

Implementation of the Talent Search Program, Past and Present

Final Report from Phase I of the National Evaluation

2004



U.S. DEPARTMENT OF EDUCATION OFFICE OF THE UNDER SECRETARY DOC # 2004-4

Implementation of the Talent Search Program, Past and Present

Final Report from Phase I of the National Evaluation

Prepared for:

U.S. Department of Education Office of the Under Secretary Contract No. ED-98-CO-0073

Prepared by:

Maggie Cahalan Tim Silva Justin Humphrey Melissa Thomas Kusuma Cunningham

Mathematica Policy Research, Inc. Washington, D.C.

2004

This report was prepared for the U.S. Department of Education under Contract Number ED-98-CO-0073 with Mathematica Policy Research, Inc. The project officer was Sandra Furey in the Policy and Program Studies Service. The views expressed herein do not necessarily represent the positions or policies of the Department of Education. No official endorsement by the U.S. Department of Education is intended or should be inferred.

U.S. Department of Education

Rod Paige Secretary

Office of the Under Secretary Eugene Hickok *Under Secretary*

Policy and Program Studies Service Alan Ginsburg *Director*

Program and Analytic Studies David Goodwin *Director*

January 2004

This report is in the public domain. Authorization to reproduce it in whole or in part is granted. While permission to reprint this publication is not necessary, the suggested citation is: U.S. Department of Education, Office of the Under Secretary, Policy and Program Studies Service, *Implementation of the Talent Search Program, Past and Present, Final Report from Phase I of the National Evaluation*, Washington, D.C., 2004.

To order copies of this report, write:

ED Pubs Education Publications Center U.S. Department of Education P.O. Box 1398 Jessup, MD 20794-1398;

via fax, dial (301) 470-1244;

or via electronic mail, send your request to: edpubs@inet.gov.

You may also call toll-free: 1-877-433-7827 (1-877-4-ED-PUBS). If 877 service is not yet available in your area, call 1-800-872-5327 (1-800-USA-LEARN). Those who use a telecommunications device for the deaf (TDD) or a teletypewriter (TTY) should call 1-800-437-0833.

To order online, point your Internet browser to: www.edpubs.org.

This report is also available on the Department's Web site at http://www.ed.gov/about/offices/lists/OUS/PPSS/reports.html.

On request, this publication is available in alternate formats, such as Braille, large print, audiotape, or computer diskette. For more information, please contact the Department's Alternate Format Center at (202) 260-9895 or (202) 205-8113.

ACKNOWLEDGMENTS

Every study depends on the cooperation and coordination of many people. First, we acknowledge with gratitude the Talent Search project staff who work each day to achieve the goals of the program. They took time from their busy schedules to provide the information upon which the report is based. Without their very extensive cooperation, the study could not have been conducted.

1)

The National Evaluation of Talent Search is being conducted under the sponsorship and direction of the Policy and Program Studies Service (formerly the Planning and Evaluation Service) of the U.S. Department of Education. The study was fortunate to have the technical support of Sandra Furey, the Project Officer, who gave consistently helpful technical guidance, and provided encouraging review and oversight throughout the study. Alan Ginsburg, Director of the Policy and Program Studies Service, and David Goodwin, Director of the Postsecondary and Adult Vocational Education Division, provided on-going support for the study. Robert Belle, Frances Bergeron, and Peggy Whitehead of the Office of Federal TRIO Programs provided continuing encouragement and support for the study and critical access to Talent Search records. Arnold Mitchem, Maureen Hoyler, Julia Tower, Debra Henderson, and Andrea Reeve of the Council for Opportunity in Education (COE) provided access to information, as well as strong interest and commitment to the study. Technical Review Panel members-Paul Beasley, Anne Coles, Paula Martin, and Gary Natriello-gave helpful review of the original study design and data collection instruments.

