

**American Nurses Association  
Rubric for Candidate Nominations**

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

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<p><b>All BOD &amp; NEC</b></p> <p><i>This question should be answered for applicants to <b>all</b> open positions.</i></p>	<p><b>Strategic and Critical Thinking</b></p>	<p>Describe what you see are the three most significant challenges facing the ANA and propose solutions for each.</p> <p>Explain how your past experiences have prepared you to participate in your proposed solutions to facilitate long term success of the ANA.</p> <p>(limit to 200 words)</p>	<p>5 Exceptional example or three significant challenges, targeted and realistic solutions, and a clear demonstration of <u>leadership</u> in facilitating long term success in overcoming similar challenges.</p> <p>4 Exceptional example or three significant challenges, targeted and realistic solutions, and some evidence of <u>involvement</u> in facilitating long term success in overcoming similar challenges.</p> <p>3 Exceptional example or three significant challenges, targeted and realistic solutions, with <u>no evidence of involvement</u> in facilitating long term success in overcoming similar challenges.</p> <p>2 Example or three challenges, with <u>no realistic solutions or evidence of involvement</u> in facilitating long term success in overcoming similar challenges.</p> <p>1 Example or three <u>minor</u> challenges, with <u>no realistic solutions or evidence of involvement</u> in facilitating long term success in overcoming similar challenges.</p> <p>0 <u>Incomplete</u> identification of challenges, with <u>no realistic solutions or evidence of involvement</u> in facilitating long term success in overcoming similar challenges.</p>	
<p><b>All BOD &amp; NEC</b></p> <p><i>This question should be answered for applicants to <b>all</b> open positions.</i></p>	<p><b>Change Leadership</b></p>	<p>Provide an example of how you have been able to influence others and implement sustained change 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.</p> <p>(limit to 200 words)</p>	<p>5 Provided a detailed and impactful example of effective leadership, communication, and influence that led to significant and sustained change at both the <u>ANA and C/SNA or IMD</u>.</p> <p>4 Provided a detailed and impactful example of effective leadership, communication, and influence that led to significant and sustained change at the <u>ANA or C/SNA or IMD</u>.</p> <p>3 Provided a detailed and impactful example of effective leadership, communication, and influence that led to significant and sustained change <u>at the state or national level with organizations outside of the ANA</u>.</p> <p>2 Some change leadership and sustained change was described, but they were <u>not demonstrated within the professional organizational</u></p>	

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			<p><u>environment</u> such as the ANA, C/SNA / IMD, or at the state or national levels with professional organizations outside of the ANA.</p> <p>1 Example showed <u>low level</u> change leadership but <u>no evidence of sustained change</u>.</p> <p>0 Example showed no demonstration of change leadership or resulting change</p>	
<p><b>All BOD &amp; NEC</b></p> <p><i>This question should be answered for applicants to <b>all</b> open positions.</i></p>	<p><b><u>Diversity and Inclusion</u></b></p>	<p>Describe specific outcomes demonstrating your cultural dexterity in creating an inclusive environment 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.</p> <p>(limit to 200 words)</p>	<p>5 Exceptional example demonstrated <u>high-level leadership</u> for promoting diversity and inclusion, with measurable and impactful outcomes.</p> <p>4 Exceptional example demonstrated <u>high-level involvement</u> in initiatives promoting diversity and inclusion, with measurable and impactful outcomes.</p> <p>3 Example showed <u>participation in activities</u> promoting diversity and inclusion, with some measurable outcomes.</p> <p>2 Example showed <u>support for activities</u> promoting diversity and inclusion, with some measurable outcomes.</p> <p>1 Example showed <u>belief in the need</u> to promote diversity and inclusion but <u>lacked measurable outcomes</u>.</p> <p>0 Example lacked <u>understanding of the need</u> to promote diversity and inclusion and <u>lacked measurable outcomes</u>.</p>	
<p><b>President &amp; Vice President</b></p> <p><i>This question should be answered only by applicants to the <b>President</b></i></p>	<p><b><u>Spokesperson</u></b></p>	<p>Describe your experience with public speaking in the context of media relations or legal settings to convey an organizational message in a compelling manner.</p> <p>(limit to 200 words)</p>	<p>5 Demonstrated experience serving as a spokesperson at the national level for the <u>ANA</u></p> <p>4 Demonstrated experience serving as a spokesperson for the <u>national level with organizations outside of the ANA</u></p> <p>3 Demonstrated experience serving as a spokesperson at the state level for the <u>C/SNA or IMD</u></p> <p>2 Demonstrated experience serving as a spokesperson for the <u>state level with organizations outside of the C/SNA or IMD</u></p> <p>1 Demonstrated experience serving as a spokesperson <u>through employment, but not with the ANA, C/SNAs or IMD, or other state or national professional organization</u></p>	

