



## REGION 3 AWARDS AND SCHOLARSHIPS

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### **Award/Scholarship Title: Region 3 Diversity, Equity, and Inclusion Advising Champion Award**

**Award/Scholarship Description:** This award recognizes NACADA members in Region 3 who are making advising more inclusive, fair, and responsive to the needs of historically marginalized and/or non-traditional student populations. The goal of this award is to acknowledge advising work that helps address inequities experienced by students during their college careers and to celebrate advisors who create environments, spaces, and opportunities that promote and advance acceptance and belonging for all. The award may also recognize the development of advising competency trainings or research that promotes educational equity, advising programs or initiatives that target inequities, and advising professional development opportunities for advisors who have identified as historically marginalized and/or non-traditional students. This award may recognize both outstanding one-time efforts and/or high-quality service sustained over time.

*These one-time awards/scholarships are non-transferrable to another person or activity/event. Individuals may nominate themselves. A person may not apply/be nominated for more than one Excellence in Advising Award category per year. Additionally, a person may not apply/be nominated for both an Excellence in Advising Award and a Service to the Region Award and/or a Diversity, Equity, and Inclusion Advising Champion Award the same year. Reimbursement requests will be processed after the Region Conference and must be processed before December 1 of the Award season calendar year. Current NACADA Board members, NACADA Council members, Region Steering Committee members, and NACADA Executive Office staff are not eligible for nomination. NACADA's Executive Office staff does not disclose who is nominated or how many individuals are nominated for any award/scholarship.*

### **Eligibility Criteria:**

- Nominee/applicant must be a current member of NACADA at the time of application.
- Nominee/applicant must have worked in the advising profession for a minimum of one (1) year.
- Nominee/applicant may apply only in their own region.

### **Recipient receives:**

- \$600 Professional Development stipend for the purpose of funding the following:
  - NACADA Region Conference early registration fee
  - One-year NACADA membership renewal
  - The remaining stipend funds are provided to the recipient via reimbursement to be used towards travel, lodging, and/or other approved costs associated with attending the Region Conference.
- A framed certificate of recognition
- Recognition at the Region Conference Awards and Scholarships recognition program

**Number of awards/scholarships available:**

1 award

**Application materials required (all documents must be uploaded in PDF format, including letters):**

Submit materials via the NACADA Awards online nomination system including the following documents, uploaded in PDF form:

Nomination/Application Letter: This letter should summarize the nominee/applicant's qualifications and why the individual is being nominated for the award. This document should provide evidence and specific examples that demonstrate excellent performance. This document should also incorporate a personal philosophy statement regarding the nominee/applicant's approach to advising and/or advising administration. Examples of any NACADA professional development activities the nominee/applicant has participated in are valuable. All pertinent information should be listed in the letter; links to websites, etc. will not be accepted. The letter SHOULD NOT exceed three pages, single spaced.

Letters of Support: Include two letters of support. These letters may come from colleagues, employees, supervisors, or students - anyone who might augment the selection committee's understanding of the nominee. Letters SHOULD NOT exceed two pages, single spaced.

Current Resume or Curriculum Vita: Please limit entries to material that pertains directly to academic advising, presenting relevant information from the nominee/applicant's overall resume/vita. Please include the nominee/applicant's current job with either a position description or a list of job responsibilities. All pertinent information should be listed in the document; links to websites, etc. will not be accepted.

**Selection rubric provided at the end of this document.****Expectations of Award/Scholarship winner:**

It is ideal if the nominee/applicant has the support of their office/department/college/institution in attending the Region Conference as the recipient will be recognized and presented their award during the Region Conference Awards and Scholarships Ceremony. Recipients may be asked by the region to provide a written testimonial of the ways in which their career and/or education benefitted from receiving the NACADA Award/Scholarship.



**Region Awards**  
**Region 3 Diversity, Equity, and Inclusion Advising Champion Award**  
**Scoring Rubric**

**Equity, and Inclusion Advising Champion Award:**

This award recognizes NACADA members in Region 3 who are making advising more inclusive, fair, and responsive to the needs of historically marginalized and/or non-traditional student populations. The goal of this award is to acknowledge advising work that helps address inequities experienced by students during their college careers and to celebrate advisors who create environments, spaces, and opportunities that promote and advance acceptance and belonging for all. The award may also recognize the development of advising competency trainings or research that promotes educational equity, advising programs or initiatives that target inequities, and advising professional development opportunities for advisors who have identified as historically marginalized and/or non-traditional students. This award may recognize both outstanding one-time efforts and/or high-quality service sustained over time.