The study was performed under contract by Mathematica Policy Research Inc., and subcontract with Decision Information Resources, Inc., and Branch Associates. Maggie Cahalan of Mathematica served as project director through the submission of the first draft of this report. The rest of the Mathematica project team included Jacqueline Agufa, Kusuma Cunningham, Mark Dynarski, Justin Humphrey, Julia Kim, Myles Maxfield, Dan O' Connor, Tim Silva, Melissa Thomas, and Jessica Wilkins. Alvia Branch of Branch Associates; Russell Jackson, Consuelo Arbona, and Carol Pistorino of DIR; and Lana Muraskin participated in the design of the study, conducted site visits, and prepared case study reports. Alfreda Holmes was responsible for word processing, layout and graphics and Daryl Hall coordinated editing of the report. Mary Moore, David Myers, and Jill Constantine provided very helpful and constructive quality assurance review at Mathematica.

CONTENTS

Chapter		Page
	ACKNOWLEDGMENTS	V
	EXECUTIVE SUMMARY	xxi
1	INTRODUCTION	1
	THE CONGRESSIONAL AUTHORIZATION FOR THE STUDY	1
	TALENT SEARCH PROGRAM BACKGROUND	2
	Project Goals and Services Talent Search in the Context of Other TRIO Programs	
	STUDY OBJECTIVES, COMPONENTS, AND RESEARCH QUESTIONS	5
	Study Components Research Questions	
	IMPLEMENTATION STUDY METHODOLOGY	7
	Project Surveys Case Studies Performance Reports U.S. Department of Education Data Sets	8 9
	STRUCTURE OF THE REMAINDER OF THE REPORT	10
2	A HISTORICAL OVERVIEW OF THE PROGRAM: 1965–2000	11
	STATISTICS CONCERNING THE TALENT SEARCH PROGRAM	12
	TRIO and Talent Search Funding History Total Number of Projects and Participants Funding per Project and Number Served per Project	14
	Average Number Served per Project and Funding per Student Current Profile of Projects: Funding and Participants	16
	LEGISLATION AND REGULATIONS GOVERNING TALENT SEARCH: 1965–2000	19

Chapter

3

Page

Shift from Conducting a Talent Search to Focusing on Access and	
Talent Development for All	19
Defining Eligibility Criteria	20
Targeting Younger Students	21
Coordinating Services	
The Grant Selection Process	
Serving the Under-Represented: The General Education Provisions	
Act	26
Performance Measurement: Government Performance and Results	
Act	26
Partnership Agreements	
ratuleiship Agreements	
CONTINUITY AND CHANGE OVER TIME	27
PREVIOUS STUDIES OF TALENT SEARCH	29
PROJECT HOSTS AND TARGET SCHOOLS	33
CHARACTERISTICS OF ORGANIZATIONS RECEIVING GRANTS	34
Area Served	34
Regional Location	35
GENERAL CHARACTERISTICS OF POSTSECONDARY GRANTEE	
INSTITUTIONS	36
Institution Control	
Carnegie Classification	
Grantee Institution Size	
Minority Enrollment at Grantee Host Institutions	40
Black Enrollment at Host Institutions	41
Hispanic Enrollment at Host Institutions	42
Asian and Pacific Islander, and American Indian and Alaska Native	
Enrollment at Host Institutions	44
PRESENCE OF OTHER PROGRAMS AT THE HOST INSTITUTION	46
NUMBER AND CHARACTERISTICS OF TALENT SEARCH TARGET	
SCHOOLS	47
	····· T /
Describing Target Schools with the Common Core of Data	48
Estimates of Eligible Students Served	
Unmet Need in Target Area	
Ommet ineeu mi i alget miea	

Chapter		Page
	CHOOSING TARGET SCHOOLS	59
	SERVICE AREA AND TARGET SCHOOL CONTEXT	60
4	PROJECT STAFF AND ORGANIZATION	63
	PROJECT ORGANIZATION AND STAFF ROLES	64
	Project Age	64
	Overview of Staff	
	Undergraduate Student and Volunteer Staff Staff Positions	
	STAFF MODELS AND RESPONSIBILITIES	69
	STAFF CHARACTERISTICS	72
	Staff Gender and Race/Ethnicity	72
	Staff Education	
	Staff Salaries Use of Language Other than English	
	PROJECT DIRECTORS' AND COORDINATORS' EXPERIENCE	
	AND COMMITMENT TO PROJECT	76
	TIME ALLOCATION OF STAFF	78
	USE OF EXTERNAL REVIEW BOARDS	80
	TALENT SEARCH OPERATING BUDGET	81
	STAFF RELATIONS, TURNOVER, AND OTHER ISSUES	83
	Staff Autonomy and Creativity	
	Role Models	
	Staff Turnover Student–Staff Relations	
	Relations Among Staff	
	Relations with Target Schools	
	Talent Search and School Counselors	

