

ALFP Cohort 21 Evaluation Rubric - Note that ALFP evaluations are completed using a holistic review. Scores and merit are prioritized. However, the selection committee does holistically review the applicants to account for needs in the Academy as well as diversity (defined broadly and includes disciplines represented, types of institutions, etc.).

Criteria	Below Average (4 or 5 Points)	Average (6 or 7 Points)	Above Average (8 or 9 Points)	Excellent (10 Points)
<p>Demonstrate Leadership</p> <ul style="list-style-type: none"> • Association Involvement (Committees at local, state, national level) • Leadership in Association (Officer) • Formal Leadership Position at College of Pharmacy (Vice-Chair, Assist Dean, Associate Dean, Chair, Director) • Evidence of other Leadership Development (additional training, certificate on CV, etc.) 	<p>Minimal leadership experience (quality and quantity)</p> <p>Does not fulfill any criteria</p>	<p>Average leadership experience (quality and quantity)</p> <p>Fulfills 1 of the criteria</p>	<p>Above Average leadership experience (quality and quantity)</p> <p>Fulfills 2 of the criteria</p>	<p>Excellent leadership experience (quality and quantity)</p> <p>Fulfills 3 or more of the criteria or 2 of criteria (if multiple leadership positions held at state or national level- e.g. Officer, committee chair)</p>
<p>Academic Experience</p> <ul style="list-style-type: none"> • Acad. Rank or Years of Service • Positions Held (faculty line, director line, experiential ed, vice-chair – held different roles to gain well-rounded experience) 	<p>Assistant Professor/Less than 5 years of staff experience</p>	<p>Associate Professor/5-10 years of staff experience</p>	<p>Associate Professor/5-10 years of staff experience AND multiple positions held</p> <p>OR</p> <p>Full Professor/More than 10 years of staff experience</p>	<p>--- Not applicable ---</p>

<p>Service to Institution</p> <ul style="list-style-type: none"> • Member of College of Pharmacy or University or Hospital committee • Chair of College of Pharmacy or University or Hospital committee • Lead a research team/lab 	<p>Minimal service to institution (quality and quantity)</p> <p>Only fulfills 1 criterion</p>	<p>Average service to institution (quality and quantity)</p> <p>Fulfills 2 criteria or if only 1 criteria then multiple committees</p>	<p>Above average service to institution (quality and quantity)</p> <p>Fulfills 2 criteria with multiple examples/committees in at least one area</p>	<p>---Not applicable ---</p>
<p>Dean's Letter</p> <ul style="list-style-type: none"> • Potential for leadership • Why they should be a part of ALFP • Mentoring plan with sufficient details 	<p>Letter does not provide adequate recommendation</p> <p>OR</p> <p>No Mentoring Plan</p>	<p>Letter provides adequate recommendation</p> <p>OR</p> <p>Weak Mentoring Plan (generic and/or only meets 4 or less times throughout the year)</p>	<p>Letter provides above average recommendation including some specific evidence or examples</p> <p>AND</p> <p>Solid Mentoring Plan (provides specific timeline for at least 1 aspect of the plan and meets more than 4 times throughout the year)</p>	<p>Letter provides above average recommendation including specific evidence or examples</p> <p>AND</p> <p>Detailed Mentoring Plan (multiple opportunities provided, meets more than 4 times throughout the year, provides specific timelines/details for several of the opportunities)</p>
<p>Letter of Intent</p> <ul style="list-style-type: none"> • Make case of enough leadership experience to go through advanced training 	<p>Letter does not provide adequate intent (just re-statement of career highlights)</p> <p>Only address 1 criterion</p>	<p>Letter provides adequate intent (quality and quantity)</p> <p>Likely "generic" without many specific examples</p>	<p>Letter provides above average intent (quality and quantity)</p> <p>Some specific examples provided</p>	<p>Letter provides excellent intent (quality and quantity)</p> <p>Specific examples provided</p>

<ul style="list-style-type: none"> • Demonstration of need to participate in ALFP • Goals for participating in ALFP • Leadership/Career aspirations 		Fulfills 2 criteria	Fulfills 3 criteria	Fulfills 4 criteria
<p>BONUS: Compelling Demonstration of Need</p> <ul style="list-style-type: none"> • Compelling argument in letters • New leadership position at college/university (~within 2 years) 			<p>Add 8 Bonus Points to the Final Score</p>	