

Commitment to Diversity and Inclusion Award

AWARD CRITERIA	Inadequate 0	Fair 1	Proficient 2	Outstanding 3
	No evidence is demonstrated	Some evidence is demonstrated	Most evidence is demonstrated; meets expectations	All evidence is demonstrated; exceeds expectations
Personal/Initiative Nomination Letter	No nomination letter/statement	Letter offers broad statements as qualifications without specific examples	Letter outlines qualifications using behavior/outcome-based examples; Does not include additional comments from others	Letter outlines qualifications with behavior/outcome-based examples, including examples from colleagues and students with quotes, comments or data
Commitment to Inclusion of Marginalized Groups	No evidence demonstrating inclusion of marginalized groups	Some commentary on commitment to inclusion which is broad-based	Compelling evidence of the commitment to inclusion of marginalized groups within UofSC advising practices	Overwhelming evidence of the commitment to inclusion of marginalized groups with specific quotes, comments or data
Development of Best-Practices to Promote Diversity + Inclusion in Advising	No evidence of established best-practices	Some evidence of established best-practices to promote diversity and inclusion	Strong evidence of developed best-practices to promote diversity and inclusion of advising at UofSC; Uses research and theory to support development	Overwhelming evidence of developed best-practices to promote diversity and inclusion; Establishes new outcomes and theories to support continued growth of practice
Demonstrated Leadership	No evidence demonstrating leadership qualities	Some evidence is shared that supports demonstrated leadership in diversity and inclusion initiatives at UofSC	Strong and compelling evidence that supports demonstrated leadership in initiatives and advocacy for equitable treatment for all at UofSC	Overwhelming evidence that supports demonstrated leadership in initiatives and advocacy for fair and equitable treatment of all at UofSC and within advising community

<p>Personal Diversity + Inclusion Advising Philosophy</p>	<p>No evidence of diversity and inclusion within advising philosophy</p>	<p>Advising philosophy is in the developing stages with limited identification of guiding principles as they pertain to diversity and inclusion</p>	<p>Advising philosophy is well-articulated and considers theory-based practices of diversity and inclusion in working with underrepresented populations of students</p>	<p>Advising philosophy connects to nominee on personal level with well-articulated thoughts, applications and practices well-grounded in advising and student development theory to support, promote and advocate for the fair and equitable treatment of underrepresented populations of students</p>
<p>COMMENTS</p>				
				<p>___/15</p>

(Adapted from [NACADA Global Awards](#) rubrics)