Chapter		Page
5	PROGRAM PARTICIPANTS	
	PARTICIPANT DEMOGRAPHIC CHARACTERISTICS	90
	Gender and Race/Ethnicity	
	Participant Age	
	Participant Grade Level.	
	Serving Middle School Students	
	Other Groups Served	
	Participants with Limited English Proficiency Participant Eligibility Status	
	PARTICIPANT TARGETING AND RECRUITING	
	Participant Targeting, Application, and Participation	95
	Types of Students Targeted and Disqualified	
	PARTICIPANT TARGETING IN THE CASE STUDY SITES	
	PARTICIPANT RECRUITMENT METHODS	
	APPLICATION AND PARTICIPATION REQUIREMENTS	
	ISSUES AND CHALLENGES FOR TARGETED STUDENTS	104
	PARTICIPANTS' EDUCATIONAL ASPIRATIONS	
	INDIVIDUAL NEEDS ASSESSMENT AND SERVICE PLANS	107
6	TALENT SEARCH SERVICES AND ACTIVITIES	
	OVERVIEW OF SERVICES AND ACTIVITIES	111
	OVERVIEW OF SERVICES AND ACTIVITIES	112
	Academic Support Services	
	Personal and Career Development Services	
	Financial Aid Services	
	Fee Waivers	
	Summer Services	121
	SERVICES FOR NONSTUDENTS AND NONPARTICIPANTS	123

Chapter

7

	Dropouts and Adults Not Enrolled in a Postsecondary
Parental Inv	rolvement and Family Services
COMMON SERV	VICE THEMES AND ISSUES129
Limited Cap Grade-Leve	nsity and Extent of Student Involvement
	ing and Approach
VARIABILITY (OF TALENT SEARCH SERVICES AND ACTIVITIES134
Service Vari	ability between Projects
PROJECT OBJ	ECTIVES, OUTCOMES, AND DATA 14
TALENT SEARC	CH PROJECTS' OUTCOME OBJECTIVES14
PARTICIPANT	OUTCOMES14
	orted Information on Outcomes
PROJECT DATA	A, RECORD KEEPING, AND EVALUATION15
REFERENCES	
APPENDIX A:	A FOCUSED LOOK AT THREE TYPES OF SERVICES: PROVIDING ACADEMIC ASSISTANCE, USING TECHNOLOGY, AND SERVING MIDDLE SCHOOL STUDENTS
APPENDIX B:	WHAT HAPPENS WHEN TALENT SEARCH PROJECTS SHUT DOWN?B-
APPENDIX C:	ADDITIONAL INFORMATION ON TALENT SEARCH SERVICES AND ACTIVITIESC-
APPENDIX D:	NATIONAL INFORMATION ON THE EDUCATIONAL OPPORTUNITY CENTERS PROGRAMD-

