American Nurses Association
Rubric for Candidate Nominations

Position	Competency	Question	Criteria	Score
All BOD & NEC *This question should be answered for applicants to **all** open positions.*	**Governance**	List the positions and associated responsibilities you have had serving in a governance role with professional organizations. Please list in bulleted form, and include all service with the ANA, constituent and state nurse associations (C/SNAs) or the Individual Member Division (IMD), and other state and national organizations. (limit to 500 words)	5 Demonstrated governance experience through service with both the ANA **and** C/SNA **or** IMD. 4 Demonstrated governance and leadership experience through service with the ANA **or** C/SNA or IMD or at the national level of an ANA Organizational Affiliate. 3 No governance experience within ANA, C/SNA or IMD, or at the national level of an ANA Organizational Affiliate, but demonstrated governance experience through service at the state level of an ANA Organizational Affiliate, or at the national and state levels with other organizations outside of ANA. 2 No governance experience within the ANA or C/SNA but demonstrated governance experience through service at the state level with organizations outside of the ANA. 1 Demonstrated governance experience with service through employment, but no positions with professional organizations at either the state **or** national level. 0 No governance or applicable leadership experience listed	
All BOD & NEC *This question should be answered for applicants to **all** open positions.*	**Organizational Awareness and Commitment**	Provide an example of how you have supported the mission of the American Nurses Association, constituent and state nurse associations (C/SNAs) or the Individual Member Division (IMD), and other state and national organizations. (limit to 200 words)	5 Clearly articulated understanding and involvement of the ANA mission through work at both the ANA **and** C/SNA **or** IMD. 4 Clearly articulated understanding of the ANA mission and purpose through work at the ANA **or** C/SNA **or** IMD. 3 Clearly articulated understanding and involvement of organizational mission and purpose through work at the state **or** national level with organizations outside of the ANA. 2 Articulated understanding of organizational mission and purpose through employment, **but not** with the ANA, C/SNAs or IMD, or other state or national professional organization. 1 Articulated only a surface level understanding and of organizational mission and purpose without clear links to a professional or employment organization. 0 No demonstrated understanding or involvement of organizational mission and purpose.	

			ANA, C/SNA s or IMD, or other state or national professional organizations. 1 Example showed low level change leadership but no evidence of sustained change. 0 Example showed no demonstration of change leadership or resulting change	
All BOD & NEC *This question should be answered for applicants to **all** open positions.*	**Opportunity and Access**	Describe specific outcomes demonstrating your cultural dexterity in creating a supportive environment for professional growth for all nurses through your work with the American Nurses Association, constituent and state nurse associations (C/SNAs) or the Individual Member Division (IMD), other state and national organizations or through your professional employment. (limit to 200 words)	5 Exceptional example demonstrated high-level leadership for promoting a supportive environment for professional growth for all nurses, with measurable and impactful outcomes. 4 Exceptional example demonstrated high-level involvement in initiatives promoting a supportive environment for professional growth for all nurses, with measurable and impactful outcomes. 3 Example showed participation in activities promoting a supportive environment for professional growth for all nurses, with some measurable outcomes. 2 Example showed support for activities promoting a supportive environment for professional growth for all nurses, with some measurable outcomes. 1 Example showed belief in the need to promote a supportive environment for professional growth for all nurses but lacked measurable outcomes. 0 Example lacked understanding of the need to promote a supportive environment for professional growth for all nurses and lacked measurable outcomes.	

