



2025 SCHOLARSHIP ANNOUNCEMENT

East Tennessee Compensation and Benefits Association (ETCBA) is an organization of human resource professionals committed to the advancement of knowledge in the fields of total compensation and benefits. ETCBA encourages students and HR professionals to grow in the human resources profession by awarding scholarships for study and professional development in the field.

Scholarship(s) up to \$1,000 will be awarded at our December meeting to a chosen student and/or HR professional. Scholarship also includes membership for one year.

Eligibility requirements:

For Student Scholarship consideration:

- Must be at least a second-year sophomore (if attending a 2-year school) or a first semester junior (if attending a 4-year school) with a declared major or a graduate student;
- Must be a human resource management, personnel administration/development, or related major or currently employed in a related HR position; and
- Must have a minimum GPA of 3.0 on a 4.0 scale.
- Must provide 2 instructor references.
- Must provide documentation of anticipated or completed utilization of scholarship funds, such as textbook costs, class registration, etc.

For Professional Development consideration:

- Must be pursuing an HR related career and/or HR certifications.
- Must provide 1-2 professional references.
- Must be an active member of ETCBA.
- Must provide documentation of anticipated or completed utilization of scholarship funds, such as registration for HR related conference, certification study materials, and other continuing education opportunities.

An application is available from ETCBA
by email: pmorris@smith-wesson.com or at etcbasecretary@gmail.com



Scholarship Application

Return to Preston Morris, Scholarship Chair

Via email:

pmorris@smith-wesson.com

Deadline: 10/31/2025

ETCBA SCHOLARSHIP APPLICATION

PERSONAL DATA SHEET

Name _____

Home Address _____

City _____ State _____ Zip _____

Phone _____ Work Phone _____

Local Address (if not as above) _____

City _____ State _____ Zip _____

Phone _____

If applying for student scholarship, please provide the following:

University/College _____

Major Course of Study _____

Expected College Graduation Date: _____

Class Standing: _____

For All Applicants

EDUCATION HISTORY

Name of School	Address/Location	Major	GPA

WORK EXPERIENCE

From	To	Name of Company	Position	Reason for Leaving

Current Job Description (*List current role and responsibilities.*) If applying for a student scholarship, please list any Awards/Honors received during your collegiate career in this section.

Extracurricular/Volunteer Activities (*List memberships, activities and offices held in social and professional organizations.*)

Career Goals (*Briefly describe your career goals.*)

Describe how Human Resource Professionals impact their organizations.

ETCBA SCHOLARSHIP APPLICATION
Professional or Instructor Reference (1 of 2)

(Return to: pmorris@smith-wesson.com)

Name _____

Employer _____

Position _____ Relationship to Applicant _____

Please evaluate candidate on the following attributes. Use additional space if necessary for comments. Key: OS = Outstanding; AA = Above Average; A = Average; BA = Below Average; U = Unsatisfactory; NA = Not applicable or no opportunity to observe.

	OS	AA	A	BA	U	NA
TEAMWORK						
FLEXIBILITY						
DEPENDABILITY						
INITIATIVE						
INTERPERSONAL SKILLS						
COMMITMENT TO HR CAREER						
HR DEVELOPMENT POTENTIAL						
SKILL LEVEL						

Please briefly describe how this individual's performance makes him/her an outstanding candidate for the 2023 East Tennessee Compensation and Benefits Association Annual Scholarship.

Signature _____ Date _____

ETCBA SCHOLARSHIP APPLICATION
Professional or Instructor Reference (2 of 2)

(Return to: pmorris@smith-wesson.com)

Name _____

Employer _____

Position _____ Relationship to Applicant _____

Please evaluate candidate on the following attributes. Use additional space if necessary for comments. Key: OS = Outstanding; AA = Above Average; A = Average; BA = Below Average; U = Unsatisfactory; NA = Not applicable or no opportunity to observe.

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Signature _____ Date _____