

EMERGING LEADER APPLICATION SCORING RUBRIC

Criteria	Outstanding (4 pts)	Excellent (3 pts)	Good (2 pts)	Fair (1 pt)	Poor/Insufficient (0 pts)
Q1: Applicant articulates how their selection will support the ELP goal of increasing representation of an underrepresented NACADA member group	Applicant demonstrates understanding of the program goal <u>AND</u> clearly/strongly articulates how their involvement will support it.	Applicant demonstrates understanding of the program goal <u>AND</u> gives a reasonable, but not particularly strong, explanation of how their involvement will support it.	Applicant demonstrates understanding of the program goal <u>AND</u> makes an attempt to articulate how their involvement will support it, but does not make a convincing case.	Applicant demonstrates understanding of the program goal <u>OR</u> makes an attempt to articulate how their involvement will support it, but does not make a convincing case (not both).	Applicant does not demonstrate understanding of the program goal <u>AND</u> does not articulate how their involvement will support it.
Q2a Applicant demonstrates / articulate NACADA involvement	Applicant identifies three or more incidents of <b>significant/active</b> NACADA involvement, <i>i.e.</i> event presentation, publication contribution, and/or AC or Region contribution.	Applicant identifies two incidents of <b>significant/active</b> NACADA involvement, <i>i.e.</i> event presentation, publication contribution and/or AC or Region contribution <u>OR</u> Applicant identifies one incident of significant/active involvement <u>AND</u> explains what barriers have kept them from more active involvement and how the program could help them overcome those barriers.	Applicant identifies some <b>basic</b> NACADA involvement, <i>i.e.</i> NACADA event attendance and/or AC or Region involvement, <i>i.e.</i> listserv participation or meeting attendance <u>AND</u> explains what barriers have kept them from more active involvement and how the program could help them overcome those barriers.	Applicant identifies some <b>basic</b> NACADA involvement, but has not pursued further involvement and does not explain what barriers have kept them from doing so.	Applicant does not demonstrate any involvement. (NOTE: Applicants with less than two years membership are not eligible and will be asked to reapply when requirement is met.)
Q2b Applicant articulates their desire to become more actively involved	Applicant articulates in detail <b>why</b> they would like to become more actively involved (supporting association <u>and</u> personal leadership development goals).	Applicant articulates in detail <b>why</b> they would like to become more actively involved (supporting association goals).	Applicant articulates in detail <b>why</b> they would like to become more actively involved (supporting personal growth goals).	Applicant gives a brief and/or vague explanation of <b>why</b> they would like to become more actively involved.	Applicant does not discuss <b>why</b> they would like to be more actively involved.

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<p>Q3a Applicant demonstrates / articulates understanding of the NACADA leadership pathways</p>	<p>Applicant's response demonstrates that they have reflected upon and have a clear understanding of the breadth and depth of the association structure and leadership pathways.</p>	<p>Applicant's response demonstrates that they have reflected upon and have some understanding of the breadth and depth of association structure and leadership pathways.</p>	<p>Applicant's response indicates that they have reflected upon and have a rudimentary understanding of the basic leadership pathways.</p>	<p>Applicant's response demonstrates some understanding of the basic leadership pathways.</p>	<p>Applicant's response demonstrates no understanding of the basic leadership pathways.</p>
<p>Q3b Applicant articulates ways they see themselves participating to make a future impact</p>	<p>Applicant articulates, in detail, <b>how</b> they see themselves participating in leadership roles in the future to make an impact (supporting association <u>and</u> personal leadership development goals).</p>	<p>Applicant articulates, in detail, <b>how</b> they see themselves participating in the future to make an impact (supporting association goals).</p>	<p>Applicant articulates some ideas about <b>how</b> they see themselves participating in the future to make an impact (supporting association goals).</p>	<p>Applicant articulates some ideas about <b>how</b> they see themselves participating in the future to make an impact.</p>	<p>Applicant does not articulate <b>how</b> they see themselves participating in the future to make an impact.</p>
<p>Supervisor letter</p>	<p>Supervisor highly recommends applicant <u>AND</u> Supervisor clearly states that institution supports (including financial support) attendance at all three annual conferences <u>OR</u> Applicant clearly states they will personally accept all financial responsibility for conference attendance.</p>	<p>Supervisor recommends applicant <u>AND</u> Supervisor indicates that institution supports conference attendance (including financial support) for at least two years <u>OR</u> Applicant clearly states they will personally accept all financial responsibility for conference attendance.</p>	<p>Supervisor's recommendation is weak <u>OR</u> institutional financial support is unclear <u>BUT</u> Applicant clearly states they will personally accept all financial responsibility for conference attendance.</p>	<p>Supervisor's recommendation is weak <u>AND</u> institutional financial support is unclear <u>BUT</u> Applicant clearly states they will personally accept all financial responsibility for conference attendance.</p>	<p>Letter does not provide support for applicant's involvement <u>AND</u> Applicant does not clearly states they will personally accept all financial responsibility for conference attendance.  (NOTE: Letter is required; applicant may not be considered without it.)</p>