

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

2023 cohort

October 3-4 (at Carnegie Mellon University):

Arrive Oct. 2 evening; depart Oct. 4 at 3:30pm ET

October 19 (live online): 12:00-3:00pm ET

October 24 (live online): 12:00-3:00pm ET

November 17 (live online): 12:00-2:45pm ET

November 30-December 1 (Deloitte office - TBD):

Arrive Nov. 29 evening; depart Dec. 1 at 3:30pm ET

Final date to submit application for 2023 cohort: September 19, 2023

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: <https://www.cmu.edu/tepper/executive-education/deloitte-registration.html>

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 certain program dates – **Fall 2023 cohort:** (1) Oct 19, 12:00-3:00pm ET and (2) Oct 24, 1:00-3:00pm ET

Note: The Climb Fellowship Program is primarily intended to benefit eligible Black and Hispanic/Latinx professionals, but all eligible professionals will be considered.

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
- **Brian Lowery**, The Walter Kenneth Kilpatrick Professor of Organizational Behavior, Stanford Graduate School of Business
- **Leanne Meyer**, Executive Director, Accelerate Leadership Center, Tepper School of Business, Carnegie Mellon University

Questions?

Please reach out to ExecDir@andrew.cmu.edu or dmccall@deloitte.com for any questions related to the program.

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the “Deloitte” name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.