Miller-Sarkin Award Rubric

AWARD TYPES
- Research Mentor Award – for those whose mentorship focus has been largely around the research skills and success of others
- Career/Holistic Development Mentor Award – for those whose mentorship focus has been largely around the development of the careers of others in a holistic way

APPLICATION MATERIALS
- Nominee statement
  - Please describe your mentorship philosophy, approach to mentorship, and your goals for mentoring relationships.
  - Describe up to two mentoring relationships you have nurtured and the outcomes (these should not be the same as your mentee letter writer)
  - Tell us about one innovation/activity you have led related to mentorship, if applicable
- Two letters of recommendation, with at least one from a recent mentee
- Curriculum vitae

AWARD CRITERIA
These will be publicly advertised, and evidence of them should be found in at least one part of the application materials, if not more.

- Evidence of high-quality mentoring skills including both supporting and challenging their mentee.
- Evidence of high-quality mentoring skills by listening, questioning, and facilitating problem-solving.
- Demonstrates outcomes and meaningful results of mentorship
  - For Career/Holistic: Mentees have demonstrated success and advancement in their professional careers as a result of this mentorship
  - For Research: Mentees have demonstrated success and advancement in their research careers, as evidenced by impact of published work and funding, as well as expertise.
- Is inclusive in their approach to mentorship and sponsorship to mentees, to meet the future workforce needs of pediatrics
- Demonstrates mentorship that is long-standing throughout their career and has a scope beyond their local institution
- Demonstrates leadership and/or innovation in mentorship

RUBRIC
The rubric below shows the left, middle, and right anchors for a 5-point scale. Left is 1-point, middle is 3-point, and right is 5-point.
All are weighted equally.

Mentoring Quality
Criteria Language: "Evidence of high-quality mentoring skills including both supporting and challenging their mentee."

Left	Middle	Right anchor
Is knowledgeable about the topics or refers the mentee to appropriate resources. Is approachable and open as a mentor. Provides information.	Provides ideas about areas/opportunities for growth. Pushes mentees and lets them occasionally struggle, but favors support when situations are difficult.	Provides the optimum balance of support and challenge that nudges the mentee out of their comfort zone for growth to occur. Pushes the mentee to become a mentor for others.

Criteria Language: "Evidence of high-quality mentoring skills by listening, questioning, and facilitating problem-solving."

Left	Middle	Right anchor
Provides accurate, appropriate, and timely feedback. Is a problem-solver. Provides information. Is a good listener.	Is a good listener but doesn't always try to problem solve for the mentee; lets them occasionally struggle. Asks reflective questions for understanding. Is supportive in all situations.	Goes beyond listening and problem-solving to ask reflective and sometimes uncomfortable questions. Provides pros and cons of options instead of opinions.

Leadership/Innovation in Mentoring
Criteria Language: "Leadership and/or innovation in mentorship"

Left	Middle	Right
Leads or has developed a formal or informal mentoring activity in one's program or section or has developed or utilized a unique mentoring program, approach, or tool to be used in mentoring	Either leads or has developed a formal or informal mentoring activity for the College/School/Institution (i.e., beyond one's local sphere of influence but not at the national level) or has implemented a novel/innovative mentoring method or tool that another group within the College/School/Institution has used or replicated.	Leads or has developed a formal or informal mentoring program nationally or has developed innovative methods/tools for mentoring which others outside the institution have used or replicated.

Outcomes

Career/Holistic Award Rubric

Criteria Language: "Mentees have demonstrated success and advancement in their professional careers as a result of this mentorship"

Left Anchor	Middle Anchor	Right Anchor
Mentees have advanced in their career within their institution, with little to no presence regionally or nationally, as evidenced through leadership or dissemination of scholarship	Mentees have advanced their career within their institution and regionally, with little to no presence nationally, as evidenced through leadership or dissemination of scholarship	Mentees have advanced their careers with consistent presence institutionally, regionally, and nationally, as evidenced through leadership or dissemination of scholarship

Research Award Rubric

Criteria Language: "As a result of this mentorship, mentees have demonstrated success and advancement in their research careers, as evidenced by impact of published work and funding, as well as expertise."

Left Anchor	Middle Anchor	Right Anchor
Mentees have few published papers and a few grants, with no clear notable impact	Mentees have consistently published work and obtained grant funding; the work is starting to have notable impact on the field, and the mentees are considered emerging experts in their field of study	Mentees have consistently published impactful work and are independent, funded researchers. The mentees may be considered experts in their field of study

Scope and Commitment

Suggested language: "Demonstrates mentorship that is long-standing throughout their career and has a scope beyond their local institution"

Left Anchor	Middle Anchor	Right Anchor
Mentors without a long-standing commitment over time	Mentors locally/regionally with long-standing commitment over time	Mentors locally through nationally with long-standing commitment over time

Inclusivity

Criteria Language: "Is inclusive in their approach to mentorship and sponsorship to mentees, in order to meet the future workforce needs of pediatrics"

Left Anchor	Middle Anchor	Right Anchor
No evidence of a deliberate inclusive approach to mentorship; no evidence of sponsorship	Has a deliberate approach to inclusivity in mentorship, with consideration of future workforce needs. Emerging evidence of sponsorship.	Has clear and consistent evidence of a deliberate approach to inclusivity in mentorship and sponsorship.