

Professional Staff Academic Advisor Award

Selection Criteria	Not Represented / Included (0)	Minimal (1)	Fair (2)	Proficient (3)	Strong (4)	Exceptional (5)
Interpersonal / Human Relations Skills	Submission materials provide no evidence.	Limited interpersonal effectiveness; isolated examples without evidence.	Developing effectiveness; some positive but transactional interactions evident.	Consistent and effective interpersonal skills with numerous examples.	Strong interpersonal skills with measurable institutional impact.	Exemplary relational skills setting a professional standard.
Does the nominee: - Proactively create an accessible and welcoming environment? - Exhibit most or all of the following qualities and skills in their advising appointments: verbal/non-verbal communication; listening skills; questioning; manners; negotiation; problem-solving; decision making; assertiveness; social awareness/empathy; responsibility/accountability; and self-management? - Engage with students who need extra support (extra outreach and/or advocacy) as appropriate? - Demonstrate superior interpersonal skills with other members of and outside of their department?	N/A	Ex.: Broad statements describing the nominee as "supportive" or "effective" without examples.	Ex.: Transactional but positive approaches. Limited but developing evidence of effective collaboration.	Ex.: Numerous examples of advising effectiveness and/or innovation and contributions to a positive advising culture	Ex.: Widely recognized as a highly-effective, trusted advisor and collaborator across institutional units.	Ex.: Testimonials describe an exceptional advisor who is a model for effectiveness with all student populations, displaying respectful, collaborative engagement.
Professional Practices / NACADA Core Values	Submission materials provide no evidence.	Minimal alignment with Core Values.	Limited alignment with Core Values.	Clear and consistent alignment with Core Values.	Strong, visible model of Core Values in practice.	Exemplary embodiment of Core Values advancing the profession.
Does the nominee consider the following values: - Caring: Demonstrates genuine concern for students and colleagues by advocating for supportive policies, humane leadership, and inclusive workplace practices. - Commitment: Shows sustained dedication to advising excellence, teamwork, personal development, and continuous improvement. - Empowerment: Creates structures and practices that enable students and advisors to make informed decisions and grow professionally. - Inclusivity: Promotes equitable advising practices and inclusive advising environments for diverse populations. - Integrity: Models ethical behavior and leadership, transparency, and accountability. - Professionalism: Grounds advising in the values of the advising profession. - Respect: Committed to every student's worth through inclusion, cultural understanding, and fairness	N/A	Ex.: Mentions practice/values awareness without demonstrating application/minimally articulated.	Ex.: Some evidence that advising approaches align with NACADA's Core Values and strive for best practices.	Ex.: Consistent evidence of advising approaches that generally align with NACADA's Core Values and aim for best practices.	Ex.: Strong and consistent evidence of advising approaches that align with NACADA's Core Values and represent best practice.	Ex.: Testimonials describe a transformative advisor, contributing to inclusive, high-performing advising cultures; a model for respectful, collaborative engagement.
Documented Success	Submission materials provide no evidence.	Minimal anecdotal evidence of success.	Limited documented success.	Consistent, documented advising success and innovation.	Strong, sustained impact with measurable outcomes.	Transformative excellence with robust, sustained data.
Does the nominee: - Demonstrate planning/forethought, organization, presentation skills, creativity, initiative, trust, credibility? - Provide specific examples illustrating how they supported student success through mentorship such student publication, students presenting at national conferences, or similar student achievements. - Have a history of recognition from their institution or at the Region Awards level?	N/A	Ex.: Anecdotal success claims without documentation.	Ex.: High-level positive student support for mentor effectiveness.	Ex.: Students and colleagues consistently describe the nominee as demonstrating excellence in mentoring. The faculty mentor has created or innovated programs and materials to enhance the mentoring process, with supporting data provided where possible.	Ex.: Widely recognized for excellence with clear, well-documented data demonstrating effectiveness.	Ex.: Transformative, highly innovative programs with comprehensive, robust data demonstrating significant, sustained impact.
Documented Advisor Development	Submission materials provide no evidence.	Minimal or short-term participation in professional development.	Limited but ongoing professional development participation.	Consistent participation in professional development.	Strong engagement expanding skills and inclusivity.	Exceptional engagement advancing advising as a field.
Does the nominee: - Provide documented evidence of participation and attendance at student-centered development workshops, webinars, and training hosted by their institution, or other organizations? - Hold membership in other professional organizations? - Contribute to the professional development of others at their institution or elsewhere? - Attend and/or present at conferences and participate in professional development activities to enhance their acumen as a mentor?	N/A	Ex.: Attended one event or served briefly on a committee.	Ex.: Some participation in institutional, local, or development activities.	Ex.: Regularly attends and presents at conferences and/or participates in webinars, micro-credentialled courses, etc.	Ex.: Seeks out experiences to approach trends and expand comfort working with diverse student populations.	Ex.: Regularly presents and expands expertise to effectively engage today's students.
Personal Advising Philosophy	Submission materials provide no evidence.	Philosophy emerging but underdeveloped.	Developing philosophy with limited application.	Clear, theory-informed philosophy with applied examples.	Strong philosophy guiding teaching and mentoring practice.	Exemplary philosophy fully embodied in practice.
Does the nominee: - Articulate a clear, coherent philosophy of student success that is grounded in theory, research, or evidence - based practice? - Provide concrete examples of how their philosophy guides their day - to - day work and decision - making? - Demonstrate how their philosophy reflects a commitment to equity, inclusion, and holistic student development? - Show alignment between their stated philosophy and the outcomes evidenced in their submission?	N/A	Ex.: Philosophy provided but lacks clarity or theoretical grounding.	References advising concepts with limited application.	Ex.: Articulates a specific advising model with concrete application example.	Ex.: Philosophy clearly drives teaching and mentoring practice.	Ex.: Practice holistically embodies philosophy and demonstrates teaching excellence.