



Application Deadline is December 1, 2023 at 11:59 PM PST.

NCAN's Leading for Equity Fellowship is designed to expand the number of people of color in the C-Suite within the college attainment field. This yearlong fellowship will provide leadership development and growth to emerging leaders from NCAN member organizations who aspire to become C-suite leaders in our field within the next five years.

-The fellowship will be conducted virtually, with one in-person meeting. We meet every other Tuesday from 12-3 pm EST. Please ensure that you have the capacity/support.

-From January through December 2024 (excluding July/August) fellows meet virtually.

-Fellows will meet in-person at the NCAN national conference in California in September 2024 (subject to public health considerations.)

- **Feel free to use this PDF to prepare your application for submission.**
- **This form will allow you to make it easier to have all of your answers prepared and ready to upload them to the online application.**

1. Your organization must be an NCAN member.
2. You MUST complete the online application in one sitting.
3. You cannot save and continue at a later time.
4. Please gather all of your materials before you begin this application.
5. Two separate recommendation letters must be attached to this application as PDF documents. (One must be from a manager & another from a peer/mentor/colleague.) Rec. letter can be addressed to:

*The Leading for Equity Fellowship Committee
National College Attainment Network*

6. You will also need your resume or LinkedIn profile.
7. We recommend having a written draft of your
8. answers before you type them into this application.
9. Your application is how we get to know you. One word answers are not suggested. Please be as thorough as possible and proofread your answers.

What is your first name?

What is your last name?

Please enter your work email address.

NCAN's Leading for Equity Fellowship is designed to expand the number of people of color in the C-Suite within the college attainment field. Are you interested in becoming a C-Suite leader (CEO, COO, etc)? Yes or No

What organization do you work for? (Organizations must be a current member of NCAN)

What is your title?

How long have you worked for your current organization? (How many years/months)

What is your personal email address?

What is your work number?

I understand that I must be in good standing to apply to this program (i.e. - Not currently on a performance improvement plan.) Yes or No

If selected, are you able to make the necessary year-long commitment to the Leading For Equity Fellowship program that includes 2 monthly virtual calls during the work day, assignments, and an in-person trip to NCAN's 2024 annual conference?(Anaheim, CA) ? Yes or No

Are you a manager of people or programs? (Open Response)

1) How many direct reports do you have or what team/program are you responsible for?

2) Please describe your role/team responsibilities below.

What is the best part of your job? (Open Response)

Why is college attainment important to you? How has it impacted your life personally or professionally? (Open Response)

Why would you like to be considered for the program? What experiences, roles or perspectives make you stand out? (Open Response)

In this next section, you will be asked to upload two recommendation letters. Please ensure they are in a PDF format. They must be uploaded to your application.

- One MUST be from a peer/mentor/colleague. Please upload a PDF version of your rec letter from your peer, mentor, or colleague.

- Two Letters of recommendation are required.

- The letters should be addressed to the following but must be uploaded and NOT mailed:

The Leading for Equity Fellowship Committee
National College Attainment Network
800 17th St. NW #630
Washington, D.C. 20006

What is the name of the peer, mentor, or colleague who completed your letter?

What is their title/department AND organization?

-Upload a PDF version of a letter of recommendation from a manager/leader at your current organization.

What is the name of the manager/leader who completed your letter?

What is their title/department AND organization?

You will be required to upload either your LinkedIn Profile link OR your resume.
Which one will you upload to the application?

This section of the application enables us to learn more about you, your experience, your insight and your goals.

What are 3 words that your best friend would use to describe you?

Please describe your special interests or hobbies. What are you passionate about?

Provide an example of how you have exhibited leadership skills or qualities in your role(s). What are your key accomplishments?

Provide an example of when you have demonstrated accountability for your actions or for your team's actions.

Please tell us about a time when you resolved a conflict involving employees in the workplace (No real names please).

What are your long-term goals? Is there a particular role or position that you aspire to fill?

What do you consider to be your greatest personal achievement, honor, or accomplishment?

Please provide an example of your ability to receive and implement feedback.

Why are you interested in applying to this year-long fellowship? Why are you interested in growth, developing your leadership skills, and becoming a C-Suite leader?

What are you expecting to take away or gain from this fellowship experience?

I understand that participation in this program does not guarantee a promotion.
Yes or No

Is there anything else you need to clarify about your application or anything else you would like to tell us about you?

