



NCAA Pathway Program Participant Application Scoring Guidelines

100-point total accumulated score

CATEGORY 1: CONTRIBUTION

1. **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.** (25-point maximum score)
 - Does the applicant identify qualities or experiences they will bring to the program?
 - Does the applicant communicate the value the program will have on them?
 - Consider the following elements
 - *Balance between what the contributions of the applicant and a thorough understanding of the value of participation*
 - *Degree of self-reflection*
 - *Demonstrated enthusiasm in participating*

CATEGORY 2: COMMITMENT

2. **Explain why you wish to become a director of athletics or conference commissioner.** (20-point maximum score)
 - Does the applicant effectively communicate their motivation for becoming a director of athletics or conference commissioner?
 - Consider the following elements:
 - *Provides evidence for their interest in pursuing the role of director of athletics or conference commissioner based on a knowledge and awareness of the job responsibilities and a desire to grow within the field*
 - *Demonstrates a commitment to serving and effecting positive change for stakeholders of intercollegiate athletics (student-athletes, staff, university, and communities)*

CATEGORY 3: LEADERSHIP

3. **List any past or current leadership roles in which you have engaged your campus, community, conference or 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:
 - *Demonstrates the ability to contribute to, and advise, unit leaders, executive staff, and institutional and national leaders within the athletics department and nationally*
 - *Recognized or demonstrated ability to lead through any or all the following: Current work role, educational association or successful completion of professional leadership program (e.g., Women Leaders in College Sports, NACDA, MOAA, etc.)*

CATEGORY 4: WILLINGNESS TO LEARN

4. **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 or conference commissioner.** (20-point maximum score)
- Consider the following elements
 - *Degree of self-reflection in identifying the lesson learned and the appropriate response to that lesson*
 - *Rationale that the applicant will positively apply the leadership lessons they learned going forward in their career*
 - *Response indicates a growth mindset, a desire to develop as a leader, and an understanding of important qualities of a successful leader*

CATEGORY 5: EXPERIENCE

5. **Please upload your resume.** (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*