

NORTH CAROLINA



GlaxoSmithKline  
FOUNDATION

Supporting Science, Health and Education programs in North Carolina



Traditional Grants \* Women in Science Scholars \* Ribbon of Hope \* Child Health Recognition

**2023**  
**ANNUAL REPORT**

## Message from Marilyn Foote-Hudson Executive Director



Dear Friends,

I'm happy to report another exceptional year for the North Carolina GlaxoSmithKline Foundation. While many things changed around us and across the state, our commitment to our grantees, our vision and endurance remained steady. At the heart of our work, at the Foundation, is a commitment to do what we do best - provide assistance to great grantees, who are working to improve science, health and educational endeavors across North Carolina.

The programs we support have a positive impact on educational attainment and often support scientific professions. Science, Technology, Engineering and Math (STEM) focused endeavors are highlighted throughout this report. We see these programs as components working to meet the goals of the North Carolina GlaxoSmithKline Foundation.

It is with fond memories of the late Robert A. (Bob) Ingram, Chairman of the North Carolina GlaxoSmithKline Foundation for 28 years, that we moved forward in 2023. His legacy lives on as we continue the valuable work he advocated for while supporting the mission of the Foundation. We are thankful for his unwavering commitment to the Foundation and our lives. We miss his wisdom, experience, and passion for making the world a better place.

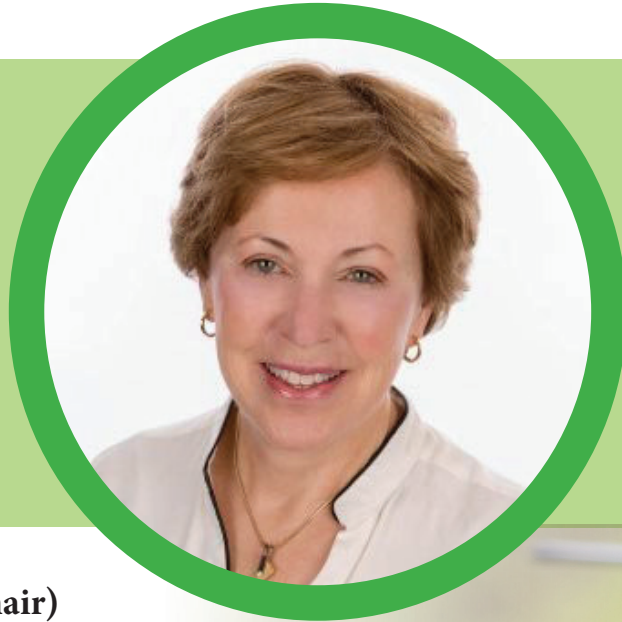
I hope you have the opportunity to read and be energized by the grantees highlighted in our 2023 Annual Report.

Sincerely,





## The Foundation Board



**“It is a privilege and honor to Chair the Foundation. My friend and colleague, Bob (*late Robert A. Ingram*) was a great mentor. I’ve learned that we never really say good-bye to our mentors, they live on in our hearts and in our minds.”**

**– Margaret Dardess**

**Margaret B. Dardess (Chair)**

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## Mission



The North Carolina GlaxoSmithKline Foundation provides support to grantees, committing an average of \$3 million annually. We work in collaboration with our grantees. These nonprofits, universities and colleges across the state allow our mission at the Foundation to come to life. It is exciting to see the combined efforts of all our grantees in one place – our 2023 annual report.

*Together we are promoting science, health and educational programs in North Carolina.*

Our broad vision is seen clearly as most of our support is geared toward educational programming. We provide grants that support new endeavors, pilots, and expansions while working within specific parameters often centered on science, technology, engineering, and math(STEM) programs.

Traditional Grants

# 2023 Grant Payout = \$ 3,422,749



Ribbon of Hope



Women in Science



Child Health Recognition



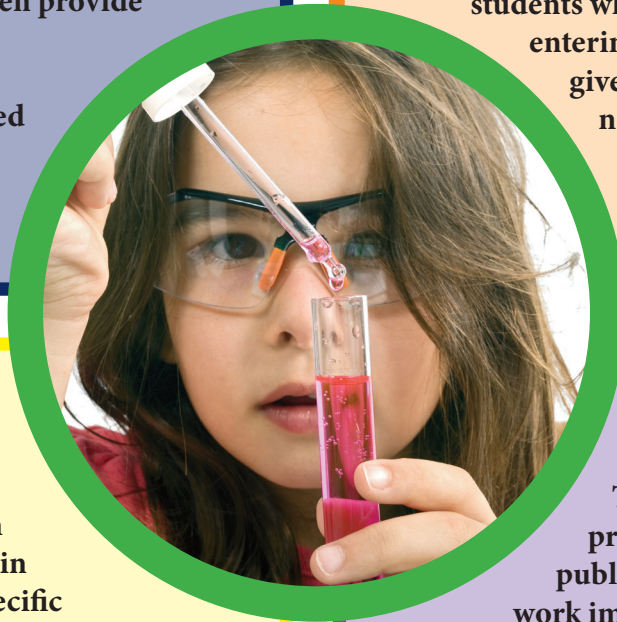
# Foundation Programs

## Traditional Grants

The Foundation's Traditional grant program provides funds to advance science, health and education in the state. The grants primarily support new educational programs and expansions that have a regional or statewide impact and often are multi-year commitments. The Traditional grants often provide new support to educational opportunities or create pathways for success often centered on educational opportunities. Educational focused grants are the cornerstone of the Traditional grants program.

