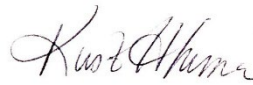


## MEMORANDUM

**DATE:** September 19, 2022

**TO:** CALS faculty training graduate students

**FROM:** Kirsten Limesand, Ph.D.  
CALS Assistant Dean of Graduate Education 

**SUBJECT:** Nominations open for the Impact Leader professional development training

One of CALS' Strategic Intents is to produce employable graduates who can do jobs that don't yet exist and create new jobs. Initiated in January 2020 with sponsorship from Bayer Crop Sciences, the **CALS Impact Leader** professional development program provides a cohort of our premier graduate students an opportunity to gain knowledge in critical areas highlighted by the Council on Graduate Schools ([Graduate Education 2030: Imagining the Future](#)) and NASEM ([Graduate STEM Education for the 21st Century](#)), including creating effective teams, communicating with diverse individuals, navigating setbacks, understanding the role of productive conflict, and the entrepreneurial mindset. Additionally, students are matched with industry coaches who can give them industry perspectives, help to build a professional network, and highlight the skillsets required to be successful. The training is designed as four full day and two half-day sessions (~40 training hours) with reflective assignments between sessions along with one conversation per month with their industry coach. At the end of the training, we ask students to reflect on the most impactful aspects and some common themes include the opportunity to grow, developing leadership skills, gaining confidence, communicating better, exploring careers outside academia, and understanding others. Many students note a major strength of the program involves networking with students outside their graduate program and learning about the diverse scientific disciplines within the college<sup>2,3</sup>.

Last year I sent a call to all CALS faculty to encourage and support your students in applying to this program. I was thoroughly floored by the outpouring of support and appreciation for the necessity of this program communicated by many of you. *You all are a key reason this is the most sought-after place to be a part of!* Therefore, I am again asking all CALS faculty who train graduate students to **encourage your students to apply to the Impact Leader training** at <https://career.cals.arizona.edu/channels/graduate-students/> by **11/4/22**. If you would like further information on the selection of students to the program, please see the following page. All other inquiries can be submitted by email to [limesank@arizona.edu](mailto:limesank@arizona.edu).

***Thank you for your dedication to training the next generation of leaders!***

## 2023 Impact Leader Nomination process details

### Guiding principles for selection of Fellows:

1. Ensure that each CALS academic unit has at least one student selected- Each CALS academic unit has been allotted 2 training slots. Additional training slots were allotted based on the employee needs of our industry sponsor and the number of students across all CALS affiliated graduate programs (see table). Hierarchy of decision-making process:
  - a. Select one high quality applicant who completed the nomination form from each academic unit
  - b. If we don't receive enough quality applicants to fill these slots, we will gather input from the Unit Head and graduate program leadership.
  - c. Fill remaining slots with high quality applicants (regardless of graduate program) who completed the nomination form
2. Students who demonstrate a willingness to grow and self-reflect will gain the most from this program
3. Students interested in developing a circle of mentors through the industry coach conversations and facilitator connections.
4. Students who have committed to all training dates. While we aim to be flexible and accommodating in special circumstances, it is very difficult to "catch up" and establish connections within the cohort.
5. All aspects of diversity will be considered in the selection of students. This diversity may include, but is not limited to: different graduate programs within an academic Unit (if applicable), degree program (PhD/MS/PSM/AMP), gender, race and ethnicity.

Unit name	# of Impact Leader Fellows
ACBS	2
AETI	2
AREC	2
BE	4
ENTO	2
ENVS	2
FCS	2
NSC	2
PLS	3
SNRE	3
	24

### Nomination timeline:

1. Students submit self-nominations by November 4, 2022, at <https://career.cals.arizona.edu/channels/graduate-students/>
2. Final decisions and notification by November 22, 2022. Students will receive an individual email with their Unit Head and graduate program leadership copied.