## Commitment to Diversity and Inclusion Award

<table>
<thead>
<tr>
<th>AWARD CRITERIA</th>
<th>Inadequate</th>
<th>Fair</th>
<th>Proficient</th>
<th>Outstanding</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Awards</strong></td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>Description</strong></td>
<td>No evidence is demonstrated</td>
<td>Some evidence is demonstrated</td>
<td>Most evidence is demonstrated; meets expectations</td>
<td>All evidence is demonstrated; exceeds expectations</td>
</tr>
</tbody>
</table>

### Personal/Initiative Nomination Letter
- **Inadequate**: No nomination letter/statement
- **Fair**: Letter offers broad statements as qualifications without specific examples
- **Proficient**: Letter outlines qualifications using behavior/outcome-based examples; Does not include additional comments from others
- **Outstanding**: Letter outlines qualifications with behavior/outcome-based examples, including examples from colleagues and students with quotes, comments or data

### Commitment to Inclusion of Marginalized Groups
- **Inadequate**: No evidence demonstrating inclusion of marginalized groups
- **Fair**: Some commentary on commitment to inclusion which is broad-based
- **Proficient**: Compelling evidence of the commitment to inclusion of marginalized groups within UofSC advising practices
- **Outstanding**: Overwhelming evidence of the commitment to inclusion of marginalized groups with specific quotes, comments or data

### Development of Best-Practices to Promote Diversity + Inclusion in Advising
- **Inadequate**: No evidence of established best-practices
- **Fair**: Some evidence of established best-practices to promote diversity and inclusion
- **Proficient**: Strong evidence of developed best-practices to promote diversity and inclusion of advising at UofSC; Uses research and theory to support development
- **Outstanding**: Overwhelming evidence of developed best-practices to promote diversity and inclusion; Establishes new outcomes and theories to support continued growth of practice

### Demonstrated Leadership
- **Inadequate**: No evidence demonstrating leadership qualities
- **Fair**: Some evidence is shared that supports demonstrated leadership in diversity and inclusion initiatives at UofSC
- **Proficient**: Strong and compelling evidence that supports demonstrated leadership in initiatives and advocacy for equitable treatment for all at UofSC
- **Outstanding**: Overwhelming evidence that supports demonstrated leadership in initiatives and advocacy for fair and equitable treatment of all at UofSC and within advising community
<table>
<thead>
<tr>
<th>Personal Diversity + Inclusion Advising Philosophy</th>
<th>No evidence of diversity and inclusion within advising philosophy</th>
<th>Advising philosophy is in the developing stages with limited identification of guiding principles as they pertain to diversity and inclusion</th>
<th>Advising philosophy is well-articulated and considers theory-based practices of diversity and inclusion in working with underrepresented populations of students</th>
<th>Advising philosophy connects to nominee on personal level with well-articulated thoughts, applications and practices well-grounded in advising and student development theory to support, promote and advocate for the fair and equitable treatment of underrepresented populations of students</th>
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<tbody>
<tr>
<td>COMMENTS</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>___ /15</td>
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(Adapted from NACADA Global Awards rubrics)