

**Emerging Professional Voices Nominee Review Rubric**

Criteria	1: Unsatisfactory "Missing"	2: Basic "Present but limited"	3: Proficient "Clear but basic"	4: Advanced "Strong with examples or metrics"	5: Distinguished "Exceptional with leadership impact and outcomes"
<b>A. Vision</b> Nominee statement: Vision of nursing leadership, ensure alignment with AONL broader mission, vision and strategic priorities. (Nominator, please work with the Nominee to get their statement for submission)	<i>Vision is absent and/or is not written by the nominee</i>	<i>Vision statement is unclear, difficult to follow or understand; inadequate writing skills</i>	<i>Vision statement is clear but missing key information and lacks examples/anecdotes</i>	<i>Vision statement is clear but lacks examples/anecdotes; content reflective of core values and vision</i>	<i>Vision stated clearly and demonstrated through examples/anecdotes; creates an articulate image; describes vision with specificity and authenticity of shaping culture</i>
<b>B. Challenge</b> Nominee statement: Response to significant challenge faced within the past 5 years. (Nominator, please work with the Nominee to get their statement for submission)	<i>Response is absent</i>	<i>Response provided; lacks supporting rationale and detail as to significance or how it was overcome</i>	<i>Response provided; supporting rationale given; outcome missing (re: response)</i>	<i>Response provided; all elements are present; lacks qualitative or subjective detail or awareness of own thinking and how this may influence self/others' actions</i>	<i>Comprehensive response provided; Qualitative/subjective detail of how the nominee overcame the challenge</i>
<b>C. Goal</b> Nominee's approach to achieving a goal within the past 5 years	<i>No goals provided</i>	<i>Goals are unclear, lack elaboration and key elements and action plan</i>	<i>Goals set but lack one or more metrics, time frame or outcome in statement</i>	<i>Goals set and structured but lack passion or drive, rooted in the meaning and motivation behind their work.</i>	<i>Purpose, goals and success measures clearly outlined and support nominee's desire to serve as a passionate leader, contributing toward the reduction of health care disparities</i>
<b>D. Results</b> How nominee drove results/outcomes within the past 5 years	<i>No clearly stated results/outcome</i>	<i>The nominee had little influence on the outcome</i>	<i>Results are loosely described but not detailed concretely. If the outcome can be measured, metrics are not shared.</i>	<i>The nominee contributed meaningfully to improved outcomes/results as part of a smaller or larger initiative. Demonstrates clear role in execution; metrics are included when available.</i>	<i>The nominee led or was primarily accountable for driving improved outcomes/results. Demonstrates ownership of the initiative and its impact; metrics are included when available.</i>
<b>E. Innovation</b> Example of nominee innovating in their role and/or promoting a culture of innovation in their organization within the past 5 years. (Innovation does not have to be something that has never been done before, but should be done in a new way, and can be demonstrated through individual work or as part of a group/team.)	<i>Innovation is absent</i>	<i>Vague reference to innovation</i>	<i>Innovation described; lacks appropriate detail</i>	<i>Innovation described but not linked to success factor</i>	<i>Explicitly explains how innovation in role and/or promoting culture of innovation within organization will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i>
<b>F. Influence</b> Example of how the nominee has demonstrated influence within the past 5 years. Describe the outcomes and provide metrics if available. (Does not need to be in a formal leadership capacity, can be in a peer-to-peer or "influencing up" capacity. Examples include leading organizational committees, influencing research, engaging staff, publishing and community engagement.)	<i>Influence is absent</i>	<i>Vague reference to influence</i>	<i>Influence described; lacks appropriate detail</i>	<i>Clearly describes influence with specific actions and context. Demonstrates how influence contributed to a defined outcome, improvement, or success factor (ex. process change, engagement, quality). May include outcomes, but metrics or measurable impact are limited.</i>	<i>Explicitly explains how influence will ensure a greater level of success. If outcomes can be measured, metrics are shared. Clearly and specifically describes influence with multiple examples or sustained impact. Directly links influence to measurable outcomes. Demonstrates how influence affected teams, systems or broader organizational impact.</i>

<p><b>G. Healthy Environment</b>  Example of how the nominee has created a healthy environment through the promotion of reduced health care disparities, professional accountability, respect and support in their practice within the past 5 years. (Healthy environments allow all team members to feel accepted and respected.)</p>	<p><i>Healthy environment is absent</i></p>	<p><i>Vague reference to healthy environment</i></p>	<p><i>Healthy environment described; lacks appropriate detail</i></p>	<p><i>Healthy environment described but not linked to success factor</i></p>	<p><i>Explicitly explains how a healthy environment, inclusive of improving health care disparities, will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i></p>
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