

## Rubric for Candidates for ANA Elective Positions

ANA Board of Directors POSITION: \_\_\_\_\_

Competency Addressed	Factors to Consider	Scale	Candidate Name					
Governance : Demonstrated understanding of the difference between governance and management	<ul style="list-style-type: none"> <li>History of ANA, C/SNA service and leadership in management and governance</li> <li>Other Association leadership experience</li> <li>Special Awards, Accomplishments, and Honors</li> <li>Response to Q1: Describe the significant contributions you have made to the American Nurses Association and/or in another volunteer leadership or governance position.</li> </ul>	5- Demonstrated governance and leadership experience within ANA and C/SNA 4- Experience with ANA or C/SNA leadership or governance 3- Demonstrated advanced governance leadership within C/SNA and other Associations 2- Governance leadership with other organizations, limited ANA/ C/SNA experience 1-Leadership with other organizations, no ANA or C/SNA experience 0-No governance or applicable leadership experience						

<p>Organizational Awareness and Commitment: Demonstrated experience within ANA and ANA;s CSNAs or IMD</p>	<ul style="list-style-type: none"> <li>• History of ANA service and leadership</li> <li>• History of C/SNA and/or IMD service and leadership</li> <li>• Other leadership experience</li> <li>• Response to Q2 reflects an understanding of most challenging external conditions affecting ANA</li> <li>• Response to Q7 reflects an understanding of ANA’s mission</li> </ul>	<p>5- Demonstrated leadership experience within ANA with understanding of mission and issues facing ANA with goals and identified solutions</p> <p>4- Experience with ANA and C/SNA leadership with a general understanding of ANA membership issues and mission</p> <p>3- Limited understanding of ANA membership concerns and mission, no identified solutions</p> <p>2- Leadership with other organizations, limited ANA/ C/SNA experience and very limited understanding of ANA membership concerns and mission</p> <p>1-Leadership with other organizations, no ANA or C/SNA experience or understanding of ANA membership concerns</p> <p>0-No organizational awareness</p>						
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<p>Strategic and Critical Thinking: Demonstrated ability to analyze complex concepts, develop creative solutions, and/or evaluate decisions to enable the organization to achieve long-term objectives</p>	<ul style="list-style-type: none"> <li>• Response to Q3 reflects strategic and critical thinking</li> <li>• Leadership experience</li> </ul>	<p>5-Exceptional example, with detailed behaviors of strategic and critical thinking with detailed outcomes            4-Example with ability to analyze complex situation but no creative solution.            3-Example with limited scope or impact.            2-Very limited understanding of critical thinking            1-Minimal understanding of the question            0-No awareness or demonstration of concept understanding</p>						
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<p>Financial Acumen: Ability to interpret financial statements and business cases</p>	<ul style="list-style-type: none"> <li>History of fiscal leadership and management (Q3)</li> <li>Response to Q3 and Q4 reflects an understanding of the ability to prepare budgets, analyze financial statements and business cases</li> </ul>	<p>5- Demonstrated fiscal acumen with positive financial outcomes          4-Limited leadership but a strong understanding of fiscal impact of decisions          3- Limited leadership and a general understanding of financial considerations          2- Limited financial experience or acumen          1-Minimal understanding of the questions          0-No fiscal acumen</p>						
<p>Change Leadership: Demonstrated ability to influence others and implement change</p>	<ul style="list-style-type: none"> <li>Experience with change leadership</li> <li>Response to Q2 and Q5 demonstrates the ability to influence others and implement change</li> <li>Response to Q7 reflects an the ability to influence others</li> </ul>	<p>5-Exceptional example, with detailed behaviors of effective communication and influence skills          4-A general understanding of working with and influencing others in a collaborative manner          3-Limited collaboration for strategic change and demonstrates a general understanding of considerations          2-Examples with limited scope of influence or change          1-Minimal understanding of the question          0-No awareness or demonstration of concept understanding</p>						

<p>Diversity and Inclusion: Values diversity and cultural dexterity with a strong commitment to creating an inclusive environment within ANA</p>	<ul style="list-style-type: none"> <li>• Experience with diversity and inclusion</li> <li>• Response to Q6 demonstrates diversity and inclusiveness</li> </ul>	<p>5-Example describes exceptional leadership in enhancing diversity and inclusion with detailed outcomes          4- involvement with diversity and inclusion          3-A general understanding of diversity and inclusion          2-Very limited understanding of diversity and inclusion          1-Minimal understanding of the question          0-No awareness or demonstration of concept understanding</p>						
<p>For ANA President Only          –          Spokesperson: Demonstrated ability to speak publicly and in the media, conveying an organization’s message in a compelling manner</p>	<ul style="list-style-type: none"> <li>• History of experience with public speaking, testifying, media relations</li> </ul>	<p>5- Demonstrated experience serving as a spokesperson for ANA or C/SNA or IMD          4- - Demonstrated experience serving as a spokesperson for other organizations          3- Some public speaking, media and/or testifying experience          2- Public speaking but no media or testifying experiences          1-Limited local experience in public speaking          0-No spokesperson experience</p>						

<p>For ANA President Only – Governance Leadership: Experience serving as the chair of a board</p>	<ul style="list-style-type: none"> <li>History of ANA service and leadership</li> <li>History of C/SNA and/or IMD service and leadership</li> <li>Other leadership experience</li> <li></li> </ul>	<p>5 - Demonstrated service as a chair within ANA          4- Demonstrated service as a chair within ANA C/SNA or IMD          3- Demonstrated service as a chair with other organizations; also has ANA/ C/SNA experience in leadership role          2- Demonstrated service as a chair with other organizations, limited ANA/ C/SNA experience          1-Demonstrated leadership but no chair experience within ANA          0-No leadership experience</p>						
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ANA Nominations and Elections Committee Member							
Competency Addressed	Factors to Consider	Scale	Candidate Number				
Organizational Awareness and Commitment: Demonstrated experience within ANA and ANA;s CSNAs or IMD	<ul style="list-style-type: none"> <li>• ANA Member</li> <li>• History of ANA service and leadership</li> <li>• History of C/SNA and/or IMD service and leadership</li> <li>• Other leadership experience</li> </ul>	5- Demonstrated leadership experience within ANA 4- Experience with ANA and C/SNA leadership 3- Demonstrated advanced leadership within C/SNA 2- Leadership with other organizations, limited ANA/ C/SNA experience 1- Leadership with other organizations, no ANA or C/SNA experience 0- No leadership experience, left blank					

<p>Experience in attending or serving as a representative to ANA;s Membership Assembly</p>	<ul style="list-style-type: none"> <li>• ANA Member</li> <li>• History of ANA service and leadership</li> <li>• History of C/SNA and/or IMD service and leadership</li> <li>• Other leadership experience</li> </ul>	<p>5- Attended MA more than once          4- Attended MA at least once          3- Attended C/SNA or IMD MA          2- Attended another ANA meeting, but not MA          1-Attended national meeting for another organization          0-No attendance at MA</p>						
<p>Experience in sourcing and interviewing candidates for selection</p>	<ul style="list-style-type: none"> <li>• History of service and leadership in management and governance</li> <li>• Other leadership experience</li> <li>• Special Awards, Accomplishments, and Honors</li> </ul>	<p>5- Demonstrated experience in sourcing and interviewing people          4- Experience with either sourcing or interviewing people          3- Limited experience in sourcing or interviewing people          2-Participated in sourcing or interviewing people          1- Knowledge and minimal participation of interviewing or sourcing          0-No experience</p>						



