



### STEP 1 >>

**Application period opens for Phase I.**

### STEP 2 >>

**Phase I review is ongoing during the open period.**

California Agricultural Leadership Foundation (CALF) staff review phase I applications to ensure applicants meet the minimum requirements to participate in the program (residency, primary income from agriculture, mid-career status, etc.). Phase I applications are reviewed within one week of submission and applicants are then notified of acceptance or denial to phase II.

### STEP 3 >>

**Phase II applications accepted until the deadline.**

### STEP 4 >>

**Continuous review of phase II applications.**

Review is conducted by a committee of CALP alumni and staff to ensure applications are complete and competitive. Applicants with incomplete applications are asked to resubmit them prior to the deadline.

Completed applications are sorted into two categories by CALP alumni:

- a. Move to phase III, or
- b. Requires more review

Applications requiring more review are sent to the CALP leadership to determine if applicants will be competitive in the selection.

### STEP 5 >>

**Phase III interviews with applicants and spouse/partner.**

These occur throughout the state (Chico, Davis, Fresno, Pomona, San Luis Obispo). Committees consisting of CALP alumni, deans of agriculture and industry professionals are assembled to conduct the interviews. All who are forwarded to the final selection phase are individuals the committee of CALP alumni believes qualify based on: passion for California agriculture; exemplify the foundation's values of integrity, excellence and respect; and show readiness in their application and interview. No ranks or priorities are associated with candidates forwarded on.

Readiness indicators and program fit (separate handout) are primary considerations in recommending applicants to the final selection. Common areas identified as needing attention include community involvement, leadership practice, demonstrated commitment to agricultural industry, life experiences, appropriate understanding of the program and its purpose, among others.

### STEP 6 >>

**Final selection committee meets to select 24 fellows for the new class.**

The selection committee includes representatives from each interview committee is charged with identifying a diverse, equitable and inclusive group of fellows from those forwarded by the phase III committees.

### STEP 7 >>

**Foundation board meets and finalizes class selection.**

### STEP 8 >>

**Fellows notified.**