

Board Nomination Application Evaluation Tool

The AONL Nominations Committee will use nine indicators to score each nomination application using a 1-4 scale. The Committee will score the candidate statements separately using 4-point Likert Scale.

1 = Strongly Disagree 2 = Disagree 3 = Agree 4 = Strongly Agree

Application Portion – 40% of Score

- **Influence:** Demonstrated involvement within the AONL and broader nursing community. Specific examples include elected or appointed positions within AONL, AONL chapters or other national, state or local organizations.
- **Board Governance Acumen:** Possesses competencies in governance principles and understanding of board structures/functions and fiduciary responsibilities.
- **Communication:** Exhibits effective communication skills, as evidenced by clear and concise one-on-one communication, use of social media, authorship of articles, portfolio listing of speaking engagements and recommendations from peers in the health care or nursing community.
- **Building Consensus:** History of experience as a chair, team leader, or committee, task force, advisory and/or workgroup member.
- **Leadership:** Recognized as an effective leader and critical thinker through career progression, scholarship and/or appointments/elections to various boards and bodies influential in health care and/or nursing.
- **Knowledge/Strategic Thinking:** Demonstrated competency in health care and nursing complexities and general business acumen through execution of strategic priorities, operational initiatives and clinical processes.
- **Innovation:** Known to colleagues as an innovator/idea generator and demonstrated ability to execute ideas. Participated or directed projects/research providing direct or indirect benefits to health care and/or nursing.
- **Recognition:** Demonstrates cooperative and tolerant behaviors and promoting a culture of engagement within employing organization and/or community. Recognized by colleagues as firm, yet gracious, and a positive example to the community and the profession through actions, awards and accolades.
- **Support of Mission:** Demonstrates a history of advancements and commitment to employing organization and respect for its people and its values.

100-Word Statement Portion – 60% of Score

- Describe the biggest issue facing nursing leadership with strategies to address the issue.
- Describe your actions to increase engagement/belonging within your organization or community.
- Describe your actions to improve health outcomes through advocacy.
- Describe the unique perspective or skills you would bring to the AONL Board.