## Women In Science Scholars

The Women In Science Scholars program provides scholarships from previously established endowments by the Foundation at 30 colleges and universities across the state. Scholarship recipients are named annually, and preference is given to students who have an interest in advancing women entering the science profession. Scholars are given information about the value of mentors, networking and STEM careers.



## Ribbon of Hope Grants

The Foundation's Ribbon of Hope \$50,000 grant program supports activities to establish or expand community educational programs in science, health and education impacting a specific region or county in North Carolina. Educational programs enhancing STEM, health, literacy, at-risk youth and underserved children are often the cornerstone for our Ribbon of Hope grants. The Foundation has awarded 179 Ribbon of Hope grants across the state with programs impacting all North Carolina counties.

## Child Health Recognition Awards

The Child Health Recognition Awards program honors passionate North Carolina public health professionals for their innovative work improving child health outcomes. The awards highlight child health advocates that are nominated for an award by their colleagues. An awards luncheon gives the Foundation the opportunity to acknowledge the impact of all public health professionals at the NC Public Health Association's Annual Conference.

## Statewide Impact

Our work in 2023 included Traditional grants (new or previously awarded multi-year), Ribbon of Hope grants (new or previously awarded multi-year), previously established endowments, and our Child Health Recognition Awards. Our grantees are focused on educational gains in a myriad of programs. These organizations are managing projects and programs in many areas across the state. We know the value of building relationships advocates across North Carolina. Their work supports our mission, and together we have a positive impact changing the educational attainment needed to advance North Carolina and sustain the state in the future.



It is our hope that new norms are created, and while it is often hard to see gains, we see the impact these programs are having in our state. We know the commitment and passion our grantees demonstrate while creating the change our state desperately needs.

*We are celebrating the collaborations and the change agents highlighted in this annual report.*

### Appalachian State University, (Endowment)

#### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.



### Barton College, (Endowment)

#### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.



## Bennett College, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

## Blue Ridge Parkway Foundation, \$200,000 (2021-2024)

### *Kids in Parks: The Science of Nature*

The Science of Nature program promotes scientific and inquiry-based learning in parks and helps address the learning loss associated with the pandemic. Kids in Parks promotes existing public trails with trailhead kiosks, and those kiosks offer self-guided educational activities and experiences on the trails. The Science of Nature STEM activities includes developing Crash Course Trails across the state in urban regions along with creating lesson plans and curriculum guides for teachers and parents. The learning modules include activity worksheets, interactive e-Adventures, web-based approaches, lesson plans, curriculum guides and field-experiment videos. Learning modules are expected to be launched in early 2024.

## Book Harvest, \$25,000 (2021-2023)

### *Ribbon of Hope*

Read, Play, Learn: Transforming Laundromats into Vibrant Learning Spaces expanded to two new locations in Durham. This program provides books and literacy programming at laundromats. The project addresses a local need by providing under-resourced communities access to books that they can take home, as well as literacy activities for families to participate in while at the laundromat.

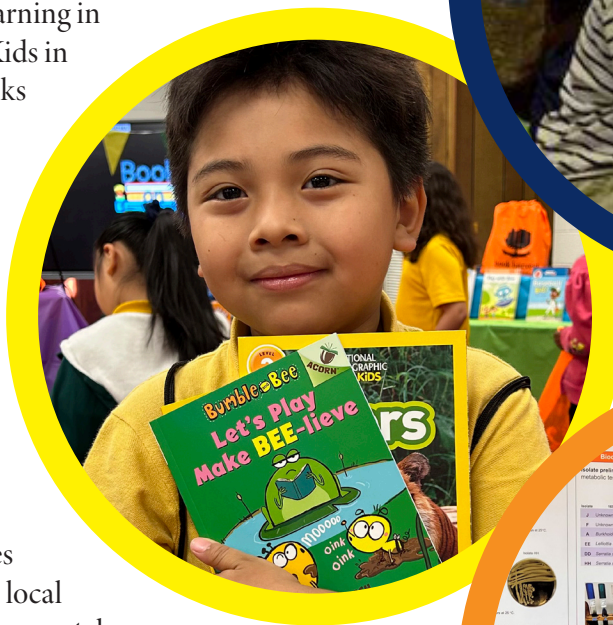
## Campbell University, (Endowment)