- Eligibility:
- Nominee/applicant must be a current member of NACADA at the time of application.
  - Nominee/applicant must have worked in the advising profession for a minimum of one (1) year.
  - Nominee/applicant may apply only in their own region.

<p style="text-align: center;"><b>Award Criteria</b></p> <p style="text-align: center;"><i>*All required documentation must be submitted in pdf format.</i></p>	<p style="text-align: center;"><b>Inadequate</b></p> <p style="text-align: center;"><b>0</b></p> <p style="text-align: center;"><i>*No evidence is demonstrated. Expectations not met.</i></p>	<p style="text-align: center;"><b>Fair</b></p> <p style="text-align: center;"><b>1</b></p> <p style="text-align: center;"><i>*Some evidence is demonstrated. Some expectations met.</i></p>	<p style="text-align: center;"><b>Proficient</b></p> <p style="text-align: center;"><b>2</b></p> <p style="text-align: center;"><i>*Most evidence is demonstrated. Meets expectations.</i></p>	<p style="text-align: center;"><b>Excellent</b></p> <p style="text-align: center;"><b>3</b></p> <p style="text-align: center;"><i>*All evidence is demonstrated. Exceeds expectations.</i></p>
<p><b>Required Documentation:</b></p> <ol style="list-style-type: none"> <li>1. Nomination Letter (should not exceed three pages, single spaced)</li> <li>2. 2 Letters of Support (each should not exceed two pages, single spaced)</li> <li>3. Current Resume or Curriculum Vita</li> </ol>	<p>Incomplete nomination. Required documentation not included or in incorrect format.</p> <p><b><i>Application ineligible for further evaluation.</i></b></p>			<p>Required documentation included.</p>
<p><b>Interpersonal and Human Relations Skills:</b></p> <ol style="list-style-type: none"> <li>1. Does the nominee exhibit a caring, helpful attitude towards students and colleagues?</li> <li>2. Is the nominee accessible and willing to meet with students and colleagues?</li> <li>3. Does the nominee create and support an inclusive and respectful professional environment that builds positive relationships by understanding and appreciating students' views and cultures, maintaining a student-centered approach and mindset, and treating students with sensitivity and fairness?</li> </ol>	<p>Nominee has no evidence supporting demonstrated interpersonal and human relations skills.</p> <p>Commentary does not relate to the nominee's interpersonal and human relations skills.</p>	<p>Nominee has some evidence supporting demonstrated interpersonal and human relations skills.</p> <p>Commentary is broad and includes sweeping statements. No specific examples included.</p>	<p>Nominee has compelling evidence supporting demonstrated interpersonal and human relations skills.</p> <p>Some specific examples are included but are lacking supportive quantitative and/or</p>	<p>Nominee has overwhelming evidence supporting demonstrated interpersonal and human relations skills.</p> <p>Specific examples are included backed by quantitative and/or qualitative data, such as</p>