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<p><b><u>and Vice President</u></b> <i>positions.</i></p>			<p>0 No public speaking experience</p>	
<p><b>President &amp; Vice President</b></p> <p><i>This question should be answered only by applicants to the <b><u>President and Vice President</u></b> positions.</i></p>	<p><b><u>Governance Leadership</u></b></p>	<p>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.</p> <p>(limit to 200 words)</p>	<p>5 Demonstrated service in a chair position at both the <u>ANA and C/SNA or IMD</u>.</p> <p>4 Demonstrated service in a chair position at the <u>C/SNA or IMD but not the ANA</u>.</p> <p>3 Demonstrated service in a chair position at the <u>national level with organizations outside of the ANA</u>.</p> <p>2 Demonstrated service in a chair position at the <u>state level with organizations outside of the ANA</u>.</p> <p>1 Demonstrated service in a chair position <u>through employment, but not with the ANA, C/SNAs or IMD, or other state or national professional organization</u>.</p> <p>0 No demonstrated service in a chair position with any organization.</p>	
<p><b>Secretary</b></p> <p><i>This question should be answered only by applicants to the <b><u>Secretary</u></b> position.</i></p>	<p><b><u>Principles of Non-Profit Governance</u></b></p>	<p>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.</p> <p>(limit to 200 words)</p>	<p>5 Demonstrated extensive leadership experience in and knowledge of non-profit governance, governing documents, and applicable rules and regulations.</p> <p>4 Demonstrated experience in and knowledge of non-profit governance, governing documents, and applicable rules and regulations</p> <p>3 Demonstrated some experience in non-profit governance that required only limited knowledge of governing documents or applicable rules and regulations</p> <p>2 Demonstrated only limited experience in or knowledge of non-profit governance, governing documents, or applicable rules and regulations</p> <p>1 Demonstrated minimal understanding of non-profit organizations, governing documents, applicable rules and regulations.</p> <p>0 No demonstrated understanding of non-profit organizations, governing documents, applicable rules and regulations.</p>	

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<p><b>Treasurer</b></p> <p><i>This question should be answered only by applicants to the <b>Treasurer</b> position.</i></p>	<p><b>Financial Acumen</b></p>	<p>Provide an explanation of your experience with preparing and managing budgets and interpreting financial statements within the organizational or business arenas.</p> <p>Please include examples of positive outcomes that have resulted from your financial stewardship.</p> <p>(limit to 200 words)</p>	<p>5 Demonstrated fiscal acumen with positive financial outcomes at both the <u>ANA and C/SNA or IMD</u>.</p> <p>4 Demonstrated fiscal acumen with positive financial outcomes at the <u>ANA or C/SNA or IMD</u>.</p> <p>3 Demonstrated fiscal acumen with positive financial outcomes at the <u>national level with organizations outside of the ANA</u>.</p> <p>2 Demonstrated fiscal acumen with positive financial outcomes at the <u>state level with organizations outside of the ANA</u>.</p> <p>1 Demonstrated fiscal acumen with positive financial outcomes <u>through employment, but not with the ANA, C/SNAs or IMD, or other state or national professional organization</u>.</p> <p>0 No demonstration of fiscal acumen or outcomes.</p>	
<p><b>ALL BOD &amp; NEC</b></p> <p><i>This question should be answered for applicants to <u>all</u> open positions.</i></p>	<p><b>Membership Assembly</b></p>	<p>List your experience in attending or serving as a representative to ANA’s Membership Assembly Attendance to MA should be preferred and not mandatory (limit to 200 words)</p>	<p>5 Attended Membership Assembly as a member of the Nominations and Elections Committee</p> <p>4 Attended more than one Membership Assembly as a state delegate.</p> <p>3 Attended more than one Membership Assembly but never served as state delegate.</p> <p>2 Attended one Membership Assembly as a state delegate</p> <p>1 Attended one Membership Assembly but never served as state delegate.</p> <p>0 Never attended Membership Assembly</p>	
<p><b>NEC</b></p> <p><i>This question should be answered only by applicants to the</i></p>	<p><b>Developing a Slate of Candidates</b></p>	<p>Describe your experience in sourcing and interviewing candidates for selection</p> <p>(limit to 200 words)</p>	<p>5 Served on the ANA Nominations and Elections Committee</p> <p>4 Served on a C/SNA or IMD Nominations and Elections Committee</p> <p>3 Served on a Nominations and Elections Committee at the national level with organizations outside of the ANA.</p> <p>2 Served on a Nominations and Elections Committee at the state level with organizations outside of the ANA.</p> <p>1 Never served on a Nominations and Elections Committee but have participated in sourcing and interviewing candidates for a slate</p> <p>0 Never served in a capacity that required sourcing and interviewing</p>	

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<b><u>Nominations and Elections Committee</u></b>			candidates for a slate.	
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