### *Women in Science Scholars*

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Kids in Parks



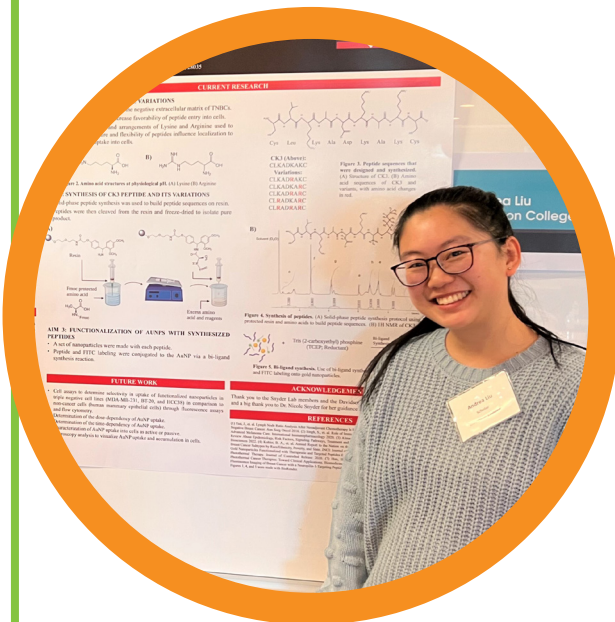
Book Harvest



Leann Stearns  
Campbell University



**Cape Fear Riverwatch**  
Exploris Middle School students releasing  
American Shad fry



**Andrea Liu**  
Davidson College

## Cape Fear Riverwatch, \$25,000 (2018-2023)

### *Ribbon of Hope*

This grant was funded to support Shad in the Classroom providing multi-day field trip opportunities for hands-on STEM activities for 8th graders. In 2019 the program served 180 students. Complications due to environmental conditions and the pandemic resulted in program changes. In 2023 science field trips at Greenfield Lake provided Title 1 schools opportunities to connect youth with their local environment. Greenfield Lake is listed on the state of NC's 303(d) list of impaired waterways due to issues such as nutrient loading (eutrophication), algal blooms, and fish kills. Inquiry-based, hands-on, experiential learning helps inspire appreciation and conservation for the Cape Fear River Basin and other similar environments.

## Center for Child & Family Health \$200,000 (2023-2024)

### *Resource Parent Curriculum*

A planning grant to scale up their Caring for Children who have Experienced Trauma: A Workshop for Resource Parents or the Resource Parent Curriculum (RPC) will provide access to the curriculum for caregivers providing care for foster children. The RPC will provide foster parents with practical trauma-informed strategies they can immediately use with the children in their homes to understand the connections among child trauma, behavior challenges, and development. The curriculum will increase the foster parent's ability to tolerate and respond to challenging behaviors and increase their sense of self-efficacy about caring for a child who has experienced trauma. Providing the knowledge for advocating for high-quality, trauma-informed care in their local communities, and helping sustain stable placements for the children in their care.



## Davidson College, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees. Andrea Liu presented her undergraduate research during a poster session at the Women in Science Scholars Spring Conference in 2023.



**Durham Technical Community College Foundation, \$25,000 (2021-2023)**

*Ribbon of Hope*

A Project-enhanced Active Learning (PAL) pilot is creating new opportunities for students to participate in active, hands-on learning activities in a lab setting on the campus. The program helps students build their scientific knowledge, lab skills and discover options available for further studies and careers in STEM. Students are experiencing real time results of an experiment, the responsibility of collecting data, managing the set-up, and following the process over several months.

**East Carolina University, \$1,315,000 (2022-2027)**

*“Growing a Diverse Public Health Workforce for Rural North Carolina through Graduate School Pathways”*

Scholarships and stipends are cornerstones of this collaborative program. Over the last decade a 17 percent decline in public health workers has been seen and the pandemic placed additional burdens on public health professionals. Building a diverse public health workforce that mirrors the communities it serves is critical to improving health care, disease prevention, and public health outcomes across the state, and especially in rural areas. East Carolina University’s (ECU) accredited masters programs in Public Health, Environmental Health, and Health Education and Promotion is moving outside the traditional scope to recruit public health professionals for tomorrow. A unique relationship between ECU and Fayetteville State University (FSU) has been created to diversify student enrollments into graduate programs in eastern North Carolina. ECU will

recruit FSU, University of North Carolina at Pembroke, Elizabeth City State University, NC A&T State University, NC Central University, and Winston-Salem State University students into their graduate programs through the graduate school pathways program. ECU is providing opportunities during the summer for a research immersion pathway for undergraduates at minority-serving institutions. The summer program will serve as a pipeline to ECU graduate public health programs, serving up to 12 students annually for four years. Scholarship awards will be provided for tuition in one of ECU’s graduate programs annually for four years. Placing 40 diverse students with graduate degrees into public health focused careers in rural pockets in North Carolina is one of the many outcomes of this grant.

**East Carolina University, (Endowment)**

*Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.





### **Elizabeth City State University, (Endowment)**

#### ***Women in Science Scholars***

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### **Elon University, (Endowment)**

#### ***Women in Science Scholars***

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### **Fayetteville State University, (Endowment)**

#### ***Women in Science Scholars***

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### **Gardner-Webb University, (Endowment)**

#### ***Women in Science Scholars***

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**Theresa Haughey (Mentor) with Courtney Gant and Nicole Riha, Gardner-Webb University Scholars**



**Gates County Community Partnership, \$25,000 (2020-2023)**

*Ribbon of Hope*

Opening GATES: Developing Our Community by Improving Postsecondary Access for Our Youth allows students to participate in programs annually including ACT preparation, youth development, and college tours for 40 rising 11th and 12th graders from Gates County High School. The programming provides experiences and resources to foster underserved students' interests in post-secondary education and prepares students to apply for and complete a post-secondary certificate and/or degree.