<ol style="list-style-type: none"> <li>4. Does the nominee have frequent contact with students to create rapport and build/strengthen academic advising relationships in ways that challenge, support, nurture, and teach?</li> <li>5. Does the nominee exhibit most or all of the following qualities and skills in their advising appointments: verbal/non-verbal communication, listening skills, questioning, manners, negotiation, problem-solving, decision-making, meaning-making, assertiveness, social awareness/empathy, responsibility/accountability, and self-management?</li> <li>6. Does the nominee build positive relationships by understanding and appreciating students' views and cultures, maintaining a student-centered approach and mindset, and treating students with sensitivity and fairness?</li> </ol>			<p>qualitative data, such as numeric reports and/or quotes from students, colleagues, and/or supervisors.</p>	<p>numeric reports and/or quotes from students, colleagues, and/or supervisors.</p>
<p><b>Professional Practices/NACADA Core Competencies and Values:</b></p> <ol style="list-style-type: none"> <li>1. Does the nominee value honesty, transparency, and accountability to the student, institution, and the advising profession and are they dedicated to excellence in all dimensions of student success?</li> <li>2. Is the nominee knowledgeable of theory relevant to academic advising; academic advising approaches and strategies; and expected outcomes of academic advising?</li> <li>3. Does the nominee promote advising on campus and proactively create advising interactions?</li> <li>4. Is the nominee knowledgeable of and capable of helping students to understand the purpose of the curriculum and institutional policies/procedures?</li> <li>5. Does the nominee use and distribute appropriate information, including utilizing campus networks and making appropriate referrals?</li> <li>6. Does the nominee go beyond routine schedule planning with students, including monitoring student progress toward academic and career goals?</li> <li>7. Is the nominee knowledgeable of information technology applicable to relevant advising roles?</li> <li>8. Does the nominee assist in the training and development of new academic advisors?</li> </ol>	<p>Nominee has no evidence supporting demonstrated best professional practices nor is there evidence the nominee supports NACADA's Core Competencies and Values.</p> <p>Commentary does not relate to the nominee's professional practices or support of NACADA's Core Competencies and Values.</p>	<p>Nominee has some evidence supporting demonstrated best professional practices, as well as some evidence the nominee supports NACADA's Core Competencies and Values.</p> <p>Commentary is broad and includes sweeping statements. No specific examples included.</p>	<p>Nominee has strong or compelling evidence supporting demonstrated best professional practices, as well as strong or compelling evidence the nominee support's NACADA's Core Competencies and Values.</p> <p>Some specific examples are included but are lacking supportive quantitative and/or qualitative data, such as numeric reports and/or quotes from students, direct reports, and/or colleagues.</p>	<p>Nominee has overwhelming evidence supporting demonstrated best professional practices, as well as overwhelming evidence the nominee supports NACADA's Core Competencies and Values.</p> <p>Specific examples are included backed by quantitative and/or qualitative data, such as numeric reports and/or quotes from students, direct reports, and/or colleagues.</p>
<p><b>Documented Professional Success:</b></p> <ol style="list-style-type: none"> <li>1. Does the nominee demonstrate planning/forethought, organization, presentation skills, creativity, initiative, trust, credibility in their advising appointments?</li> <li>2. Is there evaluative data that shows positive results for the nominee's advising unit?</li> <li>3. Is there data to show student success following advisor/student interaction?</li> </ol>	<p>Nominee has no evidence supporting documented professional success.</p> <p>Commentary does not relate to the nominee's professional success.</p>	<p>Nominee has some evidence supporting documented professional success.</p> <p>Commentary is broad and includes sweeping statements. No specific examples included.</p>	<p>Nominee has strong or compelling evidence supporting documented professional success.</p> <p>Some specific examples are included but are lacking supportive quantitative and/or qualitative data, such as</p>	<p>Nominee has overwhelming evidence supporting documented professional success.</p> <p>Specific examples are included backed by quantitative and/or qualitative data, such as numeric reports and/or</p>

			numeric reports and/or quotes from students, colleagues, and/or supervisors.	quotes from students, colleagues, and/or supervisors.
<p><b>Documented Professional Development:</b></p> <ol style="list-style-type: none"> <li>1. Is there documented evidence the nominee participates in and attends advising development workshops, webinars, or training as put on by NACADA, another organization, and/or their institution?</li> <li>2. Is the nominee a member of NACADA or other professional organizations?</li> <li>3. Has the nominee contributed to the professional development of others in the fields of academic advising and student success?</li> </ol>	<p>Nominee has no evidence supporting documented professional development.</p> <p>Commentary does not relate to the nominee's professional development.</p>	<p>Nominee has some evidence supporting documented professional development.</p> <p>Limited examples of short-term participation in professional organizations and professional development activities beyond normal job duties are included.</p>	<p>Nominee has strong or compelling evidence supporting documented professional development.</p> <p>Some specific examples of the nominee's ongoing participation in professional organizations and professional development activities beyond normal job duties are included.</p>	<p>Nominee has overwhelming evidence supporting documented professional success.</p> <p>Specific examples of the nominee's sustained participation in professional organizations and professional development activities beyond normal job duties are included.</p> <p>The nominee may have served in or is currently serving in a leadership capacity beyond normal job duties.</p>

*\*Original rubric design created by Karen B. Hauschild, College of Charleston on behalf of Region 3 Awards and Scholarships, adapted by NACADA Global Awards, modified for NACADA Region 2 Awards and Scholarships by Michele Applegate, University of Delaware 6/28/20. Updated by the NACADA Executive Office July 2024.*

References:

NACADA: The Global Community for Academic Advising. (2017). NACADA academic advising core competencies model. Retrieved from <https://www.nacada.ksu.edu/Resources/Pillars/CoreCompetencies.aspx>

NACADA: The Global Community for Academic Advising. (2017). NACADA core values of academic advising. Retrieved from <https://www.nacada.ksu.edu/Resources/Pillars/CoreValues.aspx>