

Professional Letter of Reference Rubric

Personal	Outstanding (4)	Above Average (3)	Average (2)	Below Average (1)	Not Observed (N)
Sensitivity to Change Alert to and considerate of needs of clients and colleagues					
Dependability Quality of being trustworthy and reliable					
Open Mindedness Receptiveness to new ideas					
Assertiveness Quality of being self-assured and confident without being aggressive					
Self-Confidence Feeling of trust in one's abilities, qualities, and judgment					
Integrity Quality of being honest and having strong moral principles; moral uprightness					
Flexibility Willingness to change or compromise					
Tolerance of Ambiguity Functions without rigidly defined, externally imposed structure					
Total Score					

Professional	Outstanding (4)	Above Average (3)	Average (3)	Below Average (2)	Not Observed (N)
Problem-Solving Ability Uses a systematic approach to identify and solve problems					
Accountability Accepts responsibility for own decisions and actions					
Leadership Potential					

Able to motivate and direct others					
Decision Making Ability Considers alternatives and take appropriate actions					
Self-Directness Plans and executes actions independently					
Understands Limitations Sets self-expectations congruent with own capabilities					
Seeks Help Appropriately When situation exceeds capabilities					
Communication with Others Establishes ideas succinctly and logically in writing and when speaking					
Total Score					

Applicants scoring an average of 2.5 or greater on all professional letter of reference and meeting all other admission criteria will be granted acceptance into the MSN FNP Program.