**Johnson C. Smith University, (Endowment)**

*Women in Science Scholars*

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**Lenoir-Greene County Partnership for Children, \$25,000 (2021-2023)**

*Ribbon of Hope*

The partnership created a StoryWalk in Greene County and updated the existing StoryWalk in Lenoir County. StoryWalk is serving residents through interactive literacy experiences that promote literacy development, family engagement, and physical activity at local parks. A book is presented in a StoryWalk with individual pages posted on boards lining the sidewalk of a park.



**Guilford College, (Endowment)**

*Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

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## **Lenoir-Rhyne University, (Endowment)**

### ***Women in Science Scholars***

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## **Meredith College, (Endowment)**

### ***Women in Science Scholars***

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## **McREL, \$47,135 (2023-2024)**

### ***Grant Assistance***

McREL assists with the Ribbon of Hope grant program. Assistance in the form of data collection and dissemination, to managing inquiries and webinars, to reviewing and recommending proposals, and an annual evaluation of Ribbon of Hope grant program is managed by McREL.

## **myFUTURENC, \$700,000 (2021-2026)**

### ***Education and Labor Market Alignment***

This multi-year grant supports myFUTURENC's goal of "2 Million by 2030" that addresses the talent crisis shortage in North Carolina. It is estimated that two-thirds of NC jobs will require education after high school, yet less than half of our citizens have completed that level of education. This grant supports facilitating and engaging business leaders, to identify the "Credentials of Value" needed to build the workforce in the future. Increasing and strengthening business participation is a crucial step toward ensuring effective education and labor market alignment. The Education and Labor Market Alignment project will help our state prepare for the future.



## **North Carolina Agricultural and Technical State University, \$1,734,380 (2020–2026)**

### ***Aggie Commitment with \$225,000 for Student Hardship***

The Aggie Commitment is specifically focused on science, technology, engineering and mathematics (STEM) majors with dual admission at participating NC community colleges. The program is designed to support 30 students annually, however lower numbers were reported for 2023. The multi-year grant is designed to support 90 STEM students over the life of the grant. Approximately three students annually will start their education at one of 11 community colleges and once the students complete their associate degree, they will continue at NC A&T to complete a STEM focused bachelor's degree. NC A&T will work with community college advisors for the Aggie Commitment students to receive early academic advising, transfer tuition scholarships, alumni mentoring, and college enrichment experiences. Once students transfer to NC A&T they will be given scholarships, aided with work study options, and provided opportunities for research positions at the university. The hardship addendum is in place for five years to support transfer students, to lessen the impact of unforeseen hardships that may prevent a student from continuing their education.

## **North Carolina Agricultural & Technical State University, (Endowment)**

### ***Women in Science Scholars***

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

## **North Carolina Aquarium Society, \$75,000 (2019-2023)**

### ***Aquarium Scholars***

Aquarium Scholars is designed to provide access to the Aquarium's educational programs. Title I eligible schools/teachers apply to one of three avenues for educational outreach programs for their students. Providing aquarium educators to present STEM programs for K-12 students is at the core of this. This endeavor has reached over 112 schools, including remote locations across the state.

## **North Carolina Arboretum Society, \$1,000,000 (2019-2025)**

### ***STEM Program Expansions***

The North Carolina Arboretum is expanding three STEM educational programs to all 100 counties in our state. The three science education programs include: Project Explore, Project OWL, and ecoExplore. These programs are designed to provide STEM interactions with park visitors, K-12 teachers, and K-8 students. The goal is to enhance science education opportunities across the state engaging students with hands on activities. These programs provide unique opportunities for interaction, providing a real feel for collecting data, supporting science and connecting with nature. Students submit photo observations, or earn badges, depending on the program they are participating with. Students submitting their observation photos are rewarded with STEM focused prizes.



**NC Aquarium Society's  
Aquarium Scholars**

## **North Carolina Central University, \$1,849,791 (2021-2025)**

### ***STEM Education***

North Carolina Central University (NCCU) is providing enhanced STEM educational opportunities for high school students, scholarships at NCCU, and workshops for middle and high school teachers and community college students with this grant. These programs are designed to address underrepresented students pursuing a career and obtaining a degree in the life sciences sector, specifically Pharmaceutical Sciences at NCCU. A summer immersion initiative is providing opportunities for students to participate in a two-week, pre-college experience on the NCCU campus. Students will experience STEM focused hands-on lab practices, participate in cultural and campus life activities, attend sessions on financial literacy, leadership & career development, and enjoy social engagements during their two-week experience. These students are also given the opportunity to be recruited for scholarships at NCCU in the Pharmaceutical Sciences program.

