how to develop one
Year-Round Support for WSP Alumni

Our programming is committed to nurturing veterans’ higher education journeys beyond their boot camp experience. This includes offering continued support throughout the year, as well as after alumni transition from their undergraduate experience. Alumni also have the opportunity to train and work as academic fellows during our boot camps and College Success Workshops, providing them with meaningful work experience as well as an opportunity to give back to their veteran community.

Additional support services and opportunities for alumni are as follows:

**Career enrichment, advisement, and networking opportunities**
- Highlight upcoming employment, research, and internship opportunities through the monthly newsletter and through targeted outreach on the alumni messaging app

**Leadership, volunteer, and employment opportunities within the WSP alumni network**
- Seek guidance from alumni on strategic direction of the organization, supported by an alum serving on the Board of Directors and from the Alumni Steering Committee
- Engage alumni as program ambassadors

**Employ alumni as boot camp and college success workshop fellows**
- Employ alumni annually through one-year teaching fellowships as central staff members
- Invite alumni to attend and participate in our annual Sorenson Seminar Series — an intimate virtual conversation series providing an opportunity for alumni to engage with leading business and thought-leaders
ALUMNI CONFERENCE

We hosted our inaugural alumni conference at the University of Chicago, August 5-7, 2022. The conference was made possible by the support of Beau Butts, Executive Director of Veterans Initiatives, Programs, and Services at the University of Chicago.

The conference theme “Reconnect. Explore. Develop.” focused on reuniting with WSP connections, exploring education options, and planning for entering the workforce. The event was free for all alumni who attended. Medal of Honor recipient Allen J. Lynch served as a keynote speaker on the final evening of the conference.

“The WSP network is as strong as ever.”

--Alumni Conference attendee

“Networking is essential, and you never know what a random conversation will yield. So many folks helped connect me with their contacts or told me about opportunities I didn’t know existed.”

--Alumni Conference attendee
THANK YOU TO OUR 2022 SUPPORTERS

We are grateful for your continued generosity!
This list includes donors of $500 or more.

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Van Bueren Charitable Foundation
Walls Family Charitable Fund DAF
Walls Family Fund
Wiley Rein LLP
Williams College
Yale University

2022 FINANCIALS
SUPPORT AND REVENUE

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<th>Source</th>
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<td>Investments</td>
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<tr>
<td>In-Kind Support</td>
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<td>Grant Support</td>
<td>$6,076,077</td>
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<td>Corporate Support</td>
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<tr>
<td>Individual Donations</td>
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<td>Events Revenue</td>
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OPERATING EXPENSES

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<td>TOTAL</td>
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Head of Military and Veteran Programs, Uber
Your gift to Warrior-Scholar Project puts enlisted veterans and service members on a time-proven path to success at a critical moment: transition from the military. Drawing on the resilience, drive, and courage honed through service, these women and men can now utilize their skills in a challenging new environment — higher education.

**Give your tax-deductible donation now** to make a critical difference for veterans pursuing higher education!

Give online, visit: warrior-scholar.org/donate

**Make it monthly!** Setting up a recurring monthly donation online is an easy way to ensure that WSP has the resources needed to support our student-veterans’ academic success. Just indicate that you’d like to make a “recurring” donation when you see that option.

Donate by mail, please send your check made out to “Warrior-Scholar Project” to: Warrior-Scholar Project 1012 14th St. NW, Suite 1200 Washington, D.C. 20005

Give through electronic transfer or donate stocks or securities: warrior-scholar.org/donate

To inquire about including Warrior-Scholar Project in your estate plans, or to learn more about how your gift ensures the academic success of service members and enlisted veterans, contact our Development team at development@warrior-scholar.org.

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