

ALFP 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 levels) • Leadership in Association (Officer) • Formal Leadership Position at College of Pharmacy (Vice-Chair, Assistant 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><i>Does not fulfill any criteria</i></p>	<p>Average leadership experience (quality and quantity)</p> <p><i>Fulfills 1 of the criteria</i></p>	<p>Above Average leadership experience (quality and quantity)</p> <p><i>Fulfills 2 of the criteria</i></p>	<p>Excellent leadership experience (quality and quantity)</p> <p><i>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)</i></p>
<p>Academic Experience</p> <ul style="list-style-type: none"> • Academic Rank or Years of Service • Positions Held (faculty, director, experiential ed, vicechair, etc. – held different roles to gain well-rounded experience) 	<p>Assistant Professor/Less than 5 years of academic experience</p>	<p>Associate Professor/ 5-10 years of academic experience</p>	<p>Associate Professor/More than 10 years of academic experience AND at least one leadership role</p> <p>OR</p> <p>Full Professor/More than 10 years of academic experience</p>	<p>Associate and/or Full Professor with >10 years of academic experience and multiple positions held OR in a new leadership position (less than 2 years).</p>

<p>Service to Institution</p> <ul style="list-style-type: none"> • Member of College of Pharmacy, University, or Health System committees • Chair of College of Pharmacy, University, or Hospital committees • Lead for research team/lab 	<p>Minimal service to institution (quality and quantity) (e.g. Committee membership)</p>	<p>Average service to institution (quality and quantity) (e.g. Membership on multiple committees OR lead for research lab.</p>	<p>Above average service to institution (quality and quantity) (e.g. Membership on multiple committees and chair of at least one committee OR lead for research lab with a few staff and at least one committee)</p>	<p>Significant service to institution (e.g. Chair of several committees OR lead for research lab with several staff and membership on at least one committee).</p>
<p>Dean's Letter (max of 2 pages)</p> <ul style="list-style-type: none"> • Potential for leadership • Why the applicant should be selected for 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 with a compelling reason for selection.</p> <p>AND</p> <p>Detailed Mentoring Plan (multiple opportunities provided, meets more than 4 times throughout the year, provides specific timelines/details for</p>

				several of the opportunities)
<p>Letter of Intent (max of 2 pages)</p> <ul style="list-style-type: none"> • Make case of previous leadership experience to prepare for ALFP’s advanced training. • Demonstration of need to participate in ALFP • Goals for participating in ALFP • Leadership/Career aspirations 	<p>Letter does not provide adequate intent (just restatement of career highlights)</p> <p><i>Addresses 1 criteria</i></p>	<p>Letter provides adequate intent (quality and quantity)</p> <p>Likely “generic” without many specific examples</p> <p><i>Addresses 2 criteria</i></p>	<p>Letter provides above average intent (quality and quantity)</p> <p>Some specific examples provided</p> <p><i>Addresses 3 criteria</i></p>	<p>Letter provides excellent intent and a compelling argument for selection (quality and quantity)</p> <p>Several specific examples provided</p> <p><i>Addresses all 4 criteria</i></p>