## **North Carolina Central University, (Endowment)**

### ***Women in Science Scholars***

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## **North Carolina Community Colleges Foundation, \$2,000,000 (2021-2024)**

### ***Nursing Program Support***

North Carolina is experiencing a nursing shortage and this program is designed to support nursing programs at six community colleges in rural areas across the state. In many rural areas it is hard to recruit and retain students in nursing programs. Colleges have difficulty hiring nursing faculty instructors, and employers have a hard time retaining RN's to work in rural medical settings. Additionally, for accreditation, the Board of Nursing requires that over 50 percent of nursing instructors at the community college have a graduate degree to teach nursing courses. These higher level instructors are tough to hire and retain in rural areas. This program has several components to address these issues. Coaches will be secured to support pre-nursing students, nursing students and allied health students at the selected community colleges. Faculty development supports are in place to help prepare instructors. Additional resources are designed to help transition nurses from clinical work to teaching at the community college. The third part of this grant supports incentives for nursing faculty to pursue higher education.

## **North Carolina Independent Colleges and Universities, \$240,000 (2021-2024)**

### ***Faculty-Student STEM Mentoring***

North Carolina Independent Colleges and Universities (NCICU) has established a faculty-student STEM mentoring program to support underrepresented students pursuing undergraduate STEM degrees. NCICU is working with 12 institutions to build this mentoring program over three years. Program participants at the twelve institutions are recruited from underrepresented students including women, minorities, first generation and Pell eligible students. Special emphasis is placed on mentoring students with gateway courses: Calculus I and II, and Chemistry I. This mentoring program will impact over 200 STEM majors during the life of the grant.



**North Carolina Public Health Association, \$40,000 (2023)**

***Child Health Recognition Awards***

*While healthcare can be delivered in different ways, North Carolina's public health providers have these traits in common: passion, dedication and commitment to the children and families they serve. The North Carolina GlaxoSmithKline Foundation salutes all public health professionals in our state who work harder every year to deliver more services in times of great need and tight budgets. We applaud their creativity and innovation and are honored to present the annual Child Health Recognition Awards.*

**The 2023 Child Health Recognition award recipients:**

***Sally Herndon, MPH, Head, NC Tobacco Prevention and Control Branch, NC Department of Health and Human Services***

As Head of the NC Tobacco Prevention and Control Branch, Sally Herndon is the nation's longest serving state program manager for tobacco prevention and control. She supported and helped implement the 2010 law that makes all NC restaurants and bars smoke-free as well as to restore local government authority to make government buildings, grounds, and public indoor spaces smoke-free/tobacco free.



**Amanda Deaver, MPA, Health Director  
Scotland County Health Department**



**Amy Phillips, RN  
Catawba County Public Health**

***Amy Phillips, RN, Catawba County Public Health, Grandparents Café***

When Amy Phillips came across a nationwide increase in grandparents raising school-aged grandchildren, she decided to provide a way to help meet those needs in her school by designing and piloting a new program, Grandparents Café. Families take different forms including grandparents as caregivers, foster parents, and non-biological parents. Café meetings included free childcare, meals, and an educational program at each event to help meet these families' common needs.

***Amanda Deaver, MPA, Health Director, Scotland County Health Department***

Amanda advocated for children, women and adult health services as a social worker. Her desire to do more was seen when she secured a master's degree in Public Administration. In her current role as Health Director of Scotland County she continues to advocate for citizens in the county – working to improve health outcomes for all. The health department infrastructure now includes a Postpartum Home Visiting Program, a School Health Liaison Program, and an adolescent pregnancy prevention Teen Peer Ambassador Program.



***Cabarrus Health Alliance, Stop School Violence***

A 2021 Student & Parent Satisfaction survey indicated nearly 20 percent of Cabarrus County middle and high school students felt unsafe at school. When asked about bullying and racial conflicts, approximately 34 percent of students reported bullying and racial conflicts as problems at their respective schools. The goal of the program is to reduce and prevent school violence through a series of innovative trainings effective in improving school climate and student mental health. Program activities focus on high-risk schools where the incidence of school violence, including bullying and harassment, had increased. Implementing a two-phase approach is working to decrease school violence incidents.

***Gaston County Department of Health and Human Services, Community Child Protection Team & Child Fatality Prevention Team***

The teams are multidisciplinary and multi-agency, as mandated by the state. Their passion is seen in the collaboration with multiple agencies, individuals, and professionals to promote a community-wide approach to the issues of child abuse and neglect. Teams recommend and implement changes to help prevent future child deaths and to support the safe and healthy development of children. The Safe Sleep subcommittee is providing public awareness campaigns on many levels and in a variety of settings.



**Orange County Health Department  
 Gateway Collaborative**

***Orange County Health Department, Gateway Collaborative***

The Gateway Collaborative is led by the Orange County Health Department in collaboration with DSS, representatives from the county housing and community development, the town, local schools, and other municipal departments. The Gateway Collaborative is working to identify and improve metrics around housing stability, health outcomes, financial stability, tenant safety, and access to services and education. The 64 units, in eight apartment buildings, provide homes to support single mother-led families and those with disabilities living in the units. Providing resources in the community at the village is decreasing barriers where inequities existed.

