The Career Leadership Subcommittee is responsible for reviewing Emerging Leaders Program applications. All application materials are reviewed by multiple committee members and rated based on the criteria below. Each of the criteria are assigned a different weight, with the greatest weight given to the personal essay, and the least to prior academy engagement. The Subcommittee uses the criteria to select the program recipients that are the best fit for the program and most representative of Academy membership:

**Leadership Commitment and Potential:**
Evaluating the candidate’s leadership experience, their personal commitment to leadership development, and overall potential as a transformative leader.

**Academy Commitment and Engagement:**
Evaluating the candidate’s prior engagement and participation in Academy activities (committees, subcommittees, work groups, publications, presentations, meetings, etc.) and alignment with the Academy’s vision and mission.

**Personal Essay:**
Evaluating the strength of the personal essay in terms of vision, practicality, and potential impact. The essay should demonstrate a significant degree of thought and scope/vision should be reasonable for the duration of the program and the candidate’s current position.

**Letter of Recommendation:**
Evaluating the strength of the letter of recommendation. Reviewers will consider the degree to which the author of the letter is familiar with the candidate and whether the letter truly provides insight into the unique character and qualities or the candidate, or whether it is simply a narrative version of the candidate’s CV.