

APPENDIX A – Leadership Excellence Essential and Desired Criteria

Applicants need to meet the two Essential Criteria in order to be eligible.

Criteria 1

Demonstration of leadership at either the local, department, college level for contributions in one or more of the following areas: education, scholarship, and/or clinical skills.

Criteria 2

Being held in high regard by learners, faculty and staff.

Noted below are Desirable Criteria that applicants should possess/display.

Criteria 3

Leadership: Building trust, lead change, inspire and encourage others. Build relationships, communicate clearly, delegate. Be confident and create accountability. Achieve department goals.

Criteria 4

Vision: Demonstrates clear specific vision, innovation and creativity in overall goals. Ensure it is measurable, achievable, realistic and time-bound.

Criteria 5

Communication: Effective oral and written skills, adapting communication skills in different scenarios, active listening, providing and receiving feedback

Criteria 6

Mentorship: Motivates and develops leadership capacities in others, influence the professional and personal growth of a less experienced colleague.

Criteria 7

Collaborations: Equitably collaborates on projects, planning and discussion meetings and demonstrates ability to work with peers, embracing other ideas and is open minded. Supportive of others.

Criteria 8

Respect/Integrity: Demonstrates high respect for culture, language, gender, socio economic status, values diversity, exceptionalities. Leads others through example.