



Victor A. Hartsfield, Sr. Scholarship Application

The funding for this scholarship is made available by the Board of Directors of the International Association of Assessing Officers to provide greater opportunities for members to attend the annual conference.

The intent of this scholarship is to demonstrate IAAO's commitment to access and advancement in all its forms within the association. This need-based scholarship provides up to \$5,000 to cover eligible expenses relating to the IAAO annual conference. It is designed to resolve the applicant's unmet financial need for conference registration, hotel, transportation and any other necessary conference-related expenses for members from typically underrepresented demographics within IAAO.

Selection for this scholarship will prioritize applicants demonstrating a commitment to access and advancement along with consideration of financial need and membership in an underrepresented group within the association. It is important for each applicant to complete all portions of the application and ensure that all required materials are submitted ahead of the deadline.



The Hartsfield Sr. Legacy

This scholarship honors the late Victor A. "Trader Vic" Hartsfield Sr., a respected property tax assessment professional and long-time IAAO member. While he was fondly known for his pin-covered hat and vest at annual conferences, the deeper reason for naming a scholarship after him is his consistent commitment to widening access to the assessment profession and helping others advance once they entered it. His own 2007 reflection makes that legacy clear: after being told that African Americans were not capable of becoming assessors, he chose education, credentials, and professional service as the answer.



Victor's commitment to access began with his own career barrier. After an early career in music, including his association with the Monotones, he joined the City of East Orange, New Jersey, in 1970 and soon became the first African American in its Department of Property Taxation. Determined to succeed despite racial discrimination, he pursued every opportunity to study assessment law, valuation techniques, and professional standards. He became Deputy Assessor in 1976 and Assessor/Director in 1978, a position he held for 35 years. A 1987 New Jersey Division of Taxation directory publicly lists Victor A. Hartsfield Sr. as the assessor for East Orange City, confirming his role in local assessment administration.

Advancement, for Victor, was not only personal achievement; it was a ladder he kept extending to others. Over the course of his career, he earned six professional designations, served on committees, and taught courses for IAAO and the Association of Municipal Assessors of New Jersey. Public AMANJ materials list Victor Hartsfield among AMANJ past presidents for 1990/91, and the Northeastern Regional Association of Assessing Officers lists Victor A. Hartsfield Sr. as a 1990 recipient of the Catherine E. Pardee Memorial Award, an award given in recognition of outstanding and dedicated service to NRAAO.

His work also built community. Marv Goldberg's history of the Monotones, based in part on an interview with Victor Hartsfield, records that he managed, booked, and later sang with the revived group; by 1994, the lineup included Victor Hartsfield. This detail is relevant to the scholarship because it shows continuity across his life: Victor organized people, kept doors open, preserved institutional memory, and helped others remain connected to a shared professional and cultural legacy.

Accordingly, the scholarship should be presented as a bridge from access to advancement. It should support candidates who need help reaching IAAO education, conferences, professional designations, emerging leadership opportunities, legal and technical seminars, valuation technology programs, and research. IAAO's scholarship description identifies these exact forms of financial assistance, and IAAO's education page frames its programs as tools that help assessment professionals grow, earn credentials, and stay ahead in the field of property assessment. In Victor's name, the scholarship can continue what he modeled: turning opportunity into achievement and achievement into service to others.



General Guidelines

1. There is one (1) scholarship available per annual conference year.
2. **The application deadline for this year's conference in Calgary, Canada, is 12:00 PM CST on July 15, 2026.**
 - a. Applications received less than 90 days from the event will not be considered.
3. All personally identifying information on applications for scholarship funds will be redacted by IAAO Staff before being evaluated by the Access and Advancement Council.
4. All submissions become the property of IAAO.
5. All applications should be submitted electronically to scholarships@iaao.org.
6. Once a recipient is selected, **they have one week from the date of notification to formally accept the scholarship award.** If the recipient does not confirm the acceptance of the scholarship in that time frame, a new recipient will be selected.
 - a. The scholarship recipient will be notified by or before Monday, July 20, 2026 at 5:00 PM CST

Questions regarding the scholarships can be directed to Shawn Lee House, house@iaao.org or (816) 701-8106.



In addition, to be eligible for this scholarship opportunity, applicants must:

- I. Be a current member of IAAO in good standing for at least one year.
- II. Be self-identified as an underrepresented member.
 - A. Examples of underrepresented groups include but are not limited to: racial and ethnic minorities, low-income socioeconomic backgrounds, geographic and jurisdictional representation of small and/or rural areas, members of underrepresented age groups (i.e. under 30 or over 65), neurodivergent individuals, LGBTQIA2S+ people, veterans, members living outside of the United States, etc.
- III. Not receive a concurrent IAAO scholarship (related to the annual conference) within the same calendar year.
- IV. Have never been an IAAO board member.
- V. Demonstrate/explain financial need.
- VI. Cite/explain specific actions/accomplishments that demonstrate a commitment to access and advancement.
- VII. Have your employer complete the attached letter.
- VIII. Have and/or obtain all proper travel documentation by the time of the conference. This could include, but is not limited to: passports and visas.
 - A. You will be asked to send proof of necessary documentation prior to the start date of the conference.



Applicant Information

To evaluate your application fairly and completely, all questions must be thoroughly completed. **Incomplete applications will not be considered.*

Name:

IAAO ID #:

Years of Membership in IAAO:

Years in Assessment Industry:

Jurisdiction and/or Employer:

Job Title:

Country (Calling) Code: (e.g. +1 for US/CAN, +44 UK, etc.)

Personal Phone:

Work Phone:

Email Address:

Home Mailing Address:

City, State/Province:

Zip/Postal Code:

Country:

Have you attended an IAAO annual conference before? If so, when did you last attend?



1. Please include a brief narrative description explaining your financial need to attend the annual conference.
2. Please itemize the conference activity expenses that you expect to incur as a part of this educational program, including registration, travel, travel documentation (passports/visas), meals, lodging, and any incidental expenses.
3. How much of the expense noted in your answer to question #2 are you personally incurring?
4. Please tell us if you consider yourself a member of an underrepresented group(s), and how you align with the group(s):
5. Describe in your own words the meaning of access and advancement and why these characteristics matter to you.
6. How you have supported the concepts of access and advancement in your office, your community, and within IAAO.
7. If selected, would you be willing to share your conference experience with members of the Access and Advancement Council? This may include writing a brief excerpt about your conference experience, and taking pictures or short videos for the DEI Council's social media pages while at conference.



Employer Acknowledgement

I (Name), _____, (Job Title)

_____, for the (Office/Jurisdiction)

_____, concur with the above application and support the above noted applicant in their desire to attend the IAAO Annual Conference.

Signed: _____

Date: _____



For IAAO Scholarship Evaluation Use Only:

Date Application is Received:

Membership Status (must be current and in good standing):

Access and Advancement Council Action:

Date:

Chair Signature:

Approved

Disapproved