

Frequently Asked Questions



GENERAL INFORMATION

1. What is the National Urban Fellows program?

The National Urban Fellows Program is one of the country's top leadership development programs. Founded in 1969, the program was established to counter the under-representation of people of color and women in leadership positions. The NUF leadership development program further prepares multiethnic, multicultural women and men for leadership and public service. Fellows spend 14 months in a full-time graduate program comprising two semesters of academic course work and a nine-month mentorship, leading to a Master of Public Administration (MPA) degree from the City University of New York's Bernard M. Baruch College, School of Public Affairs.

2. What is the National Urban Fellows mission?

National Urban Fellows prepares men and women of all ethnic and racial backgrounds to be accomplished and courageous leaders with a strong commitment to equity and social justice serving public and private organizations.

3. What type of individual is the program seeking?

The National Urban Fellows leadership development program was designed for mid-career professionals who are committed to public service and careers in government and nonprofit sectors, individuals who are most likely to fulfill the organizational mission. In addition, ideal Fellows possess strong personal character, integrity, and a sound work ethic. They are self-disciplined and have a positive attitude. The selection process also requires:

- a. Demonstrated leadership skills with potential for further growth
- b. A commitment to public service
- c. A passion to work for equity and social justice

4. What is the expectation of a Fellow after graduation?

NUF Fellows are expected to apply their expertise in the public sector, contributing their newly acquired leadership skills in public service for the betterment of communities across the nation and around the world. Fellows are expected to return to their former or new occupations more experienced in public policy decision-making and better prepared to make a strong commitment to equity and social justice, thereby fulfilling the mission of the program. NUF Fellows are also expected to give back, supporting the organization that supported them, through ongoing engagement and involvement including annual giving and support.

5. Can I seek employment while in the Fellowship program?

Due to the demanding schedule of this Fellowship, employment or paid consulting work is prohibited. It would be impossible to maintain the necessary grade point average and participate fully in the mentorship if employed.

6. Who covers the program costs for the Fellowships?

Companies, organizations, and foundations that believe in the NUF mission and that are interested in developing multiethnic, multicultural leaders support the NUF leadership development program.

APPLICATION AND ELIGIBILITY

1. What are the requirements for applying to the National Urban Fellows leadership development program?

The general requirements for application to the National Urban Fellows Leadership Development program are: U.S. Citizenship; a Bachelor's degree; a minimum of 5 -7 years' administrative or managerial employment; must meet the

Frequently Asked Questions



admission requirements of Baruch College; possess self-discipline and interpersonal and problem-solving skills; have a high standard of integrity and work ethic; and be committed to the solution of urban problems.

2. Is the GRE required for acceptance into the National Urban Fellowship?

No, Graduate Record Exam scores are not required by Baruch College, C.U.N.Y. or the NUF program.

3. Can I send in my application after the deadline?

Applications are seldom accepted after the deadline. However, should you be interested in filing an application for a future class, please call the office and speak with the Program Manager.

4. Is there an age restriction for applying to the program?

There is no stated age restriction for applying to the program; however, the National Urban Fellows leadership development program was created for mid-career professionals. The program's goal is to identify, recruit and train individuals who possess 5-7 years' experience in a management or administrative capacity.

5. Do I need to submit recommendations?

Applicants are required to submit a minimum of three recommendations. It is best to have recommendations from individuals who know you well and can fully answer the questions that are asked in the application. For example, a recommendation from a prominent person is not helpful if that individual cannot speak about your background and character.

At least one recommendation should be from an individual who can speak to your professional competence and accomplishments in your field. At least one recommendation should come from someone with knowledge of your community and civic activities.

In addition, one recommendation should be from your current supervisor, if applicable. A recommendation from a prior supervisor is acceptable, but a current supervisor is preferred.

6. Are applicants required to undergo a security and background investigation?

Yes, you should expect to undergo some form of security and background check, a process that has become a common practice for employment placement.

7. When is the deadline for all application materials?

The deadline for all application materials is 5:00 PM on January 22, 2008 for the class of 2009.

SELECTION

1. How are Fellows selected?

The National Urban Fellows Screening Committee reviews applications for outstanding candidates and makes recommendations to the Interviewing Committee. The Interviewing Committee makes its selections based on submitted documents and personal and group interviews. The Committees comprise Baruch faculty, NUF alumni, and staff of National Urban Fellows.

Frequently Asked Questions



LEADERSHIP DEVELOPMENT PROGRAM

1. What is the academic institution that houses the National Urban Fellowship?

Since 1982, the City University of New York's Bernard M. Baruch College, School of Public Affairs has been the academic home of the NUF program. The Master of Public Administration (MPA) program is accredited by the National Association of Schools of Public Affairs and Administration.

2. What is the academic course work for the NUF program?

The National Urban Fellows MPA is a 43-credit degree program. Students enrolled in the NUF program follow a predetermined course sequence that does not allow for variation or specialization of the degree.

The courses are:

- Computer Workshop (no credit)
- English Workshop (1)
- Introduction to Public Affairs (3)
- Communication in Public Settings (3)
- Budgeting, Accounting and Financial Analysis (3)
- Research Analysis I (3)
- Organizational Management (3)
- NUF Fellowship Journaling Course (3)
- Policy Analysis (3)
- Capstone* (3)
- Mentorship (6)
- Public Management (3)
- Economics (3)
- Administration of Nonprofits (3)
- Research Analysis II (3)

* Each Fellow develops a Master's thesis called the Capstone, a major research project in an area of public policy of importance.

3. How are mentorships assigned?

Each year mentors must be recruited for the current class. Therefore, every class will have a different set of mentors. Mentors interview as many Fellows in the class as possible in order to develop a list of preferred candidates to be assigned to their organization. Ultimately, the Program Director is responsible for assigning Fellows to their mentor assignments. However, the needs of mentors and Fellows are carefully assessed in order to provide the best experience for both.

4. Can my present employer serve as my mentor?

While it is not common, if a company wishes to sponsor an individual we may be able to accommodate this request. Our main goal is to ensure that the mentorship assignment will provide the Fellow with a set of experiences in an environment that is different from his or her present employment.

5. What are the mentorship assignments for the current class?

Please see the Mentors' Profiles section on our website, which lists the mentors for the current class.

6. Does relocation always occur and is it mandatory?

In almost every case, relocation does occur and is required. On a few occasions (very few), Fellows are offered mentorship sites in their home city or state. This is more often the exception than the rule.

Frequently Asked Questions



ADMINISTRATIVE

1. What are the Fellowship awards and benefits?

Fellows receive a \$25,000 stipend, health insurance, a book allowance, relocation and travel reimbursement, and full payment of tuition, in addition to their ongoing personal and professional development.

2. How are special needs – such as disabilities – for Fellows handled?

National Urban Fellows complies with all government guidelines and regulations as they apply to individuals with physical challenges.

3. How are previously scheduled commitments—such as a vacation—handled during the Fellowship year?

Individuals who apply for a Fellowship are obliged to comply with all National Urban Fellows policies and regulations.

4. Where can I direct additional questions?

The NUF Program Manager, Abigail Torres, is available to provide assistance and answer questions. She can be reached via email at atorres@nuf.org.