LATINAS EXCELLING AT DOCTORAL DEGREES

TIMELINE

APPLICATION DEADLINE
May 22, 2022

SELECTION ANNOUNCEMENT
July 2022

PROGRAM DATES
September 2022-May 2023

ELIGIBILITY DETAILS
- Applicants should aspire to become a professor
- Applicants should be able to share how their work would contribute to increasing the representation of Latinas and women of color in the professoriate
- Individuals must be enrolled at a 2-year community college or 4-year institution within any field

APPLY HERE:
L.E.A.D.D.

ABOUT THE PROGRAM:

The L.E.A.D.D. program, Latinas Excelling at Doctoral Degrees, will equip and empower undergraduate students to strengthen their confidence, validate their research interests, create community, and share resources to combat cultural and academic isolation of Latinas and women of color, prior to attending graduate school.

L.E.A.D.D. Scholars will benefit from a virtual peer support community that includes monthly sessions designed to address the dismal representation of Latinas in academia by equipping students with the strategy and tools to navigate through academia. The monthly workshops will further promote diversity among the professoriate, where there is a documented lack of women and people of color.

L.E.A.D.D. cultivates students of color by strengthening pathways to the professoriate and includes discussions and workshops on topics such as cultural and academic isolation, cultural values and academic expectations, peer support and mentorship, as well as identity, advocacy, and research design.

L.E.A.D.D. will be hosted virtually by the Samuel DeWitt Proctor Institute for Leadership, Equity, and Justice (Proctor Institute). In our effort to encourage attendance and minimize financial burden, scholars will be hosted without program fees.

The application is due no later than **May 22, 2022 at 11:59 p.m. E.T.** Materials from recommenders are due **May 29, 2022**. Online application may be accessed here. Please be sure to submit all of the following materials by the application deadline:
- A completed online application
- 2 minute Personal Narrative video
- An uploaded CV/resume
- Submitted materials from 3 individuals serving as recommenders

For more Information about this year's program, visit:
http://proctor.gse.rutgers.edu/leadd

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APPLICATION DETAILS

Online Application
Application will be available beginning March 10, 2022.

Components of a Completed Online Application:
- Personal Information
- 2-minute Personal Narrative Video
- Uploaded CV/Resume in PDF Format
- Contact Information for 3 Individuals Serving as Recommenders (mentor, professor, work supervisor, etc.)
- Submitted Recommenders' Materials (completed inventory and responses to questions pertaining to applicant)

An Ideal Applicant is:
- Someone whose interests and/or academic focus or professional work would increase representation of Latinas in the professoriate or through scholarly focus
- Someone who is a sophomore, junior or senior at an institution of higher education
- Someone who is interested in exploring their potential research interests and career opportunities as a professor with an interest in knowledge production that would positively contribute to Latinas in the professoriate

TIPS FOR A SUCCESSFUL APPLICATION

Below we have included a few guiding tips on things to consider when working on the various portions of the L.E.A.D.D. program application. Following these guiding tips will help ensure you put forth a strong application for consideration.

For your personal narrative video, we recommend the following:
- Use high-definition video for best quality
- Use bright lighting
- Ensure good sound quality
- Maintain professionalism
- Provide a response to all the questions in the prompt
- Be mindful of the 2-minute limit for the video
- Avoid having a script that is visible to the viewer and/or from which you are clearly reading

When confirming your recommendations, consider the following:
- We encourage you to read the instructions regarding recommenders thoroughly to ensure you are meeting the application requirements.
    - Recommendations can come from a mentor, professor, work supervisor, advisors, etc.
- Remember to inform your recommenders in advance of your intent to apply.
- Provide sufficient time for recommenders to submit their portion of your application.
- Recommenders will only receive the link to submit their materials about your application after you have submitted your completed application. All recommenders are required to complete the recommendation form by no later than May 29, 2022 at 11:59 p.m. E.T. We encourage all applicants to apply early to ensure recommenders have ample time to complete the recommendation form.

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Applications are only considered complete when an applicant and their three recommenders have successfully completed all relevant materials.

Timely Submission:
- Unfortunately, no late applications will be accepted.
- Selected applicants will be required to attend the L.E.A.D.D. sessions from Thursday, September 15, 2022 - Thursday, May 11, 2023. The program sessions are hosted via Zoom on the 2nd Thursday of each month. Please note that the time is in Eastern Standard Time. Since we will be meeting virtually and scholars are welcome from across the U.S., it is vital to adjust the time to your time zone. Exact dates are listed in the FAQ section.

