General Board Member Application Rubric

The below rubric has been developed to guide the board election process and captures a snapshot of a board member's responsibility, as an individual and the full team. Categories have been weighted to align with the responsibilities and role. Please use the following scoring guide:

Exemplary (5), Accomplished (4), Proficient (3), Developing (2), Limited (1), No experience (0)

5 = Exemplary

Answered with a specific and relevant example that was well described, thorough, detailed. Provided specifics including a situation, action, and result

4 = Accomplished

Answered having or showing the skills through practice

3 = Proficient

Answered demonstrating a strong branch of knowledge and prior experience

2 = Developing

Answered with examples of exposure and introductory level of execution

1 = Limited

Answers were vague and general

0 = No experience shared

	Rating	Comments
Leadership Competence-Vision and Strategic Direction (20%) • Future focus -ability to develop, articulate, and implement a strategic direction/vision • Able to provide both strategic and innovative thought leadership • Demonstrates strategic thinking and an ability to analyze issues in making decisions that support NACA's overarching mission • Work collaboratively with others		
Governance/Board Role & Responsibilities (20%) • Can articulate the difference between volunteer and board member responsibilities • Communicates the ability to separate oneself and personal experiences from Association decision making • Demonstrates an ability to think globally about the Association and not solely rely on individual experiences • Presents themselves with integrity • Provides examples of making informed decisions that impact a community • Ability to be team oriented • Understands the role of a Board of Directors and time commitment • Recognition and respect of board confidentiality		
Cultural Competence and Diversity (20%) • Aware and can speak to NACA's Commitment to Diversity, Equity and Inclusion Statement, competencies, the Association's work toward its fulfillment • Can engage people different from one's self • Understands the value of diversity and inclusion in the context of NACA • Demonstrates emotional intelligence		

Financial Literacy & Stewardship (20%) • Experience of financial oversight and budgeting • Demonstrates an understanding of the financial resources and considerations that impact a national association • Ability to make financial decisions for the overall and long-term health of the Association		
Engage Membership-Outreach and Communication (10%) • High relational competency • Ability to convey the value of the Association to stakeholders • Can develop positive working relationships • Ability to speak publicly on behalf of the Board and Association's mission and vision • Demonstrates a knowledge of the Association's membership and volunteer experience ○ Ability to decipher between the two		
Knowledge of Higher Education, NACA, and Campus Activities (10%) • Demonstrates a global understanding of higher education and the external and internal environments that impact the Association and the student experience • Able to reference and articulate trends in campus activities and their impact to higher education • Participates in campus-based committees beyond campus programming • Understanding of the role NACA plays supporting the profession • Engaged in professional development beyond campus activities • Leadership commitment and involvement in NACA		
TOTAL SCORE (out of 30)		