



## New Leaders Fellowship 2025 APPLICATION PREVIEW

Applicants to the New Leaders Fellowship program will be asked to provide the following information. After reviewing, please submit all materials at

<https://astc.jotform.com/251216855470053>

You will be able to save your progress as you go.

### **Section 1 – Applicant Information**

- First Name
- Last Name
- Email
- Job Title
- How long have you been in your current role? (years, months)
- What institution do you work for? (Must be an ASTC member science center or museum.)
- Where is your institution located? (city, state)
- How many people are employed at your institution? (Provide best current number; include only regular, full-time employees.)

### **Section 2 – Essay Questions**

*Applicants must submit responses to four questions to be considered for the New Leaders Fellowship. These responses will be used to determine acceptance into the cohort through an anonymous review process. Limit your response to **300 words maximum, per question**.*

*To prepare your essay for anonymous review, do not include your full name or institution name anywhere in your responses, including the title or file name. Save your responses together as one PDF with your initials and “Essay Responses” as the filename before uploading, e.g. NW\_EssayResponses.pdf.*

1. Why do you want to participate in the ASTC New Leaders Fellowship Program? What specific leadership skills could your work benefit from?

2. Think of a leader you admire and the skills and qualities that make them an effective leader. This leader can be a real person, a historical figure, or a fictional character. Please describe a conflict this leader had to address, 1-3 skills or qualities they relied on to develop a resolution, and what their effective leadership means to you.
3. What aspirations do you have for your institution and the broader field of science centers and museums? What role do you hope to play in this vision?
4. ASTC's New Leaders program seeks to build a diverse, empowered, and visionary leadership base for the science center and museum field that reflects broadly the demographics, cultures, and lived experiences of the increasingly diverse audiences and publics it serves. Please describe how *your* lived experiences, cultural background, or personal journey have shaped your approach to leadership. How can your perspectives transform the field and support science centers' and museums' ability to serve all people?

### **Section 3 – Supplemental Information**

- **Resume** - Applicants must submit a resume that shows work history that demonstrates experience working in a supervisory/managerial capacity at a science center or museum for at least one year. Supervisory/managerial capacity is defined as a role with job responsibilities that include managing staff or projects, including performance management and budgetary accountability. This may include staff with titles such as supervisor, manager, or project manager. Please save your resume as a PDF before uploading.
- **Statement of Understanding** - Applicants must submit the Applicant and Institution [Statement of Understanding](#) to participate in the New Leaders Fellowship. Please sign and date the form, then have your supervisor and Chief Executive do the same. Finally, upload the statement as a PDF.

### **Section 4 – Optional Personal Demographic Information**

The following questions are optional. ASTC is committed to ensuring that our programs and activities are inclusive and represent the full diversity of our field. Your responses will be used by ASTC, *in aggregate*, to assess our own performance against that goal.

#### **How we developed our demographic questions**

As an organization headquartered in the United States, ASTC uses demographic categories drawn from United States policies and assessment criteria. As an organization with a global



membership, we understand that not all these categories are relevant outside of the United States, and we encourage respondents to use the self-description option to best describe their identities. These questions were built based upon recommended demographics questions, including the following resources:

- T. Fernandez, A. Goodwin, J. Doyle, D. Verdin, H. Boone, A. Kirn, L. Benson, and G. Potvin. 2016. More Comprehensive and Inclusive Approaches to Demographic Data Collection. School of Engineering Education Graduate Student Series. Paper 60.
- Human Rights Campaign Foundation. 2020. LGBTQ Self-Identification in the Workplace.

*If you have any feedback about these demographic questions, please contact us at [info@astc.org](mailto:info@astc.org).*

1. With which racial and/or ethnic group(s) do you identify? (Select all that apply)
  - a. American Indian, Alaska Native, or First Nations
  - b. Asian
  - c. Black or African descent
  - d. Hispanic or Latino/a/x
  - e. Middle Eastern or North African
  - f. Native Hawaiian or Other Pacific Islander
  - g. White
  - h. Another race or ethnicity not listed above
  - i. Prefer not to respond
  - j. Prefer to self-describe
2. If you indicated that you prefer to self-describe or you would like to share additional information about your race and/or ethnicity, please do so here.
3. How do you currently describe your gender? (Select all that apply)
  - a. Agender
  - b. Genderqueer
  - c. Genderfluid
  - d. Man
  - e. Non-binary
  - f. Transgender
  - g. Woman
  - h. A gender not listed
  - i. Prefer to self-describe
  - j. Prefer not to respond

4. If you indicated that you prefer to self-describe, please tell us more about your gender.
5. How do you describe your sexual orientation? (Select all that apply) [Multi-select response]
  - a. Asexual
  - b. Bisexual
  - c. Gay
  - d. Lesbian
  - e. Pansexual
  - f. Queer
  - g. Straight/Heterosexual
  - h. A sexual orientation not listed
  - i. Prefer to self-describe
  - j. Prefer not to respond
6. If you indicated that you prefer to self-describe, please tell us more about your sexual orientation.
7. How do you describe your disability status? We are interested in this identification regardless of whether you typically request accommodation. (Select all that apply).
  - a. Attention Deficit Hyperactive Disorder (ADHD)
  - b. Autism Spectrum Disorder (ASD)
  - c. Autoimmune Disease or Condition
  - d. Chronic Health Condition
  - e. Hearing Impairment, Deaf, or Hard of Hearing
  - f. Learning Disorder
  - g. Mental Illness
  - h. Mobility Impairment
  - i. Non-visible Disability
  - j. Physical Disability
  - k. Processing Disorder
  - l. Severe Allergies
  - m. Visual Impairment or Blind
  - n. Temporary impairment due to illness or injury
  - o. A disability or impairment not listed above
  - p. I do not identify with a disability or impairment
  - q. Prefer not to respond
  - r. Prefer to self-describe



8. If you indicated that you prefer to self-describe or you would like to share additional information about your disability status, please do so here.
9. Which of the following categories best represents your highest level of education?
  - a. Some high school
  - b. High school degree/GED
  - c. Post-secondary vocational certification
  - d. Some college
  - e. Bachelor's/college degree
  - f. Some graduate work
  - g. Master's degree
  - h. Doctorate
  - i. Other
  - j. Prefer not to respond
10. If you selected "Other" as your highest level of education, please tell us more about your educational attainment.
11. What is your age?
  - a. Under 18
  - b. 18-24
  - c. 25-34
  - d. 35-44
  - e. 45-54
  - f. 55-64
  - g. 65-74
  - h. 75 or older
  - i. Prefer not to respond