TABLES

Table		Page
1.1	TRIO FUNDING, NUMBER OF GRANTS, AVERAGE AWARD, Amount per person served, and number funded to Serve: 2000–01	4
1.2	RESPONSE RATES TO PROJECT SURVEY AND PERFORMANCE REPORTS, BY HOST TYPE	7
2.1	TALENT SEARCH SUMMARY STATISTICS: 1967–2000	12
2.2	NUMBER OF PROJECT'S, AVERAGE GRAN'T FUNDS, AND NUMBER OF PARTICIPANT'S, BY TYPE OF HOST INSITUTION: 1999–2000	
2.3	TRIO PROGRAM ELIGIBILITY CRITERIA BEFORE OCTOBER 1981.	20
2.4	TALENT SEARCH PROJECT PERFORMANCE OUTCOMES USED FOR EXPERIENCE DETERMINATION	23
2.5	PREVIOUS STUDIES OF TALENT SEARCH	31
3.1	DISTRIBUTION OF TALENT SEARCH PROJECTS BY PRIMARY AREA SERVED: 2000	35
3.2	NUMBER OF TALENT SEARCH PROJECTS AND PARTICIPANTS BY GRANTEE HOST FEDERAL REGION, PERFORMANCE REPORT DATA: 1999	
3.3	NUMBER OF TALENT SEARCH PROJECTS HOSTED AT POSTSECONDARY EDUCATIONAL INSTITUTIONS AND NUMBER OF IPEDS DEGREE-GRANTING INSTITUTIONS, BY TYPE OF INSTITUTION: 1999	37
3.4	DISTRIBUTION OF TALENT SEARCH GRANTEES HOSTED AT EDUCATIONAL INSTITUTIONS BY CARNEGIE CLASSIFICATION: 1999	
3.5	MEDIAN ENROLLMENT AT TALENT SEARCH HOST INSTITUTIONS AND ALL IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	40
3.6	PERCENTAGE OF MINORITY ENROLLMENT AT TALENT SEARCH HOST INSTITUTIONS AND ALL IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	41

Table		Page
3.7	PERCENTAGE OF BLACK STUDENT ENROLLMENT AT TALENT SEARCH HOST INSTITUTIONS AND ALL IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	41
3.8	NUMBER OF HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (HBCUS) SERVING AS TALENT SEARCH HOSTS AND HBCUS AS A PERCENT OF ALL TALENT SEARCH HOSTS AND ALL IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	42
3.9	PERCENTAGE OF HISPANIC AND LATINO ENROLLMENT AT TALENT SEARCH GRANTEES AND IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	43
3.10	NUMBER OF HISPANIC SERVING INSTITUTIONS (HSIS) SERVING AS TALENT SEARCH HOSTS AND HSIS AS A PERCENT OF ALL TALENT SEARCH HOSTS AND ALL IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	44
3.11	PERCENTAGE OF ASIAN AND PACIFIC ISLANDER STUDENT ENROLLMENT AT TALENT SEARCH GRANTEES AND IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	45
3.12	PERCENTAGE OF AMERICAN INDIAN AND ALASKA NATIVE ENROLLMENT AT TALENT SEARCH GRANTEES AND IPEDS INSTITUTIONS, BY FEDERAL REGION: 1999	45
3.13	PERCENTAGE OF TALENT SEARCH HOST INSTITUTIONS THAT ADMINISTERED ADDITIONAL PROGRAMS FOR DISADVANTAGED PERSONS: 2000	46
3.14	NUMBER OF TARGET SCHOOLS AND AGENCIES FROM WHICH PROJECT DREW PARTICIPANTS, AS REPORTED IN PROJECT SURVEY: 1999–2000	47
3.15	DISTRIBUTION OF TALENT SEARCH TARGET SCHOOLS AND All Secondary schools by geographic location: 1998- 99	49
3.16	MINORITY ENROLLMENT IN TALENT SEARCH TARGET SCHOOLS, ALL OTHER SECONDARY SCHOOLS, AND ALL SECONDARY SCHOOLS, BY STATE: 1998–99	50