**North Carolina State University, \$1,244,000 (2019-2023)**

***NC State Community College Collaboration (C3) Program and Student Hardship Funds***

The university is using the multi-year grant to support their dual-admission program with participating NC community colleges. This program supports students seeking a four-year degree from low-to-moderate income households that start their education at a local community college and then transfer to NCSU. The C3 program is focused on students seeking STEM majors. C3 students receive academic advising, co-curricular programming, enhanced faculty engagement opportunities, mentoring, and scholarship awards. The hardship addendum provided additional funding to support these transfer students to lessen the impact of unforeseen hardships that arise from the pandemic that may prevent a student from continuing their education.

**North Carolina State University, (Endowment)**

***Women in Science Scholars***

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**North Carolina Wesleyan College, (Endowment)**

***Women in Science Scholars***

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**North Carolina Zoological Society, \$1,000,000 (2021-2025)**

***Building the Capacity for Self-Directed Learning***

The North Carolina Zoo is enhancing STEM educational opportunities to all Zoo guests. Educational enhancements include a STEM Career Quest, Virtual Tour Guides, Accessible Audio Tours and K-12 STEM EdZOOcation Activities. The STEM Career Quests will allow guests role playing opportunities for five STEM careers at the Zoo. The Virtual Tour Guides will provide 25-30 geolocations inside the Zoo to bring educational signage to life. These virtual guides will be delivered in English and Spanish both with closed captioning options. Accessible Audio Tours are designed to highlight North America and Africa sections of the Zoo by providing detailed visually stimulating audio descriptions. This enhanced verbal visual narrative is designed to help meet the needs of guests with visual challenges. The K-12 STEM EdZOOcation Activities will enhance learning for classroom students. These enhancements are designed to provide STEM educational interactions on many levels for Zoo visitors.



**North Carolina Zoological Society  
 Career Quest**





### **Out of the Garden Project, \$25,000 (2021-2023)**

#### *Ribbon of Hope*

The Urban Teaching Farm in Guilford County is providing internships for nine students from NC A&T State University. Interns revise the educational curriculum used at Out of the Garden Project's Urban Teaching Farm. The educational materials are used for youth programming and developing partnerships with local organizations. The initiative is designed to meet their local community needs through the provision of internship experiences for local youth and new educational programming designed to foster knowledge centered on healthy eating habits in food-insecure areas of the county.

### **Queens University of Charlotte, (Endowment)**

#### *Women in Science Scholars*

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### **St. Andrews University, (Endowment)**

#### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

### **Stokes Partnership for Children, \$25,000 (2021-2024)**

#### *Ribbon of Hope*

Workforce Innovation to Support Early Education (WISEE) is expanding. Stokes County High School and Early College students pursuing a career in early childhood education are provided educational supports and professional development to facilitate success in college and beyond. WISEE programming is helping students develop skills related to professionalism, leadership, and advocacy as they prepare for a career in early childhood education.



**Cindy Vavro with  
Queens University scholars**

## Sturgeon City of Jacksonville NC, \$25,000 (2021-2023)

### *Ribbon of Hope*

This Science Program Expansion includes science curriculum which provides hands-on learning opportunities for K-12 students. The expansion is increasing the capacity of the Teen Science Café and Camp Sturgeon programs. These STEM educational activities were expected to serve 975 K-8 students, however over 3600 students participated in these activities.

## The Center for Inquiry Based Learning, Inc., \$25,000 (2022-2023)

### *Ribbon of Hope*

This grant established their Increasing Science, Teaching, and Learning (INSTAL) project by providing science material kits to two Martin County middle schools. The project addresses identified skill gaps in Martin County Schools by improving student content understanding through hands-on science activities to help develop stronger interest in a STEM-ready workforce. Atmosphere, Earth and Life Science, the solar system, energy, chemistry, and genetics are a few of the kits provided to supplement STEM education at the participating middle schools.

## The University of North Carolina Foundation Inc, System Office, \$1,330,000 (2022-2026)

### *Equity Fellows Program*

Equity Fellows provide support to undergraduate students through a variety of activities to help students graduate on time. Research demonstrates Blacks, Hispanics, American Indians and two-thirds of economically disadvantaged students don't graduate on time with an undergraduate degree. Equity Fellows are recruited from the existing near-peer college advisors in the College Advising Corps (CAC) after they have served two years with CAC. After two years serving as a CAC advisor, many advisors pursue graduate school. Once Equity Fellows are accepted into the graduate program, they receive a stipend and full tuition at a participating UNC institution. Equity Fellows are assigned a caseload of first- and second-year students at risk of dropping out in their first or second year of school. Fellows provide coaching and advising services to students and help them succeed in their first year of college and make progress toward choosing an undergraduate major. The Equity Fellows program activities are designed to reduce the dismal graduation rates for undergraduate students.

## University of North Carolina at Asheville, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees. Dhruvi Parmar, one of our scholars, presented her research during a poster session at the Women in Science Scholars Spring Conference in 2023.



