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 AND clearly/strongly articulates how their involvement will support it.	Applicant demonstrates understanding of the program goal AND gives a reasonable, but not particularly strong, explanation of how their involvement will support it.	Applicant demonstrates understanding of the program goal AND 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 OR 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 AND does not articulate how their involvement will support it.
Q2a Applicant demonstrates / articulate NACADA involvement	Applicant identifies three or more incidents of **significant/active** NACADA involvement, *i.e.* event presentation, publication contribution, and/or AC or Region contribution.	Applicant identifies two incidents of **significant/active** NACADA involvement, *i.e.* event presentation, publication contribution and/or AC or Region contribution OR Applicant identifies one incident of significant/active involvement AND explains what barriers have kept them from more active involvement and how the program could help them overcome those barriers.	Applicant identifies some **basic** NACADA involvement, *i.e.* NACADA event attendance and/or AC or Region involvement, *i.e.* listserv participation or meeting attendance AND explains what barriers have kept them from more active involvement and how the program could help them overcome those barriers.	Applicant identifies some **basic** 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 **why** they would like to become more actively involved (supporting association and personal leadership development goals).	Applicant articulates in detail **why** they would like to become more actively involved (supporting association goals).	Applicant articulates in detail **why** they would like to become more actively involved (supporting personal growth goals).	Applicant gives a brief and/or vague explanation of **why** they would like to become more actively involved.	Applicant does not discuss **why** they would like to be more actively involved.

Q3a Applicant demonstrates / articulates understanding of the NACADA leadership pathways	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.	Applicant's response demonstrates that they have reflected upon and have some understanding of the breadth and depth of association structure and leadership pathways.	Applicant's response indicates that they have reflected upon and have a rudimentary understanding of the basic leadership pathways.	Applicant's response demonstrates some understanding of the basic leadership pathways.	Applicant's response demonstrates no understanding of the basic leadership pathways.
Q3b Applicant articulates ways they see themselves participating to make a future impact	Applicant articulates, in detail, **how** they see themselves participating in leadership roles in the future to make an impact (supporting association <u>and</u> personal leadership development goals).	Applicant articulates, in detail, **how** they see themselves participating in the future to make an impact (supporting association goals).	Applicant articulates some ideas about **how** they see themselves participating in the future to make an impact (supporting personal goals).	Applicant articulates some ideas about **how** they see themselves participating in the future to make an impact.	Applicant does not articulate **how** they see themselves participating in the future to make an impact.
Supervisor letter	Supervisor highly recommends applicant <u>AND</u> Supervisor clearly articulates understanding that a 2 ½ commitment is required	Supervisor recommends applicant <u>AND</u> Supervisor clearly articulates understanding that a 2 ½ commitment is required.	Supervisor's recommendation is weak <u>BUT</u> Supervisor clearly articulates understanding that a 2 ½ commitment is required	Supervisor's recommendation is weak <u>AND</u> does not clearly articulate understanding that a 2 ½ commitment is required	Letter does not provide support for applicant's involvement (NOTE: Letter is required; applicant may not be considered without it.)