American Association of
Directors of Psychiatric
Residency Training

Nominating Committee Rubric for Selecting the Program Chair/Leadership Track

	Mastery (5)	Advanced (4)	Competent (3)	Emerging (2)	Not Developed (1)
Standard Questions					
Personal Vision - *Why do you want to be the Program Chair elect & in AADPRT leadership?*	- 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 - *What have you contributed to or gained from your involvement in AADPRT?*	Demonstrates personal and professional growth from experience with AADPRT	Identifies several outcomes from engagement with AADPRT	Expresses enjoyment		Not able to respond
Leadership Capacity - *Of all your leadership experiences in or out of AADPRT, what are you most proud of and why?*	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 - *How are you going to manage the workload with your current day position?*	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 - How do you bring diversity to the leadership?	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