

Region 3 Outstanding Advising Award Rubric

Excellence in Advising- New Advisor

New Advisor Role <3 years professional advising experience	Award Criteria	Inadequate 0 Indicator: no evidence is demonstrated	Fair 1 Indicator: some evidence is demonstrated	Proficient 2 Indicator: most evidence is demonstrated; meets expectations	Advanced 3 Indicator: all evidence is demonstrated; exceeds expectations
Recognizes individuals who have demonstrated qualities associated with outstanding academic advising of students and who have served as an advisor for a period of three (3) years. Candidate must have worked in the advising profession for a minimum of one year, prior to January 1 of current year.	<ul style="list-style-type: none"> • Administrative Materials Complete • Nomination/Application Letter • Letters of Support • Nominee Resume or Curriculum Vita 	Incomplete packet. One or more required items is missing from the submission. <i>Application automatically ineligible for further evaluation or consideration.</i>	Nomination letter offers broad, sweeping statements as qualifications without any specific examples. All other materials have been submitted.	Nomination letter outlines candidate’s qualifications using specific behavior-based examples. There are no additional comments from others. All materials have been submitted and are complete.	Nomination letter outlines candidate’s qualifications with specific behavior-based examples, including examples from others (colleagues & students) as well as quotes/comments. All materials have been submitted and are complete.
	<ul style="list-style-type: none"> • Interpersonal/Human Relations Skills (verbal/non-verbal communication, listening skills, questioning, manners, negotiation, problem-solving, decision making, assertiveness, social awareness/empathy, responsibility/accountability, self-management) 	Nominee has no evidence through submitted material.	Nominee has some evidence as demonstrated through submitted material. Commentary is broad based.	Nominee has compelling evidence as demonstrated through submitted material. Specific examples are included.	Nominee has overwhelming evidence as communicated through submitted materials exemplifying the nominee’s interpersonal skills with specific

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					examples or quotes from colleagues/students.
	<ul style="list-style-type: none"> • Professional Practices <ul style="list-style-type: none"> ○ NACADA Core Values: Responsible to themselves & their profession; to individuals they advise; to their institutions; to higher ed; to their educational community 	Nominee has no evidence supporting NACADA Core Values.	Nominee has some evidence or body of experience that supports NACADA's Core Values.	Nominee has strong or compelling evidence that supports NACADA's Core Values.	Nominee has overwhelming evidence or body of experience that supports NACADA's Core Values.
	<ul style="list-style-type: none"> • Documented Success (planning/forethought, organization, presentation skills, creativity, initiative, trust, credibility) 	Nominee has no evidence of documented success.	Nominee has some evidence or workplace experience with documented success.	Nominee has documented and sustained contributions to advising on their campus. Specific examples included.	Nominee has documented and developed advising-related initiatives to advising locally, regionally and/or nationally. Exemplifies continued growth as an advisor.
	<ul style="list-style-type: none"> • Documented Advisor Development 	Nominee has no evidence of advisor development.	Nominee has begun to participate or has short-term participation in advisor development activities. (i.e. service to campus advising-related committees)	Nominee has documented on-going participation in advisor development activities on his/her campus or in his/her region.	Nominee has documented sustained participation in advisor development activities on the campus, regional and/or national level, perhaps taken on a leadership role.
	<ul style="list-style-type: none"> • Personal Advising Philosophy (optional but encouraged) **BONUS POINTS** 	No advising philosophy submitted.	Advising Philosophy included is in the developing stages. There is some evidence of an emerging philosophy but further development would make it stronger.	Advising Philosophy is included and is well-articulated, considers advising and/or student development theory and has depth of thought and application.	Advising Philosophy is included and is well-articulated, and well-grounded in advising and/or student development theory; has depth of thought and application and clearly connects to the advisor's work on a personal level.

Sources:

See sources on the Excellent in Advising- Primary Role rubric