

DEMONSTRATES ALIGNMENT IN ONE OR MORE AREAS LISTED BELOW	EMERGING: SOME EVIDENCE OF ALIGNMENT 	PROFICIENT: EVIDENCE OF ABOVE AVERAGE ALIGNMENT 	ADVANCED: EVIDENCE OF SIGNIFICANT ALIGNMENT 
Culture of Student Success	The nominee demonstrably supports initiatives related to student success.	Evidence is provided that the nominee demonstrates effort in advancing student success above and beyond what is expected of them as part of their regular job performance. Additionally, they demonstrate support for UTA goals related to diversity, equity, and inclusion and promotes ongoing dialogue around closing achievement gaps.	Clear and convincing evidence that the nominee has been influential in advancing a culture of student success. Nominee takes ownership in closing achievement gaps and promoting diversity, equity, and inclusion. The nominee has created practices related to student success beyond the unit level and is considered a role model.
Retention and Completion	The nominee uses student data to guide their decisions. Assesses how a program affects student retention and completion.	The nominee uses student data to guide their decisions. Assesses how a program affects student retention and completion. Disaggregates data based on various demographics to ensure advancement in closing achievement gaps. Practices strategic initiatives to affect positive change in retention and completion rates.	The nominee uses student data to guide their decisions. Assesses how a program affects student retention and completion. Disaggregates data based on various demographics to ensure advancement in closing achievement gaps. Demonstrated evidence that the nominee has contributed to increased retention and completion rates due to adoption of best practices or the launching of new efforts. Considered a leader on campus for student success efforts.
Experiential Learning	The nominee supports students' efforts in participating in Maverick Advantage activities/experiential learning.	Nominee actively supports students' participation in Maverick Advantage activities/experiential learning. Nominee fosters the development of power skills in communication, critical thinking, and problem solving, adaptability, and other relevant areas.	Nominee fosters the development of power skills in communication, critical thinking, and problem solving, adaptability, and other relevant areas. The nominee has created or significantly contributed to demonstrated opportunities for increased student participation in these activities. Nominee positively influences others on campus to understand how these activities affect retention and completion.
Innovative Practices	The nominee enthusiastically supports change to advance student success. The nominee is knowledgeable of best practices to improve retention and completion. Nominee contributes to new ideas and programming to advance student success.	Nominee expands their professional development to enhance the services they can provide to students. They actively and consistently demonstrate creativity in addressing student challenges; seeks efficiencies; utilizes technology to better support students; identifies and adopts best practices. Nominee accepts risks when appropriate to initiate and implement change.	Evidence the nominee has contributed to increases in retention and completion through the creation of innovative programming. Nominee expands their professional development to enhance the services they can provide to students. They actively and consistently demonstrate creativity in addressing student challenges; seeks efficiencies; utilizes technology to better support students; identifies and adopts best practices. Nominee accepts risks when appropriate to initiate and implement change.
Service to Students	Nominee connects students to success resources. Has a direct or indirect service that supports students.	The nominee connects students to success resources; works to minimize barriers; utilizes technology to advance services to students; provides clear and accessible pathways to student support resources and opportunities to historically underserved populations.	Nominee goes above and beyond to serve at the level of the individual student. The nominee connects students to success resources; works to minimize barriers; utilizes technology to advance services to students; provides clear and accessible pathways to student support resources and opportunities to historically underserved populations. Nominee is an active mentor and furthers the developmental growth of students. Evidence of measurable impact on student success. Nominee is known on campus for care and compassion.