

Student \_\_\_\_\_, \_\_\_\_\_  
Last name First name

## IIT LEADERSHIP ACADEMY

### Scholarship Faculty/Staff Nomination Form

This form should be completed by the faculty/staff member as supporting documentation for the student's application for the IIT Leadership Academy full tuition scholarship.

Prior to completing this form, faculty/staff should review the student's scholarship application. Based on information contained in the student's scholarship application as well as knowledge of the student's work in class, research, etc., you should rate the student's leadership potential based on five key areas:

- Academic Excellence
- Leadership Experience
- Career Goals and Drive
- Communication Skills
- Team Skills

These criteria should be rated on a 7-point scale that ranges from

- 1 = Clearly Below Expected,
- 4 = Expected, and
- 7 = Clearly Above Expected.

After you have rated each of the five criteria, you should also provide an overall rating of the student's leadership potential.

Your ratings will be a key factor in determining finalists for the Leadership Academy scholarship.

You should forward all materials to:

Dr. Bruce Fisher, Leadership Academy  
Life Science Building  
3105 South Dearborn  
Basement, Room 90B

Please forward questions you may have regarding this form or process to 567-3945 or [leadership.academy@iit.edu](mailto:leadership.academy@iit.edu)

These forms must be received **no later than Friday, February 15<sup>th</sup> 2008**. Please be advised that your ratings are completely confidential and will not be shared with the student.

Student \_\_\_\_\_, \_\_\_\_\_  
Last name First name

**IIT LEADERSHIP ACADEMY: Faculty/Staff Nomination Form**

Review the following criteria and provide a numerical rating for each area:

**Academic Excellence.** Students should have demonstrated solid academic performance, creative problem solving skills, and initiative in research.

- 1 Clearly Below Expected: C average or below; no research involvement; no evidence of creative contributions to class/interdisciplinary projects.
  
- 4 Expected: B average (3.0 GPA); participates in research and class/interdisciplinary projects with appropriate effort; occasionally offers unique or creative perspectives during class or IPROs.
  
- 7 Clearly Above Expected: A average; shows real initiative to participate in faculty research efforts; makes exceptional contributions in class and/or IPROs; brings a level of ingenuity and initiative that inspires new research or methods for problem solving.

Provide an example to support or an explanation of your rating.

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**Leadership Experience.** Preference will be given in the award of scholarships to those students who demonstrate leadership experience. This experience may have been demonstrated in high school (e.g., class officer, team captain), employment (e.g., supervisor), college (e.g., class officer, team captain), or community service organizations (e.g., committee chair, peer leader).

- 1 Clearly Below Expected: Demonstrates no leadership experience, as evidenced through no leadership positions in high school, college, employment or community service.
  
- 4 Expected: Demonstrates leadership experience in at least two settings, as evidenced through two leadership positions or experiences in more than one domain.
  
- 7 Clearly Above Expected: Demonstrates a variety of leadership experiences in different settings by way of three or more leadership positions in more than one domain.

Provide an example to support or an explanation of your rating.

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**ACADEMIC EXCELLENCE**

Rating: \_\_\_\_\_

**LEADERSHIP EXPERIENCE**

Rating: \_\_\_\_\_

Student \_\_\_\_\_, \_\_\_\_\_  
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**Career Goals and Drive.** Scholars will express confidence and motivation to advance to prominent leadership roles in business, government or academia. Indeed, the Academy's scholars should convey exceptional achievement motivation and a vision of having a broad impact on their profession and society.

- 1 Clearly Below Expected: No vision for professional future beyond college.
- 4 Expected: Vision for professional future that may include attending graduate school and/or working in a particular industry. Desire to rise to a level of excellence in profession (e.g., teach, supervise others; win awards for accomplishments).
- 7 Clearly Above Expected: Vision for professional future that involves advancing to the highest level of leadership within their domain. Desires to initiate change on a grand scale via advances in science, product development, or other personal and professional contributions to their field and society at large. Demonstrates a clear plan for enacting this vision.

Provide an example to support or an explanation of your rating.

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**Communication Skills.** Scholars must demonstrate superior communication skills in both the written and verbal arenas. Going beyond "accurate" communication, scholars should demonstrate the ability to persuade and influence others through an articulate and charismatic communication style.

- 1 Clearly Below Expected: Does not demonstrate organization or clarity of ideas in either oral or written communication. Thoughts tend to be either not expressed or long-winded and convoluted. Body language and use of speech crutches interferes with oral delivery; uses limited vocabulary; makes very limited eye contact with others; fails to listen and respond appropriately to others. Writing does not use complete sentences and grammatical and/or formatting errors detract from message. No structure to writing (e.g., introduction, body, conclusion).
- 4 Expected: Demonstrates organization and clarity of ideas in both oral and written communication. Thoughts are logical and concise. Appropriate use of body language and volume; makes eye contact and listens to others; limited use of speech crutches. Writing contains few grammatical/formatting errors and is presented with proper structure (introduction, body, conclusion).
- 7 Clearly Above Expected: Demonstrates organization and clarity of written and oral communication. Thoughts are logical, concise, interesting, and memorable. Excellent use of vocabulary and body language to enhance message. Maintains eye contact and uses active listening to reflect others'

**CAREER  
GOALS &  
DRIVE**

Rating: \_\_\_\_\_

**COMMUNI-  
CATION  
SKILLS**

Rating: \_\_\_\_\_

Student \_\_\_\_\_, \_\_\_\_\_  
Last name First name

ideas; varies volume, pace, and pitch of voice to emphasize points. Writes with proper structure (introduction, body, conclusion), with compelling evidence to support ideas. Targets communication to audience, able to persuade or influence others through articulate and charismatic presentation of ideas.

Provide an example to support or an explanation of your rating.

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**Team Skills.** Scholars must demonstrate the ability to work effectively with others. This includes skills in active listening, collaborative problem solving, conflict resolution and showing empathy and sensitivity to the needs and motivations of others.

- 1 Clearly Below Expected: Demonstrates little to no experience working with teams and/or an inability to work with others. Does not listen to others, argues for own position. Does not demonstrate sensitivity to others. Does not seek opinions of others and offers no positive support for their ideas. Creates conflict or is unable/unwilling to work for the resolution of conflicts.
- 4 Expected: Demonstrates experience working with different teams. Solicits input from others and listens to their views. Supports contributions of others via positive responses. Collaborates effectively with others. Attempts to seek consensus and helps prevent escalation of conflict.
- 7 Clearly Above Expected: Demonstrates experience working with teams. Actively facilitates discussion by soliciting input from all other team members, acknowledging and reflecting understanding of minority points of view, and engaging in supportive interaction to reach consensus. Listens and accurately reflects feelings/thoughts of others and supports their contributions via positive responses. Effectively works to resolve conflicts for the good of all members, seeking to establish win-win outcomes.

Provide an example to support or an explanation of your rating.

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**Overall Leadership Potential.** Using the **7-point** scale and based on all criteria, rate the student's overall leadership potential.

\_\_\_\_\_  
Printed Name of Nominator, IIT Title

\_\_\_\_\_  
Signature of Nominator

In what capacity do you know the applicant?

**TEAM SKILLS**

Rating: \_\_\_\_\_

**OVERALL LEADERSHIP POTENTIAL**

Rating: \_\_\_\_\_