Ί	ſa	h	le
		~	10

3.17	PERCENTAGE OF STUDENTS ELIGIBLE FOR THE FEDERAL FREE-LUNCH PROGRAM IN TALENT SEARCH TARGET SCHOOLS, ALL OTHER SECONDARY SCHOOLS, AND ALL SECONDARY SCHOOLS, BY STATE: 1998–99
3.18	SCHOOL LUNCH PROGRAM ELIGIBILITY RATES AT TALENT SEARCH TARGET SCHOOLS, BY TYPE OF HOST INSTITUTION: 1998-99
3.19	COMPARISON OF THE DISTRIBUTIONS OF TALENT SEARCH TARGET SCHOOLS AND ALL SECONDARY SCHOOLS IN TERMS OF THE PERCENTAGE OF STUDENTS ELIGIBLE FOR THE SCHOOL LUNCH PROGRAM: 1998-9953
3.20	AVERAGE NUMBER OF STUDENTS PER TEACHER IN TALENT SEARCH TARGET SCHOOLS, ALL OTHER SECONDARY SCHOOLS, AND ALL SECONDARY SCHOOLS, BY STATE: 1998–9954
3.21	ESTIMATED NUMBER AND PERCENTAGE OF STUDENTS ELIGIBLE FOR FREE-LUNCH PROGRAM WHO ARE SERVED BY TALENT SEARCH: 1999
3.22	ESTIMATES OF THE PERCENT OF CHILDREN SERVED BY TALENT SEARCH
3.23	PERCENT OF TALENT SEARCH PROJECTS THAT REPORTED OTHER SCHOOLS IN THEIR AREA COULD BENEFIT FROM THE PROGRAM, BUT COULD NOT BE SERVED DUE TO LACK OF RESOURCES
4.1	PROJECT STAFF LEVELS AND PARTICIPANTS PER STAFF, BY TYPE OF HOST INSITUTION: 1999–200066
4.2	TALENT SEARCH PROJECTS' USE OF VOLUNTEERS, WORK- STUDY STUDENTS, AND OTHER PART-TIME UNDERGRADUATE STUDENT EMPLOYEES: 1998-9968
4.3	NUMBER OF STAFF AND NUMBER OF FTE STAFF PER PROJECT, PERCENT DISTRIBUTION OF FTE STAFF, AND YEARS OF EXPERIENCE, BY POSITION: 1999–2000
4.4	PERCENTAGE OF TALENT SEARCH STAFF BY HIGHEST LEVEL OF EDUCATION, BY TYPE OF HOST AND BY POSITION: 1999– 2000

Table		Page
4.5	TALENT SEARCH MEAN, MEDIAN, AND 75TH PERCENTILE SALARIES, BY POSITION: 2000	75
4.6	PERCENTAGE OF TALENT SEARCH PROJECTS WHERE STAFF SOMETIMES USE A LANGUAGE OTHER THAN ENGLISH TO COMMUNICATE WITH PARTICIPANTS, AND THE LANGUAGES USED, BY HOST TYPE: 1999–2000	76
4.7	TALENT SEARCH PROJECT DIRECTORS' AND COORDINATORS' EXPERIENCE DIRECTING OR COORDINATING TALENT SEARCH AND SIMILAR PROGRAMS, AS OF 1999–2000	76
4.8	TALENT SEARCH PROJECT DIRECTORS' AND COORDINATORS' EXPERIENCE SERVING IN CAPACITY OTHER THAN DIRECTOR OR COORDINATOR FOR TALENT SEARCH AND SIMILAR PROGRAMS, AS OF 1999–2000	77
4.9	ESTIMATED TOTAL COSTS OF TALENT SEARCH BY SOURCE OF SUPPORT: 2000 DOLLARS	82
5.1	PARTICIPANT RACE/ETHNICITY: 1998–99	91
5.2	PARTICIPANT AGE, BY TYPE OF HOST INSTITUTION: 1998–99	91
5.3	PARTICIPANT GRADE LEVEL, BY TYPE OF HOST INSTITUTION: 1998–99	92
5.4	NUMBER OF TALENT SEARCH PROJECTS SERVING VARIOUS PERCENTAGES OF MIDDLE SCHOOL AND HIGH SCHOOL PARTICIPANTS: 1998–99	93
5.5	PARTICIPANT DISTRIBUTION BY ELIGIBILITY STATUS AND TYPE OF HOST INSTITUTION: 1998–99	94
5.6	PERCENT OF INDIVIDUALS TARGETED WHO APPLY TO TALENT SEARCH, AND PERCENT OF APPLICANTS WHO BECOME PARTICIPANTS, BY GRADE LEVEL: 1998–99	96
5.7	PERCENT OF TALENT SEARCH PROJECTS THAT EMPHASIZE TARGETING PERSONS WITH SPECIFIED CHARACTERISTICS	97
5.8	PERCENTAGE OF TALENT SEARCH PROJECTS THAT DISQUALIFY INDIVIDUALS FROM PARTICIPATING IN THE PROGRAM FOR VARIOUS REASONS	98

