

# Emerging Leaders Program Reference Form

The Emerging Leaders program offers selected students an academic scholarship to attend the institution and intensive leadership development opportunities. Students are expected to commit to all program responsibilities, and the scholarship is renewable for up to 4 years if responsibilities are met for each year. The following is a guiding statement for program outcomes:

Emerging Leaders graduates will view leadership as a relational process that may be enhanced by formal position but is not contingent upon it. Graduates will act upon the opportunity to exercise leadership from anywhere within a team or community. They will utilize integrity, communication, critical thought, and comprehensive knowledge of leadership research as their tools to enhance relationships, commit to lifelong personal development, and contribute to positive social change.

The selection committee for the Emerging Leaders Program would greatly appreciate your candid assessment of the candidate based upon your knowledge of his/her personal characteristics, commitment to personal development, and interest in learning about leadership.

How well do you know the candidate?                      Slightly                      Fairly Well                      Very Well                      (please circle one)

In what capacity do you know the candidate? \_\_\_\_\_

Considering other similarly-aged students you know or have known, please rate the candidate according to the following criteria; space is provided for you to offer optional comments:

5 = Outstanding      4 = Above Average      3 = Average      2 = Below Average      1 = Don't know

5 4 3 2 1 **Openness to Feedback:** the ability to seek advice and accept feedback from others

---

---

---

5 4 3 2 1 **Initiative:** how the candidate approaches new situations; ability to set and accomplish personal or group goals; level of needed supervision

---

---

---

5 4 3 2 1 **Social Responsiveness:** the ability to seek out an understanding for the needs of others and respond effectively

---

---

---

5 4 3 2 1 **Maturity:** self-awareness; practice good judgment

---

---

---

5 4 3 2 1 **Responsibility:** the degree to which the candidate is dependable, prompt, and accurate;

---

---

---

(continued on 2<sup>nd</sup> page)

5 4 3 2 1 **Interpersonal Relationships:** the ability to act with sincerity, flexibility, and a collaborative mindset with others

---

---

---

5 4 3 2 1 **Temperament:** the ability to maintain a positive outlook and realistic perspective

---

---

---

5 4 3 2 1 **Critical Thinking:** the ability to understand and act upon complex concepts; a willingness to move beyond didactic decision-making

---

---

---

5 4 3 2 1 **Credibility Among Peers:** trustworthiness; alignment of action around articulated values; acting to encourage justice

---

---

---

Please provide additional comments that you believe would be helpful for the selection committee to make a decision.

---

---

---

---

Please indicate your final recommendation for the candidate by circling one response:

**Highly Recommend    Recommend    Recommend with Reservations    Do not Recommend**

Print your name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

E-mail Address (in case follow-up is needed): \_\_\_\_\_

The University of Memphis, a Tennessee Board of Regents institution, offers equal opportunity to all persons without regard to race, religion, sex, creed, color, national origin or disability. The University does not discriminate on these bases in recruitment and admission of students or in the operation of its programs and activities, as specified by federal laws and regulations. Designated coordinators for University compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 are the Vice President for Student Affairs and the Equal Opportunity Compliance Officer. Information in this document will be provided in alternate format upon request. The University of Memphis is an Equal Opportunity/Affirmative Action University. It is committed to education of a non-racially identifiable student body.