



Demonstrated financial need. 20%

| 5 | 4 | 3 | 2 | 1 | 0 |
|---|---|--|---|--|---|
| Reader is convinced that candidate has little to no financial support for professional development and has other financial constraints. | | Candidate has some funding for professional development but has other financial constraints. | | Unconvincing and/or only need is covering expenses related to conference attendance. | |

ALA, RUSA, or BRASS membership (preferred). 10%

| 5 | 3 | 0 |
|--------------|------------|------------------------------|
| BRASS member | ALA member | Not a member of BRASS or ALA |

Updated: Oct 2020, adding purpose

Created: 2019