Table		Page
5.9	PERCENT OF TALENT SEARCH PROJECTS USING SELECTED RECRUITMENT METHODS: 1999–2000	101
5.10	TALENT SEARCH RECRUITMENT STRATEGY WITH REGARD TO ELIGIBILITY: 1999–2000	101
5.11	PERCENT OF TALENT SEARCH PROJECTS THAT REQUIRE OR CONSIDER SPECIFIED ITEMS WHEN FORMALLY ADMITTING PARTICIPANTS: 1999–2000	103
5.12	PERCENT OF TALENT SEARCH PROJECTS THAT REPORTED VARIOUS REQUIREMENTS AS A MINIMUM FOR ONGOING PARTICIPATION	104
5.13	EXAMPLES OF THE FORMS THAT TWO TALENT SEARCH PROJECTS USED TO ASSESS STUDENTS' NEEDS	109
6.1	PROVISION OF ACADEMIC SUPPORT SERVICES	112
6.2	PROJECTS' RATINGS OF CURRENT PRIORITIES FOR WORKING WITH VARIOUS PARTICIPANTS AND PROVIDING VARIOUS SERVICES, AND HOW LIKELY THEY WOULD BE TO INCREASE THEIR EMPHASIS ON THESE GROUPS AND SERVICES IF THEY HAD MORE RESOURCES	113
6.3	PROVISION OF PERSONAL AND CAREER DEVELOPMENT SERVICES	116
6.4	PROVISION OF FINANCIAL AID SERVICES: 1998–99	119
6.5	PROVISION OF FEE WAIVERS	121
6.6	PROVISION OF SUMMER SERVICES	122
6.7	WAYS IN WHICH TALENT SEARCH PROJECTS COMMUNICATED WITH PARTICIPANTS' PARENTS: 1998–99	126
6.8	FREQUENCY OF CONTACT DURING 1998–99 (AS OF APRIL 9, 1999), FOR THREE TARGET HIGH SCHOOLS IN ONE PROJECT	129
6.9	HOURS SPENT IN TALENT SEARCH SERVICES/ACTIVITIES: 1998–99	131
6.10	TALENT SEARCH PROJECTS' ABILITY TO PROVIDE REQUESTED SERVICES	132

Table		Page
6.11	SPECIFIC TOPICS OF PROJECT C'S WORKSHOP CURRICULUM, BY SUBJECT AREA AND GRADE LEVEL	138
6.12	NUMBER OF WORKSHOPS PLANNED FOR 1998–99, BY GRADE LEVEL, AT TWO TARGET SCHOOLS IN THE SAME TALENT SEARCH PROJECT	140
6.13	SERVICE PLANS FOR SOPHOMORES AT TWO HIGH SCHOOLS WITHIN THE SAME TALENT SEARCH PROJECT, BUT SERVED BY DIFFERENT STAFF MEMBERS: 1998–99	141
7.1	GOALS SET BY TALENT SEARCH PROJECTS FOR MAJOR PARTICIPANT OUTCOMES: 1998–99	147
7.2	ADDITIONAL OUTCOME OBJECTIVES	148
7.3	TALENT SEARCH PROJECTS' SUCCESS IN MEETING GOALS FOR MAJOR PARTICIPANT OUTCOMES: 1998–99	150
7.4	EXPECTED FALL 1999 STATUS OF PARTICIPANTS WHO HAD GRADUATED FROM HIGH SCHOOL OR RECEIVED A GED BY SPRING 1999	151
7.5	TYPES OF POSTSECONDARY INSTITUTIONS THAT HIGH SCHOOL GRADUATES AND POSTSECONDARY RE-ENTRY STUDENTS PLANNED TO ATTEND: 1998–99	152
7.6	GED PREPARATION AND OUTCOMES: 1998–99	153
7.7	PARTICIPANT INFORMATION THAT TALENT SEARCH PROJECTS HAVE ATTEMPTED TO MEASURE	161
7.8	INFORMATION THAT TALENT SEARCH PROJECTS TRACKED OR MONITORED ON PROGRAM PARTICIPANTS	162
7.9	HOW TALENT SEARCH PROJECTS MAINTAINED DATA ON ACTIVE PARTICIPANTS	163
7.10	TYPES OF EVALUATIONS PERFORMED FOR TALENT SEARCH PROJECTS	165
7.11	INFORMATION USED TO EVALUATE TALENT SEARCH PROJECTS' SUCCESS IN MEETING THEIR GOALS AND OBJECTIVES	166