**Dhruvi Parmar**  
**UNC at Asheville**



## University of North Carolina at Chapel Hill, \$1,347,750 (2019-2025)

### *Pathways to STEM Success Program/C-STEP*

UNC Chapel Hill promotes Science, Technology, Engineering, and Math (STEM) degrees through a Pathways to STEM Success (Pathways) program. An additional component of the program is the Carolina Student Transfer Excellence Program (C-STEP). The C-STEP partnership is between UNC Chapel Hill and 13 NC community colleges. High achieving students with low to moderate incomes are identified and supported in completing an associate degree and then transferring to UNC Chapel Hill in the Pathways program. UNC Chapel Hill is working with Pathways C-STEP Advisors on participating community college campuses. This grant supports UNC Chapel Hill's efforts to build relationships with the community colleges, allowing greater opportunities for their STEM scholars to move into a STEM bachelor's degree. The Pathways program works with the C-STEP partner campuses where scholars (originally, 10 on each campus) are enrolled as a UNC Pathways to STEM Success scholar annually. The campuses have exceeded the benchmark and enroll over 20 scholars on each campus. Highlights include two signature events each year, the Annual Fall Kick-off and Spring Gathering. An addendum to the original grant provided hardship funds during the pandemic to ease the burden for students. However, the unused hardship funds will be converted into a reallocation of grant funds to continue supporting C-STEP scholars in Years 6 and 7. Over the remaining two years, 40 Pathways to STEM Success Scholars will be given the opportunity to participate in a summer STEM experience and receive a stipend. The Pathways program will continue hosting STEM events for students to build community, a sense of belonging, and share experiences with one another. This multi-year grant, supporting the Pathways to STEM Success program has graduated 138 students as North Carolina GlaxoSmithKline Foundation C-STEP STEM Scholars. The Pathways and C-STEP program continues to strengthen higher level degree attainment for these scholars.

## University of North Carolina at Chapel Hill, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees. Sidra Qayyum, one of the current scholars, presented her research during a poster session at the Women in Science Scholars Spring Conference in 2023.

## University of North Carolina at Charlotte, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.



Brenda Shafiei and Sidra Qayyum  
 UNC at Chapel Hill

## University of North Carolina at Greensboro, (Endowment)

### Women in Science Scholars

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

## University of North Carolina at Pembroke, (Endowment)

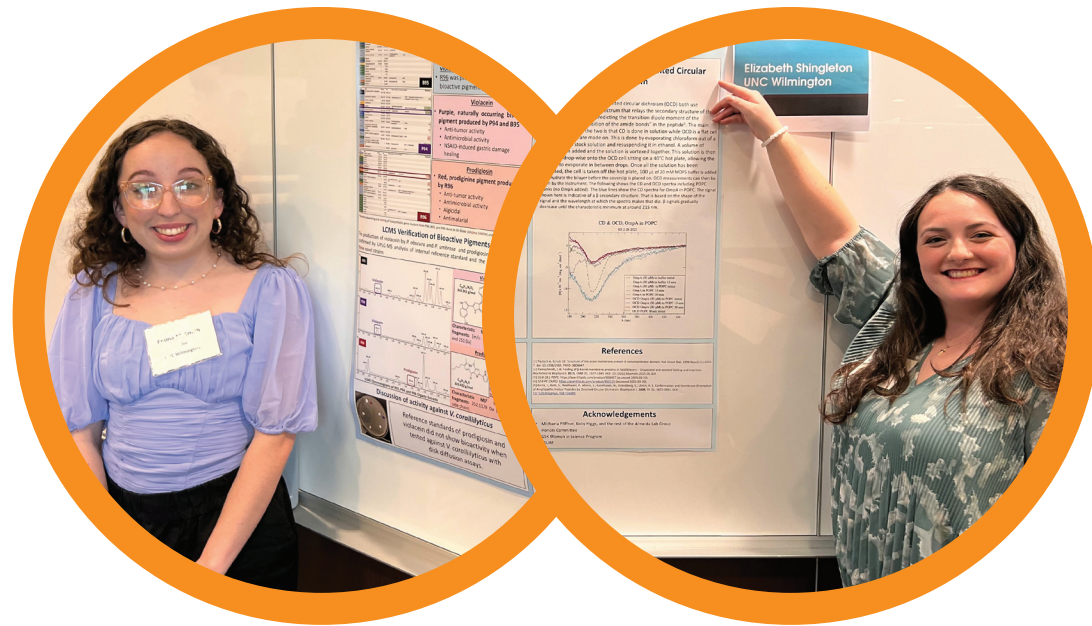
### Women in Science Scholars

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

## University of North Carolina at Wilmington, (Endowment)

### Women in Science Scholars

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees. Emma Smith and Elizabeth Shingleton shared their individual undergraduate research during a poster session at the Women in Science Scholars Spring Conference in 2023.



