**Graduate Student and Postdoctoral Scholar Recognition Program Sample Rubric**

The American Chemical Society (ACS) invites graduate and postdoctoral programs in the chemical sciences to nominate graduate students and postdoctoral scholars who have demonstrated exemplary achievements in any of the three categories:

* Leadership in Mentoring,
* Leadership in the Promotion of Diversity, Equity, Inclusion, and Respect,
* Leadership in the Promotion of Research Safety.

Individuals that are nominated and selected will be formally acknowledged and recognized for their contributions by their universities, organizations, and ACS.

To facilitate the 2023 nomination process, ACS is providing an optional rubric to help departments in their nominations of graduate students and postdoctoral scholars. The criteria outlined in these rubrics are designed to serve as a framework for the behaviors associated leadership in each of the three categories. Programs are not required to use this optional rubric in their selection processes and programs may choose to create their own set of nomination criteria and guidelines.

**Leadership in Mentoring Sample Rubric**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Criteria | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| 1. Candidate has strong interpersonal skills to form a working alliance with their mentees to support their personal and professional growth. |  |  |  |  |  |
| 2. Candidate fosters independence in their mentees while also highlighting effective ways of working with others. |  |  |  |  |  |
| 3. Candidate effectively communicates knowledge and skills, and actively listens to mentees. |  |  |  |  |  |
| 4. Candidate successfully assesses mentee’s understanding of core concepts, provides strategies to address misunderstandings, and offers guidance for the mentee to achieve their goals. |  |  |  |  |  |
| 5. Candidate accommodates and adapts to the different perspectives, backgrounds, and learning objectives of their mentees. |  |  |  |  |  |

**Leadership in Diversity, Equity, Inclusion, and Respect Sample Rubric**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Criteria | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| 1. Candidate is aware of the assumptions, barriers, and/or biases that come with DEIR work and works to deconstruct obstacles that hinder the promotion of DEIR. |  |  |  |  |  |
| 2. Candidate actively fosters an inclusive environment in their research group, department, and/or university. |  |  |  |  |  |
| 3. Candidate shows effort to eliminate inequality and inequity. |  |  |  |  |  |
| 4. Candidate strongly promotes diversity in their research group, department, and/or university. |  |  |  |  |  |
| 5. Candidate welcomes other peoples’ ideas, perspectives, and strengths. |  |  |  |  |  |

**Leadership in Research Safety Sample Rubric**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Criteria | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| 1. Candidate recognizes chemical (health, physical, and environmental) hazards as well as chemical processes (temperature, pressure, equipment, etc.) |  |  |  |  |  |
| 2. Candidate can locate and utilize authoritative information (e.g., PubChem, GHS, SDSs) to evaluate and assess chemical hazards. |  |  |  |  |  |
| 3. Candidate demonstrates the ability to perform a documented risk assessment prior to starting work. |  |  |  |  |  |
| 4. Candidate shows responsible conduct by applying education and training to actively manage risks to protect others and the environment. |  |  |  |  |  |
| 5. Candidate promotes a strong safety culture in the laboratory with open communication, mentoring, and questioning. |  |  |  |  |  |