



**Program Chair-elect/Leadership Track
 2023-24 Rubric**

	Mastery (5)	Advanced (4)	Competent (3)	Emerging (2)	Not Developed (1)	Total
Standard Questions	-					
Personal Vision - <i>Why do you want to be the Program Chair elect & in AADPRT leadership?</i>	- Has clear idea of what they hope to get out of role - Identifies some priorities that they would like to pursue	Has clear idea of what they hope to get out of role	Has considered the role		Hasn't thought through this	
AADPRT Experience - <i>What have you contributed to or gained from your involvement in AADPRT?</i>	Demonstrates personal and professional growth from experience with AADPRT	Identifies several outcomes from engagement with AADPRT	Expresses enjoyment		Not able to respond	
Leadership Capacity - <i>Of all your leadership experiences in or out of AADPRT, what are you most proud of and why?</i>	Clearly identifies and explains an experience of import			Difficult to understand the relationship of the experience and personal meaning	Unable to identify an experience	
Feasibility - <i>How are you going to manage the workload with your current day position?</i>	Has realistic view of the demands of the job & how to make it work with current day job	Has realistic view of the demands of the job & but still trying to figure out capacity	Hasn't really considered demands of job but believes it will work out	Has no idea of current demands but optimistic	Response is difficult to follow	
Diversity - <i>How do you bring diversity to the leadership?</i>	Clearly describes way they bring diversity to AADPRT in various ways (gender, program size, type (AMC/community/VA), focus (gen/fellowship), region, location (urban/rural), etc)	Describes few ways they bring diversity to the role	Describes one way	Response doesn't necessarily bring diversity to the role	Not able to answer question	
OPTIONAL QUESTIONS						
AADPRT Vision - <i>Based on your experience with AADPRT, have you noticed any challenges facing AADPRT? If so, any thoughts how to move through these challenges?</i> - <i>What might be some of your priorities you'd like to see happen in AADPRT if you were in the leadership?</i>	Provides a description of AADPRT challenges, and includes realistic strategies for engaging AADPRT to address those challenges.	Provides a detailed description of at least one AADPRT challenge, and includes realistic strategies for improvement	Provides limited description of an AADPRT challenge and/or the strategies needed to address that challenge		Does not identify an AADPRT Challenge	
Leadership Capacity: <i>Describe a time you built a collaborative work</i>	- Describes unique ways to empower others	Evidence of empowering others	Evidence of delegating and supporting others	Unclear	No evidence	



<i>environment. How did you empower others?</i>	<ul style="list-style-type: none"> - Recognizes the Importance of team process & support - Recognizes importance of inspiring others 					
Other Questions from personal statement or CV	-					
Interview Observations	-					
Social skills	<ul style="list-style-type: none"> - Appears to have integrity and a sense of fairness - Polite & respectful - Promotes collaborative relationships 		Somewhat personable.	Difficult to engage	At time disrespectful,	
Communication Skills	<ul style="list-style-type: none"> - Clear & organized answers - Stays on topic - Demonstrates good judgement - Appears to listen carefully 	Clear answers, organized, stays on topic but not as insightful	Responds adequately to questions but with some tangential thoughts	Answers don't always follow questions but relatively understandable	Difficult to follow answers, derails	
Attitude	<ul style="list-style-type: none"> - Projects a positive or optimistic attitude - Prepared for interview - Engaged in interview 		<ul style="list-style-type: none"> - Neutral attitude - Generally prepared - Engaged but occasionally distracted 		<ul style="list-style-type: none"> - Negative or sarcastic attitude - Unprepared - Not engaged 	
Presentation	<ul style="list-style-type: none"> - Appropriate interview attire - Chooses an appropriate environment to conduct interview - Appears to have good eye contact; - Appears attentive and present during interview 			<ul style="list-style-type: none"> - Overly informal - Not particularly prepared for interview - Unclear if eye contact - Somewhat distracted during interview 	<ul style="list-style-type: none"> - Inappropriate interview attire - Inappropriate environment for interview - Not prepared - Shows little interest in interview - Often distracted 	
Written Material	-					
CV	<ul style="list-style-type: none"> - Evidence of significant leadership - Organized and clear 				<ul style="list-style-type: none"> - Minimal leadership - Disorganized 	
Personal Statement						
Why nominee wants to help lead AADPRT	Clear authentic motivation to seek position		Not particularly well communicated but appears authentic	Unclear motivation	Way to get promoted or augment CV	
Describe your involvement within AADPRT	Has served in at least 2 major leadership positions: <ul style="list-style-type: none"> o Committee Chair 	- Has served in 1 leadership position (chair of	- Has led committee	- Member of Committee	Minimal involvement	



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	<ul style="list-style-type: none"> ○ Taskforce Chair ○ Treasurer (on SC) 	committee/committee or caucus) without clear outcomes - Led workshop	project with clear outcomes - Led workshops	- Participated in workshop		
Describe key leadership experience outside of AADPRT	Leadership in other Nat'l organizations (APA, AAP, AAPSA, AAMC, ABPN, etc.)	<ul style="list-style-type: none"> - Leadership within GME (aside from TD) - Leadership in School of Medicine or institution 	Led new programs within residency/fellowship	Co-led new programs within residency/fellowship	Besides current role, not much outside leadership	
Describe your short and long-term career goals	Short & long-term goals seem c/w AADPRT leadership role		Evidence that other interests may distract from commitment	Concern might drop out due to competing goals	Not answered or unclear response	