President & Vice President *This question should be answered only by applicants to the* ***President and Vice President*** *positions.*	**Spokesperson**	Describe your experience with public speaking in the context of media relations or legal settings to convey an organizational message in a compelling manner. (limit to 200 words)	5 Demonstrated experience serving as a spokesperson at the national level for the ANA 4 Demonstrated experience serving as a spokesperson for the national level with organizations outside of the ANA 3 Demonstrated experience serving as a spokesperson at the state level for the C/SNA or IMD 2 Demonstrated experience serving as a spokesperson for the state level with organizations outside of the C/SNA or IMD 1 Demonstrated experience serving as a spokesperson through employment, **but not** with the ANA, C/SNAs or IMD, or other state or national professional organization 0 No public speaking experience	
President & Vice President *This question should be answered only by applicants to the* ***President and Vice President*** *positions.*	**Governance Leadership**	List your experience serving as the chair of a board for the American Nurses Association, constituent and state nurse associations (C/SNAs) or the Individual Member Division (IMD), other state and national organizations or through your professional employment. (limit to 200 words)	5 Demonstrated service in a chair position at ANA and at a C/SNA, IMD, or the national level of an ANA Organizational Affiliate. 4 Demonstrated service in a chair position at a C/SNA or IMD, or at the national level of an ANA Organizational Affiliate, **but not** the ANA. 3 Demonstrated service in a chair position at the state level of an ANA Organizational Affiliate or at the **national** level with organizations outside of the ANA. 2 Demonstrated service in a chair position at the **state** level with organizations outside of the ANA and its Organizational Affiliates. 1 Demonstrated service in a chair position through employment, **but not** with the ANA, C/SNAs or IMD, an ANA Organizational Affiliate, or another state or national professional organization. 0 No demonstrated service in a chair position with any organization.	

Executive Board *This question should be answered only by applicants to the* ***President, Vice President, Secretary,*** *and* ***Treasurer*** *positions.*	**Principles of Non-Profit Governance**	Describe how you have demonstrated the principles of non-profit governance through understanding of rules and regulations, and governing documents, including bylaws, articles of incorporation, operating policies. (limit to 200 words)	5 Demonstrated extensive leadership experience in and knowledge of non-profit governance, governing documents, and applicable rules and regulations. 4 Demonstrated experience in and knowledge of non-profit governance, governing documents, and applicable rules and regulations 3 Demonstrated some experience in non-profit governance that required only limited knowledge of governing documents or applicable rules and regulations 2 Demonstrated only limited experience in or knowledge of non-profit governance, governing documents, or applicable rules and regulations 1 Demonstrated minimal understanding of non-profit organizations, governing documents, applicable rules and regulations. 0 No demonstrated understanding of non-profit organizations, governing documents, applicable rules and regulations.	
Executive Board *This question should be answered only by applicants to the* ***President, Vice President, Secretary,*** *and* **Treasurer** *positions.*	**Financial Acumen**	Provide an explanation of your experience with preparing budgets, managing budgets, and interpreting financial statements within the organizational or business arenas. Please include examples of positive outcomes that have resulted from your financial stewardship. (limit to 200 words)	5 Demonstrated extensive fiscal acumen involving substantial responsibilities for budgeting, financial management, and interpretation of financial statements with positive financial outcomes through ANA, a C/SNA or IMD, an ANA Organizational Affiliate, or comparable executive/professional leadership 4 Demonstrated strong fiscal acumen involving responsibility for budgeting, financial management, and interpretation of financial statements with positive financial outcomes through a professional organization or executive/professional leadership. 3 Demonstrated fiscal acumen with positive financial outcomes at the **national** level with organizations outside of the ANA. 2 Demonstrated fiscal acumen with positive financial outcomes at the **state** level with organizations outside of the ANA. 1 Demonstrated fiscal acumen with positive financial outcomes through employment, **but not** with the ANA, C/SNAs or IMD, or other state or national professional organization. 0 No demonstration of fiscal acumen or outcomes.	

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NEC *This question should be answered only by applicants to the* ***Nominations and Elections Committee.***	**Developing a Slate of Candidates**	Describe your experience in sourcing and interviewing candidates for elected office positions (e.g., board and committee roles). (limit to 200 words)	3 Served on a Nominations and Elections Committee of a national organization, which may include ANA. 2 Served on a Nominations and Elections Committee at the state level with organizations, which may include, but is not limited to, C/SNAs and the IMD. 1 Never served on a Nominations and Elections Committee but have participated in sourcing and interviewing candidates for a slate 0 Never served in a capacity that required sourcing and interviewing candidates for a slate.	