



The ASCCC Hayward Award– Rubric

- a. Commitment to serving and empowering students from diverse backgrounds and experiences (0-4 points)
- b. Participation in campus, professional, and/or student activities (0-4 points)
- c. Commitment to education and currency in the discipline (0-4 points)
- d. Commitment to the mission of California community colleges (0-4 points)
- e. Community, state and/or national activities that represent the profession (0-4 points)
- f. In addition, within each of the above criteria is an additional possible point added for activities that advance inclusion, diversity, equity, anti-racism, and accessibility (IDEAA) (+1 point)

Table of Rubric Points. Total points possible 25

Rubric Category	0	1	2	3	4	+1
a. Commitment to serving and empowering students from diverse backgrounds and experiences	Not present	Awareness of the value for student centered operations is shown but lacks evidence of activities demonstrating commitment to serving students.	Evidence detailing activities demonstrating minimal commitment to serving students included in the application.	Evidence detailing some activities demonstrating a strong commitment to serving students in candidate form. Some evidence in supporting letter as well.	Significant evidence detailing activities demonstrating a strong commitment to serving students in both candidate form and supporting letter. Activities demonstrate willingness to go beyond standard expectations in job description.	Activities advance inclusion, diversity, equity, anti-racism, and accessibility (IDEAA).
b. Participation in campus, professional, and/or student activities	Not present	Evidence shows limited participation in one or more campus activities.	Evidence shows engaged participation and leadership in at least one campus activity or project.	Evidence shows engaged senior leadership (president, chair, etc.) in at least one campus activity or project.	Evidence shows long term engaged senior leadership (president, chair, etc.) in multiple campus activities and projects.	Activities advance inclusion, diversity, equity, anti-racism, and accessibility (IDEAA).
c. Commitment to education and currency in the discipline	Not present	Evidence of interest and limited engagement in discipline related activities.	Evidence of engagement in at least one regional, state, or national discipline group, industry, or professional organization.	Evidence of criteria from #2 as well as engagement with department faculty to similarly engage them in their discipline communities.	Evidence of engagement in multiple organizations and sustained engagement with department faculty and students to similarly engage them in their discipline communities.	Activities advance inclusion, diversity, equity, anti-racism, and accessibility (IDEAA).

Rubric Category	0	1	2	3	4	+1
d. Commitment to the mission of California community colleges	Not present	Description details an understanding of one or two aspects of the community college mission.	Description details a broad understanding of CCC mission and how candidate's role affects all aspects of the mission including evidence of commitment to open access.	Evidence of criteria from #2 with a description of some candidate activities that directly support open access and student success.	Strong evidence for multiple activities directly supporting several aspects of the CCC mission. Evidence of activities being institutionalized that lead to sustained support for open access and helping students succeed across the curriculum.	Activities advance inclusion, diversity, equity, anti-racism, and accessibility (IDEAA).
e. Community, state and/or national activities that represent the profession	Not present	Evidence of interest and limited representation in regional, state or national activities that extend their participation and influence beyond their discipline or institution.	Evidence of sustained representation in at least one regional, state or national discipline group, industry, or professional organization. Descriptions detail a broader scope of activities such as serving on committees outside of their core interests.	Evidence of sustained representation in at least one of the previously mentioned organizations in a leadership role to further that organization's purposes while also broadening their abilities as a leader and their capacity to represent in areas that are not traditional to their expertise.	Evidence of sustained representation in several of the previously mentioned organizations as an experienced leader and evidence of engagement with other like-minded participants to improve upon their participation and experiences as well as to further the organization's purposes.	Activities advance inclusion, diversity, equity, anti-racism, and accessibility (IDEAA).