[ms-0398.026.010.006]

General Requirements

All applicants must meet the following MINIMUM requirements:

- U.S. Citizenship
- Bachelor's degree
- Exceptional leadership abilities
- Meet admission requirements of Duke University
- High standard of integrity and work ethic
- Possess self-discipline, interpersonal and problem-solving skills
- 3 to 5 years of experience in a managerial or administrative capacity in the environmental field
- Willingness to relocate as required by the mentorship

The Selection Process

Candidates are recruited through a nationwide outreach campaign. The Environmental Science & Management Fellows Screening Committee reviews applications for outstanding candidates, and recommends them to the Interviewing Committee. The Interviewing Committee conducts a rigorous selection based on submitted documents, and personal and group interviews. The committees are comprised of faculty members from Duke University, program alumni, mentors, and the staff of National Urban Fellows, Inc.

For more information, please call (212) 921-9400.

National Urban Fellows, Inc.
55 West 44th Street, Suite 600
New York, NY 10036
(212) 921-9400
(212) 921-9572 (fax)

ENVIRONMENTAL SCIENCE
ESMF
MANAGEMENT FELLOWS

A Program of
National Urban Fellows, Inc.

Environmental Science & Management Fellows is a program of National Urban Fellows, Inc., a 501 © (3) nonprofit organization, founded in 1969 as a cooperative project of Yale University, the National League of Cities and the U.S. Conference of Mayors, with financial support from the Ford Foundation. After 26 years, the National Urban Fellows, Inc. stands as a model for leadership training, having qualified approximately 700 men and women for executive positions in public and private institutions in the United States, Puerto Rico, Africa and Europe.

PROGRAM DESIGN

Environmental Science & Management Fellows (ESMF) is a highly focused and rigorous graduate program encompassing academic course work and field experience (mentorship). ESMF was established in September 1990 to increase the number of women and minorities in senior level positions in the environmental field.

THE ACADEMIC COMPONENT

ESMF offers Fellows the opportunity to earn a Master of Environmental Management (MEM) degree from Duke University, Nicholas School of the Environment. Fellows are admitted as full-time graduate students who participate in the activities of the Duke University community during two semesters of academic course work on campus. Duke's programs are designed for students with diverse undergraduate backgrounds in the natural and physical sciences, social sciences, business, and engineering. Professional programs include:

- *Biohazard Science*
- *Coastal Environmental Management*
- *Environmental Toxicology, Chemistry, and Risk Assessment*
- *Resource Ecology*
- *Resource Economics and Policy*
- *Water and Air Resources*

MEM degree candidates must complete 36 units and a Master's project in the Nicholas School of the Environment.

The emphasis on science, economics, quantitative methods, communication and team building gives graduates a set of professional skills that can be applied to a variety of management problems, including those that go beyond environmental management.

THE MENTORSHIP COMPONENT

The 12 month mentorship complements the academic component and enhances professional competence. The mentorship places Fellows with senior environmental scientists and administrators at the highest levels of leadership and responsibility in government agencies and corporations. Mentors have the capability and commitment to share essential knowledge and insight acquired during their career.

Mentor participants include the City of Richmond, Brtistol-Myers Squibb Company, Broward County, U.S. Environmental Protection Agency, National Institute of Environmental Health Sciences, New York City Department of Environmental Protection, and Indiana Department of Environmental Management.

Fellows begin their mentorship assignment subsequent to successful completion of the fall and spring semesters at Duke. Placements begin in June and continue through June of the following year. Since placements are nationwide, Fellows are expected to relocate to the city of their mentor assignment. The needs and interests of the Fellows and mentors are carefully assessed and matched to provide the best experience for both Fellows and mentors. Fellows are expected to perform responsibly in managing critical assignments during this core segment of the fellowship. Fellows have managed projects including, but not limited to:

- *Ecosystem preservation and habitat restoration*
- *Water and air quality*
- *Radioactive mixed waste*
- *Hazardous waste disposal and treatment*
- *Radiation health and safety protection*
- *Health effects and risk management*
- *Pollution prevention*
- *Environmental education and outreach; policy development and analysis*
- *Brownfield redevelopment*

Fellows must successfully complete the academic and mentorship components in order to receive a Master of Environmental Management degree from Duke University.

FELLOWSHIP AWARD AND BENEFITS

Each Fellow receives up to $30,000 for the entire 21 month fellowship. The award is disbursed through monthly stipends, and is fully taxable. Although the award is generous, acceptance of the fellowship will, in most cases, involve financial sacrifice. Fellows also receive:

- *Full payment of tuition*
- *Relocation allowance ($500)*
- *Reimbursement for program related travel*

Fellows are not permitted to hold paid employment during the fellowship, and must consistently meet academic and program standards in order to maintain fellowship status and continuation of award and benefits.

Environmental Science & Management Fellows
Statistical Profile: 1991-1996

Race	No.	Percent
African-American	21	64%
Hispanic	4	12%
Native-American	4	12%
Caucasian	3	9%
Asian	1	3%
Total	33	100%

Gender		
Female	19	58%
Male	14	42%
Total	33	100%

Education on Application	
BA or BS degree	31
MBA or MS degree	2

Median Age 32

Fellows' Present Location by State

Arizona	1
California	2
District of Columbia	8
Florida	1
Indiana	2
Maine	2
Maryland	2
Massachusetts	3
Montana	1
New Jersey	1
New York	3
North Carolina	5
Ohio	1
Virginia	1
Total Fellows	33