

2022-2023 OSG Natural Resource Policy Fellowship Criteria Matrix

Criteria	Importance	Screening Criteria	Where to assess	% in Application review	Location in Application
Communication skills: ability to articulate ideas smoothly and without grammatical errors, both written and oral	Fellows are typically required to write reports, memos, meeting notes, and/or briefs for their host office. They also must be able to effectively communicate to a wide range of people, both internal and external, in written and oral communication via email, presentations, informal conversations, etc. In addition, Fellows are required to write blog posts and final reports for OSG.	Written communication skills are demonstrated by a lack of grammatical errors or typos, effectively making their point(s), ideas flowing smoothly, addressing all questions asked, and clearly articulating their responses (interest and experience in natural resource policy, long term goals, benefits derived from the opportunity, experience with diverse backgrounds). Oral communication skills include: applicant answered the questions asked; they recognized opinions might be at odds with interviewer's; they communicate clearly; the scope of their answers is appropriate to the question asked; and they showed an appropriate level of confidence in interactions.	Application (written) & Interview (oral)	10	Essay Resume
Benefit of the fellowship to applicant's long term goals	In seeking to develop a diverse ocean workforce, we recognize that our fellowship opportunities should not be biased towards those students that have already had multiple natural resource policy experiences, but should help those who are qualified, but may lack direct experience, reach their long term goals.	Applicants should clearly describe how this fellowship opportunity will substantially and uniquely benefit them and help them achieve their goals, for example, what new skills and experiences will the applicant gain by participating in this program? In addition, their long-term goals should align with the mission** of OSG.	Application & Interview	15	Essay LOR^
Experience with people from diverse* backgrounds	Fellows often work with diverse communities and stakeholder groups, often dealing with contentious issues. Diverse perspectives also contribute fresh ideas to a dominant culture field.	In the personal statement, applicants should specifically address their past experiences with diverse groups and clearly outline how their experiences will contribute to the program. Experiences should be genuine and can include study abroad, volunteer opportunities, work experiences, lived experiences, etc.	Application & Interview	15	Essay LOR Resume
Alignment of applicant's background, experience, and interest to the placement of interest	Fellows must possess the skills, knowledge, and interest to successfully complete or learn how to complete the tasks outlined by the host office.	Experience and background could be through coursework, extracurricular activities, internships, work experience, volunteer experience, etc. Interest could be demonstrated by both long term and short term future plans	Application & Interview	10	Essay Resume LOR
Non-academic qualifying experience in marine/coastal natural resource policy or related fields	Fellows that have sought out opportunities in their field likely are more motivated and have more experience in their field of study.	Experience in marine/coastal policy or related fields can be achieved through extracurricular activities such as clubs, work experience, research, teaching, volunteer experience, etc. Drawing connections between any past experiences with the fellowship offers insight into how the applicant will leverage their skills to be a successful fellow.	Application & Interview	20	Resume Essay LOR
Academic achievement: GPA and relevance of educational background and coursework to coastal/marine natural resource policy or related fields	Fellows must have a thorough knowledge of their field of study. Fellows must also be motivated and have time management skills as many projects involve independent work.	A high GPA or demonstrations of improvement over time will show the applicant likely is organized, dedicated, and understands their field of study. Coursework in marine/coastal policy or related fields demonstrates knowledge of the content area.	Application	10	Transcript Resume
Letters of recommendation	Fellows will be working directly under a mentor(s) and therefore should have positive past relationships with supervisors/professors. Additional knowledge regarding the applicant's skills, experience, work ethic, and teamwork can be gleaned from letters of recommendation.	Letters of recommendation should show that the letter writer knows the student well, confirms their competence, and builds on the applicant's credibility and desire for the position.	Application	20	LOR

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*Diversity refers to persons from various cultural, ethnic, and socioeconomic backgrounds that contribute a diverse perspective stemming from various lived

**OSG Mission = Oregon Sea Grant is a catalyst that promotes discovery, understanding, and resilience for Oregon coastal communities and ecosystems.

^ LOR = Letters of Recommendation