2016 NCAA Pathway Program
Participant Application Scoring Guidelines

100 point total accumulated score

CATEGORY 1: CONTRIBUTION

1. Please explain why you wish to participate in the Pathway Program. In your statement include what qualities or experiences you feel you will bring to the program and what you feel the program will bring to you. (20 point maximum score)
   • Does the applicant identify qualities or experiences he or she will bring to the program?
   • Does the applicant communicate the value the program will have on him or her?
   • Consider the following elements
     o Balance between what the applicant offers and what he or she feels the program will offer
     o Degree of self-reflection
     o Interest in participating

CATEGORY 2: COMMITMENT

2. Please explain why you wish to become a director of athletics. (20 point maximum score)
   • Does the application effectively communicate his or her motivation for becoming a director of athletics?
   • Consider the following elements:
     o Provides evidence for his or her interest in pursuing the role of director of athletics based on a knowledge and awareness of the job responsibilities
     o Demonstrates a commitment to serving and effecting positive change for stakeholders of intercollegiate athletics (student-athletes, staff, university, and communities

CATEGORY 3: LEADERSHIP

3. Please list any past or current leadership roles in which you have engaged your campus, community, conference office or the national office. (20 point maximum score)
   • Has the applicant participated in leadership roles on campus throughout their career?
   • Has the applicant been active on campus or within their community in leadership roles?
   • Evaluate if the applicant:
     o Demonstrates the ability to contribute to, and advise, unit leaders, executive staff, and institutional and national leaders within the athletics department and nationally.
     o Recognized or demonstrated ability to lead through any or all of the following: Current work role, educational association or successful completion of professional leadership program (e.g., NACWAA/HERS, NACDA, MOAA).
**CATEGORY 4: WILLINGNESS TO LEARN**

4. **Please describe a recent leadership experience, one significant lesson you have learned from the experience, and how you will apply what you learned to your future role as a director of athletics.** (25 point maximum score)
   - Consider the following elements
     - Degree of self-reflection in identifying the lesson learned
     - Rationale that the applicant will positively apply the leadership lessons he or she learned

**CATEGORY 5: EXPERIENCE**

5. **Please upload your resume. Applicants must demonstrate staff supervision, their role as a member of the department’s senior leadership team, and experience in at least two of the areas listed on the program criteria. Applicants should include professional development, past and current service on NCAA, conference, or institutional committees.** (15 point maximum score)
   - Has the applicant uploaded a professional resume? Does the resume outline current and past work related responsibilities and accomplishments?
   - Evaluate if the applicant:
     - Has a role on the senior leadership team as associate-level director of athletics or above (or equivalent within organizational structure)
     - Has experience with staff supervision
     - Has experience in at least two of the following areas:
       - Sport oversight (particularly revenue generating sports)
       - Development
       - Fiscal and/or budget management
       - Coaching (previous or current)
       - Senior Woman Administrator designation
       - Internal operations
       - External operations
     - Has professional development programs or experiences
     - Has NCAA, conference, and/or institutional committee experience