FREQUENTLY ASKED QUESTIONS

1. **How do I apply to L.E.A.D.D.?**
   You can submit your application online by clicking this link. To be considered for this opportunity, you must submit a completed application by May 22, 2022. Recommender's survey must be submitted by May 29, 2022. A completed application will contain all of the materials requested in the application details.

2. **Is this a program only for those who attend a 4-year institution?**
   No, this program is not just for those who attend a 4-year institution. Applicants from 2-year institutions are encouraged to apply; however, applicants from a 2-year institution should have at least completed one year of coursework to apply.

3. **Is this program for undergraduate or graduate students?**
   This program is exclusively for undergraduate students. Candidates should be currently enrolled in an undergraduate program at the time of participation and have completed a minimum of one year of coursework at an accredited institution.

4. **Is this a program for specific majors only? Do I have to know my research interests?**
   This program is open to applicants from various majors. The ideal candidate, however, will have an interest in exploring their research interests. This program is designed to assist participants in the exploration of their research interests to advance the representation of Latinas in the professoriate.

5. **What kind of financial support does the Proctor Institute provide selected L.E.A.D.D. scholars?**
   The Proctor Institute subsidizes the cost of registration and program fees. As such, there is no fee for participation. However, please note that while this program does not charge for registration and program fees, each selected participant is expected to attend every session.

6. **May I begin the application and finish at a later date, or must it be completed and submitted in one sitting?**
   Yes, you are able to begin the application, save it, then finish it at a later date. While there is no save button on the application itself, if you go to the link in the same browser, it should bring you to where you left off. We do recommend that you draft your questions in a separate document and then paste them into the application once they are finalized.

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7. **Is there a way for me to submit the names and information of my recommenders so they can begin working on their recommendations prior to me submitting my application?**
    Unfortunately, you cannot submit the names of recommenders in advance. The entire application needs to be submitted first, with the recommenders' information as a part of that application. For this reason, we encourage you to start working on this application as soon as possible so that your recommenders have sufficient time to submit their portion of your application before the deadline. Your application is considered incomplete until all recommenders' materials are submitted. **Recommenders' materials are due on May 29, 2022.**

8. **When does the program run?**
    Sessions are held via Zoom on the 2nd Thursday of each month. The program is scheduled to start on September 15, 2022 @ 7pm EST and end with a celebration May 11, 2023 @ 7pm EST.

    Program schedule:
    - September - Thursday, September 15, 2022 @ 7pm EST
    - October - Thursday, October 13, 2022 @ 7pm EST
    - November - Thursday, November 10, 2022 @ 7pm EST
    - December - Thursday, December 8, 2022 @ 7pm EST
    - January - Thursday, January 12, 2023 @ 7pm EST
    - February - Thursday, February 9, 2023 @ 7pm EST
    - March - Thursday, March 9, 2023 @ 7pm EST
    - April - Thursday, April 13, 2023 @ 7pm EST
    - May - Thursday, May 11, 2023 @ 7pm EST

9. **Do I have to travel to Rutgers University for in-person sessions?**
    No, all sessions will be held via Zoom. Additionally, we will leverage technology to communicate.

10. **Are L.E.A.D.D. sessions mandatory?**
    Attendance at the L.E.A.D.D. sessions are mandatory for all selected participants. The sessions are a major component of the program and include engagement. Attending each session allows for community building and professional development through discussions and presentations.

11. **Who will lead the various L.E.A.D.D. sessions?**
    All sessions will be led by the Proctor Institute, Proctor Institute Visiting Scholar, Bianca Neal, in addition to various program affiliates and guest presenters.

12. **Are there expectations for the completion of a capstone project?**
    Yes, each participant will share a presentation at the year end celebration. This can be done in conjunction with another participant or can be done independently.

13. **In comparison to other programs for undergraduate students, what sets this program apart?**
    Our program is different due to our emphasis on reducing cost, curriculum, focused mentoring, and a nuanced focus on Latinas in the professoriate and advancing diversity

and women of color to address the lack of representation in the academy. This program is free of cost to selected L.E.A.D.D. scholars. Lastly, the focus on Latinas in the professoriate is substantial as all of the sessions focus on the unique issues encountered by Latinas in higher education and the academic and professional journey to and through the professoriate. Above all, the presenters represent a highly diverse group of professionals.

Contact for More Information:

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