



Fellowships Rules

This section is very important and should be read very carefully – we would like you to know our purpose and intentions because the ALP is built on trust and commitment to social good.

Fellowships Types

1. Fellowships of up to net EUR 10 000 are offered to outstanding candidates in need of support.
2. There are **full fellowships** and **partial fellowships** available and they will be granted on a need-basis and merit-basis. This means that candidates with more need of support will have more chances to obtain a full fellowship, provided that they meet all merit requirements. We wish to avoid a situation in which people with substantial resources contribute to the program on exactly the same grounds as people with limited resources – we want our support to be granted on a just basis.
3. If you are a candidate from a non-business sector, Center for Leadership will grant fellowships to such candidates in four categories: i) non-profit and ii) public as well as iii) women and iv) young talents.
4. If you apply in a category of (i) women or (ii) young talents, you may be eligible for a fellowship also when you are from a business organization.
5. All candidates must go through the same selection process and are supported in a transparent way that ensures fairness of the process. Admission decisions are final and cannot be appealed.
6. Thanks to the Mike Murray Family, the Center for Leadership can offer fellowship opportunities for the people of Ukraine origin in the difficult time of war.

Fellowship Commitment & Costs

1. Candidates who receive a YES! from us will become ALP fellows and - upon successful graduation - will receive life-long alumni status.



2. The value of **full fellowship is net EUR 10 000 = PLN 42 700** and the value of **partial fellowship is between 90%-10% of EUR 10 000**, depending on fellow's need for support and merit.

3. All admitted Fellows, regardless of whether they are granted full or partial fellowships from the Center for Leadership, are required to cover by themselves: (1) personal commitment contribution (see below), as well as (2) part of costs of their accommodation and travel expenses. Center for Leadership covers part of the accommodation costs and help with travel (see below).

Commitment Contribution

The commitment contribution serves an important purpose and consists of 2 elements:

1. Registration contribution in the amount of net EUR 300 (PLN 1281) = gross EUR 369 (PLN 1575,63):

- a. Paid only if accepted to the program.
- b. Payment 2 weeks after receiving the admission letter only by fellows who have been accepted.

The registration contribution serves an important purpose and therefore is mandatory for all accepted fellows. Firstly, it is a sign of commitment - all Fellows need to be fully committed to the ALP work and be fully present during the program from day 1. It is important to avoid situations in which candidates accepted to the program do not show up for classes, because “they are for free”. This is a real loss because it takes away the opportunity to participate in the ALP from other talented people. Secondly, it will cover some marginal costs such as Harvard licensing for case studies, print-outs of readings and other materials, etc. that have to be covered before the program.

2. Personal alumni commitment contribution after graduation.

Fellows who will successfully graduate ALP and enter the Alumni community, will be asked at the end of the program to make a **personal alumni commitment contribution** in form of a donation to the University for Poland Foundation in a suggested amount of EUR 750 (PLN 3203) – some fellows contribute more and some less, depending on their financial situation, in line with the support principles enumerated above.

- a. Paid 2 weeks after graduating from the ALP once fellows have gone through the whole program and see its value for their personal and professional life.



b. Personal alumni commitment contribution supports a fund in the Foundation which is dedicated to the mission of creating world-class education in Poland and supporting the ALP Alumni and future generations of fellows.

c. The personal alumni commitment contribution is very small relative to the value of granted fellowships of up to EUR 10 000 but still it is very important. It is a way of helping the ALP and the ALP Alumni community to grow and ensure sustainability in the future so that we can provide fellowships for other talented people in the coming years – fellows for fellows by fellows. It is a part of ALP culture and tradition and ALP classes in the past have been able to create class fellowship funds that open up the ALP opportunity for good hearted and talented people.

The registration contribution serves an important purpose and therefore is obligatory for all accepted fellows. Firstly, it is a sign of commitment - all Fellows need to be fully committed to the ALP work and be fully present during the program. On behalf of the learning of all fellows, we want to avoid situations in which candidates accepted to the program do not show up for classes, because “they are for free”. This is a real loss because it takes away the opportunity to participate in the ALP from other talented people. Secondly, it will cover some marginal costs such as Harvard licensing for case studies, print-outs of readings and other materials, etc.) that have to be covered before the program.

Support Principles

In line with our purpose of creating for talented Poles access to world-class education regardless of their financial status, any fellow who is unable to afford the registration contribution or the personal alumni commitment contribution may apply for financial support and we stand ready to reduce the contributions to 0 or to another affordable level. Financial support is offered to those fellows who need such support the most and in proportion to their financial situation, taking into account also non-financial reasons such as high expenditure on health or temporary unemployment issues. To ensure full fairness of the process, the following principles of such support apply:

Principle 1: Financial support beyond the Fellowship size is offered to those fellows who need such support the most, and in proportion to their financial situation – we wish to avoid a situation in which people who do have substantial resources contribute on the same grounds as people with very limited resources.

Principle 2: Financial support beyond Fellowship size is offered to accepted fellows in a transparent way – the same criteria will apply to all fellows and will be made known in advance.

Principle 3: Fellows who need additional financial support beyond their Fellowship size will be able to apply for the reduction of the commitment contribution in the following order:
- 100% reduction in the commitment contribution – fellows earning less than the minimum gross salary in Poland according to GUS for previous year.



- 50% reduction of the commitment contribution – fellows earning between the minimum gross salary in Poland and the average gross wage in Poland according to GUS for previous year.
- 25% reduction in the contribution – fellows earning between average gross wage and personal income tax bracket for high-end 32% tax rate.

Fellows who are above the limits or who can obtain reimbursement from their organization or HR department do not require support.

We do not ask for PIT statements. When applying for additional support, fellows are only obliged to sign a personal, written statement on whether they earn more or less than the given threshold; they do not have to tell us their exact salaries. We will not verify those statements and will simply trust our fellows.

We believe that this support system is fair. We hope for your trust and understanding.

Accommodation & Travel

What is covered by the Center for Leadership (included in the program)? Part of accommodation in a double-room, most meals and social events, including lunches, breakfasts, opening and closing gala dinners, graduation.

What is covered by fellows? Part of accommodation, evening meals costs, travel costs, and personal daily expenses on campus.

Help with travel – we help with travel and connect fellows before the program to offer joint rides for those who do not have cars or need to save on travel costs.

Note: We do not provide any financial support in the form of stipends payable in a monetary form directly to fellows.