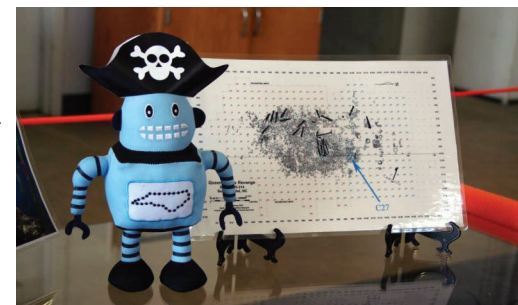
Emma Smith  
UNC at Wilmington

Elizabeth Shingleton  
UNC at Wilmington

## University of North Carolina Morehead Planetarium and Science Center, \$1,000,000 (2019-2025)

### Science Festival Expansion

“Featuring Underrepresented Talent in Urban and Rural Engagement with Science” (FUTURES) will highlight two-year STEM degrees obtained at North Carolina community colleges. This project is designed to build awareness across the state that North Carolina needs a STEM workforce with associate degrees from community colleges to build the state’s economy and be competitive in the future. One of the goals of this expansion is recruiting and training 250 new community college students and faculty to serve as FUTURES team members to lead STEM outreach and engagement in their communities. FUTURES team members will be located across the state, while representing the diversity of careers in STEM fields. The expansion includes all 58 community colleges hosting local events during the North Carolina Science Festival over the life of the grant.





## Western Carolina University, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

## Western Carolina University, \$225,000 (2020-2025)

### *Summer Intensive Experiences*

The NC Math Teachers' Circles have expanded and grown across the state. The Circles currently have two components including regular school-year meetings and a Summer Intensive Experience. The Summer Intensive Experiences provide three days of residential mathematical immersions for 50 teachers per session. The grant supports two sessions annually for three years of these Summer Intensive Experiences, and three sessions annually for the remaining two years. A total of 12 Summer Intensive Experiences, and additional school-year support for participants through the NC Network of Math Teachers' Circles are part of this multi-year STEM grant.



**Emma Ahrens**  
Wingate University



**Soomin Lee**  
Wingate University

## Wingate University, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees. Scholars Emma Ahrens and Soomin Lee presented their research during a poster session at the Women in Science Scholars Spring Conference in 2023.

## Winston-Salem State University, (Endowment)

### *Women in Science Scholars*

A previously established endowment by the Foundation provides scholarship funds for one to three recipients annually. Participation in our program includes dedicated scholarship funds from the endowment, an assigned volunteer STEM mentor, and invitations to events designed by the Foundation. This program is centered on promoting, encouraging, and engaging scholarship recipients to obtain STEM degrees.

# Financials

## Statement of Operations and Fund Balance

Revenue	2023*	2022
Interest & Dividends	\$2,123,175	\$2,282,075
Net Realized Gain & Unrealized Gain on Investments	\$6,917,004	(\$18,732,009)
Other Operating and Non-operating Revenue	\$519,591	\$1,330,619
Total Revenues	\$9,559,770	(\$15,119,315)
Awards Granted	\$590,512	\$2,751,943
Provision for Federal Excise Tax	\$37,120	\$62,634
Management & Miscellaneous Expenses	\$1,094,737	\$1,185,115
Total Expenses	\$1,722,369	\$3,999,692
Net Revenues	\$7,837,401	(\$19,119,007)
Fund Balance Beginning of Year	\$57,088,384	\$76,207,391
Fund Balance End of Year	\$64,925,785	\$57,088,384

## Statement of Financial Position

Assets	2023*	2022
Bonds	\$11,629,437	\$10,723,782
Stocks	\$42,024,099	\$39,882,718
Alternative Investments	\$9,986,936	\$8,481,649
Real Estate	\$3,976,635	\$3,681,557
Total Investments	\$67,617,107	\$62,769,707
Cash & Cash Equivalents	\$784,661	\$597,047
Receivables & Prepaids	\$0	\$0
Total Cash & Prepaids	\$784,661	\$597,047
Total Assets	\$68,401,768	\$63,366,754
Awards Payable & Accrued Expenses	\$3,475,983	\$6,278,370
Fund Balance	\$64,925,785	\$57,088,384
Total Liabilities & Fund Balance	\$68,401,768	\$63,366,754

## Investments

	Cost	2023* Market
Bond Mutual Fund	\$12,165,053	\$11,629,437
Stocks	\$28,001,665	\$42,024,099
Alternative Investments	\$11,007,310	\$9,986,936
Real Estate	\$3,852,425	\$3,976,635
Total Investments	\$55,811,115	\$67,617,107

	Cost	2022 Market
Bond Mutual Fund	\$11,764,306	\$10,723,782
Stocks	\$30,609,790	\$39,882,718
Alternative Investments	\$10,725,616	\$8,481,649
Real Estate	\$3,852,425	\$3,681,557
Total Investments	\$56,952,137	\$62,769,706

\* Unaudited figures through 12/31/2023

Thank you to the grantees and nonprofits for the wonderful photos used throughout this Annual Report.

Pictures without captions were purchased through Big Stock Photo.





**Women in Science  
Scholars Fall 2023**

**NC GlaxoSmithKline Foundation  
410 Blackwell Street  
Durham, NC 27701**