FIGURES

Figure		Page
2.1	TRIO FUNDING IN MILLIONS OF CURRENT DOLLARS: 1967–2000	13
2.2	TRIO FUNDING IN MILLIONS OF CONSTANT 2000 DOLLARS: 1967–2000	14
2.3	NUMBER OF TALENT SEARCH PARTICIPANTS AND NUMBER OF PROJECTS: 1967–2000	15
2.4	FUNDING PER PROJECT IN CURRENT AND CONSTANT 2000 DOLLARS: 1967–2000	16
2.5	NUMBER OF PARTICIPANTS PER PROJECT AND TOTAL NUMBER SERVED NATIONWIDE BY TALENT SEARCH: 1967–2000	17
2.6	TALENT SEARCH FUNDING PER PARTICIPANT IN CURRENT AND CONSTANT 2000 DOLLARS: 1967–2000	18
3.1	DISTRIBUTION OF TALENT SEARCH PROJECTS BY GRANTEE TYPE: 1973–74 AND 1999–2000	35
3.2	PERCENT OF INSTITUTIONS WITH TALENT SEARCH GRANTS, BY CARNEGIE CLASSIFICATION: 1999	38
3.3	PERCENTAGE OF TALENT SEARCH PROJECTS REPORTING THAT HOST INSTITUTIONS ADMINISTERED ADDITIONAL PROGRAMS FOR DISADVANTAGED PERSONS: 2000	47
3.4	MEDIAN NUMBER OF TARGET SCHOOLS PER PROJECT, BY TYPE OF HOST INSTITUTION: 1998-99	48
3.5	DISTRIBUTION OF TALENT SEARCH TARGET SCHOOLS BY GRADE LEVELS IN SCHOOL: 1998–99	55
4.1	PERCENT DISTRIBUTION OF THE FIRST YEAR OF OPERATION OF TALENT SEARCH PROJECTS OPERATING IN 1999–2000	65
4.2	ESTIMATED NUMBER OF STAFF AND NUMBER PER PROJECT, BY TYPE OF HOST INSTITUTION: 2000	66
4.3	PERCENTAGE OF TALENT SEARCH PROJECT STAFF BY GENDER: 1999–2000	72
4.4	PERCENTAGE OF TALENT SEARCH STAFF BY RACE AND ETHNICITY: 1999–2000	73

Figure

4.5	PERCENTAGE OF TALENT SEARCH STAFF WITH ADVANCED DEGREES, BY SELECTED POSITION: 1999–2000	74
4.6	PERCENTAGE OF TALENT SEARCH PROJECT DIRECTORS AND COORDINATORS WHO ALSO SERVED AS DIRECTORS OR ADMINISTRATORS FOR OTHER STUDENT PROGRAMS AT THE HOST INSTITUTION OR ORGANIZATION, BY HOST TYPE: 1999– 2000	78
4.7	ESTIMATED AVERAGE TIME ALLOCATION OF TOTAL PROJECT STAFF: 1999–2000	79
4.8	PROJECT DIRECTORS' AND COORDINATORS' ESTIMATED ACTUAL AND IDEAL TIME ALLOCATION AMONG VARIOUS ACTIVITIES: 1999–2000	80
4.9	PERCENTAGE OF PROJECTS THAT REPORTED HAVING AN EXTERNAL BOARD PROVIDING ADVICE AND SUPPORT TO THE PROJECT: 1999–2000	81
4.10	ALLOCATION OF TALENT SEARCH GRANT MONEY BY BUDGET CATEGORY: 1998–99	82
5.1	DISTRIBUTION OF TALENT SEARCH PARTICIPANTS BY GENDER: 1998–99	90
5.2	DISTRIBUTION OF TALENT SEARCH PARTICIPANTS BETWEEN NEW AND CONTINUING PARTICIPANTS: 1998-99	95
7.1	PERCENTAGE OF TALENT SEARCH PROJECTS THAT HAVE HAD AN EXTERNAL EVALUATION CONDUCTED	164