

## Climb Fellowship Program

Deloitte and Carnegie Mellon University's Tepper School of Business have collaborated to create the Climb Fellowship Program. This leadership training program is designed for those in the accounting profession and is in line with Deloitte's commitment under [MADE](#) (Making Accounting Diverse and Equitable) to help generate more career opportunities and leadership pathways for the next generation of accountants. The program's academic curriculum combines management-building essentials, including authentic leadership development, building influential networks, and defining your voice, with content that directly addresses social systems that impact the workplace and may be felt most by rising racially and ethnically diverse leaders.



**The program is primarily intended to help position Black and Hispanic/Latinx leaders for senior roles within their organizations by:**

- Enabling participants to gain personal insights, identify ways to further their professional growth, and develop strategies to increase visibility and exposure across their organizations
- Creating opportunities to develop mentorship and sponsorship with organizations
- Fostering a collaborative peer network among the cohort and extending beyond the program



### Upcoming program details

#### 2024 cohort

##### September 16-17 (at Carnegie Mellon University):

Arrive Sept. 15 evening; depart Sept. 17 at 3:00pm ET

**October 10 (live online):** 12:00-2:00pm ET

**October 17 (live online):** 12:00-2:00pm ET

**October 24 (live online):** 12:00-1:30pm ET

**October 31 (live online):** 12:00-1:30pm ET

##### November 13-14 (Deloitte office - TBD):

Arrive Nov. 12 evening; depart Nov. 14 at 3:00pm ET

**Final date to submit application for 2024 cohort:** August 12, 2024

*Participants are expected to make their best efforts to attend all program dates.*

## Information relating to the application process:

- Candidates who are nominated by their employer and meet the eligibility requirements set forth below will be considered and accepted to the program on a first-come, first-served basis.
- Because space is limited, eligible candidates who are not selected for the upcoming cohort may be considered for a future cohort of the program.
- Organizations nominating candidates for participation will also be required to support their candidates in identifying a program mentor, based on the criteria set forth below. The role of the mentor is primarily to engage with participants, both during and after the program, and to attend two live online training sessions during the program alongside (and preferably in the same room as) the participants—dates are noted below. **The role of the mentor is an important one, and our ask is that the mentor make every effort to join both sessions to maximize the impact on participants.**
- Once nominated by your employer, each participant should use the following link to apply for the Climb Fellowship Program: [Deloitte Climb Fellowship Program Application \(qualtrics.com\)](https://qualtrics.com/apply/climb-fellowship)

### Participant eligibility

- Minimum of a Bachelor's degree
- CPA license or other comparable certification (e.g., Certified Management Accountant, Certified Financial Analyst, etc.)
- About 10–15 years of relevant, accounting-related work experience
- Demonstrated leadership qualities and leadership experience (e.g., held a supervisory role within your department, etc.)

### Mentor eligibility

- One to two levels above the participant's current level
- Someone other than the participant's direct supervisor
- Encouraged to be someone the participant does not already have a strong relationship with
- Has availability to attend the following live online program dates: (1) Oct 10, 12:00-2:00pm ET and (2) Oct 31, 12:00-1:30pm ET

**Note:** The Climb Fellowship Program is primarily intended to benefit eligible Black and Hispanic/Latinx professionals, but all eligible professionals will be considered regardless of race, national origin, sex, sexual orientation, gender identity, religion, disability, veteran status, genetic information or any other legal Protected Class.

## Sample program faculty:

- **Rosalind Chow**, Associate Professor of Organizational Behavior and Theory, Tepper School of Business, Carnegie Mellon University
- **David Lassman**, Distinguished Service Professor of Organizational Management, Heinz College, Carnegie Mellon University
- **Laura Morgan Roberts**, Associate Professor of Business Administration, Darden School of Business, University of Virginia
- **Miguel M. Unzueta**, Professor of Management and Organizations, UCLA Anderson School of Management

## Questions?

Please reach out to [ExecDir@andrew.cmu.edu](mailto:ExecDir@andrew.cmu.edu) or [dmccall@deloitte.com](mailto:dmccall@deloitte.com) for any questions related to the program.

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