American Association of Directors of Psychiatric Residency Training

Rubric for Evaluating Steering Committee Leadership Track (2029 Program Chair) Nominees					
Domain/Questions	**Not Developed (1)**	**Emerging (2)**	**Competent (3)**	**Advanced (4)**	**Mastery (5)**
Vision *What is your vision for AADPRT? What would your principal priorities and goals be?*	Provides no clear vision or priorities; response is unfocused or difficult to follow.	Offers a vague or incomplete vision; priorities are unclear or lack connection to AADPRT's purpose.	Provides a general vision with some priorities but limited detail or connection to AADPRT's broader mission.	Articulates a strong, thoughtful vision with several clear priorities and alignment with AADPRT's goals.	Presents a clear, compelling, and forward-thinking vision that aligns with AADPRT's mission and history & identifies specific, actionable priorities relevant to current challenges.
Motivation *Why do you want to be the Program Chair elect and in AADPRT leadership?*	Unable to articulate a meaningful motivation for leadership.	Provides superficial or inconsistent motivation with limited reflection.	Identifies basic reasons for interest but lacks depth or alignment with organizational goals.	Provides a clear personal motivation with some connection to AADPRT's needs.	Offers a coherent, authentic rationale for pursuing leadership, demonstrating understanding of the role's purpose and impact.
AADPRT Contributions *Describe your contributions to AADPRT and their impact.*	Unable to identify any substantial contributions or engagement with AADPRT.	Provides minimal or unclear contributions; limited reflection on experience or growth.	Describes some contributions with moderate impact or limited reflection on outcomes.	Identifies several meaningful contributions with observable outcomes or influence.	Demonstrates significant engagement with AADPRT and evidence of impactful contributions; clearly reflects personal and professional growth through involvement.
Leadership *Of all your leadership experiences in or out of AADPRT, what are you most proud of and why?*	Unable to identify or meaningfully describe a leadership experience.	Describes an experience with unclear leadership relevance or limited insight.	Identifies a leadership example with some relevance but limited depth or reflection.	Describes a notable experience with reflection on lessons learned, though the connection to AADPRT leadership could be stronger.	Clearly describes a leadership experience of significance, explaining its relevance to AADPRT and demonstrating transferable skills and insight.
Bandwidth *How are you going to manage the workload with your current day position?*	Shows no awareness of the role's demands or provides an incoherent response.	Has not fully considered workload or time commitments; relies on optimism over planning.	Expresses general confidence in managing responsibilities but lacks a clear plan.	Acknowledges the demands of the role and offers a reasonable approach to balancing commitments.	Shows a realistic and detailed plan for managing the Program Chair role alongside current responsibilities; demonstrates awareness of workload demands.
Equity *How will you advance equity?*	Unable to articulate how they would recognize, promote, or support equity in AADPRT; shows little to no awareness of equity-related issues.	Offers limited or vague statements about equity; may focus on generic ideas without addressing systemic barriers or inclusion.	Identifies one or two concrete ways they would advance equity (e.g., valuing diverse voices, participating in inclusive practices) in AADPRT.	Describes several actionable strategies for advancing equity within AADPRT that aligns with recent efforts by AADPRT.	Demonstrates longstanding commitment and articulates a comprehensive approach to advancing equity in AADPRT with thoughtful connection to recent developments nationally and in AADPRT.