

# UCHealth Northern Colorado Foundation

## Scholarship Applicant Evaluation Information

Below are the four categories that employees are evaluated on as part of their scholarship application. These descriptions are meant to help you understand what strong, developing, and emerging responses look like.

This rubric is designed to support fairness and transparency for applicants in all UCHealth roles – clinical and non-clinical. Strong examples can come from any role, department, or level within the organization.

### Tips for Applicants:

- You don't need to be a perfect writer – just be yourself. Reviewers value sincerity, real examples, and responses that reflect your own voice.
- Answer every question fully. Incomplete responses may affect your score.
- Be specific about how the scholarship will support your growth or improve patient care.
- Keep responses concise if you prefer – quality matters more than length.
- If you are new to UCHealth, focus on your goals, your enthusiasm for learning, and how this opportunity will help you grow in your role.
- Strong applications often describe ways you contribute to the UCHealth experience – whether through teamwork, process improvements, mentorship, collaboration, community involvement, or other efforts that support patients, colleagues, or the broader system.

## How your application is evaluated

### 1. Commitment to UCHealth's Mission and Values

Reviewers want to understand how you show up in your work, your team, and the UCHealth community.

- **Strong:** You have clearly articulated your commitment to UCHealth and described the meaningful ways you are involved. Your responses reflect UCHealth's values and demonstrate purpose, clarity, and personal insight.
- **Developing:** You are beginning to get more involved, and continued participation will strengthen future applications. Your responses address the prompts but would benefit from additional detail or reflection.
- **Emerging:** You have limited involvement so far; exploring committees or projects can help you grow within the system. Your responses could better reflect your experiences and alignment with UCHealth's values.

**Northern Colorado Foundation**  
2315 E. Harmony Road, Suite 200. Fort Collins, CO 80528

970.237.7400 | [uhealthnocofoundation.org](http://uhealthnocofoundation.org)  
[noco-foundation@uhealth.org](mailto:noco-foundation@uhealth.org)

The logo for UCHealth, featuring the word "uhealth" in a lowercase, sans-serif font. The letters are white with a dark red outline. The logo is positioned in the bottom right corner of the page.

# UCHealth Northern Colorado Foundation Employee Scholarship Program

## 2. Demonstration of UCHealth's Values in Action

Reviewers want to see a real example of how you put Patients First, act with Integrity, and pursue Excellence in your everyday work.

- **Strong:** You have clearly described a meaningful situation where you demonstrated UCHealth's values in action. Your example shows how you put Patients First, acted with Integrity, and pursued Excellence through your decisions and behavior. Your response includes enough detail to understand what happened and your specific role, and your reflection shows authenticity, care, and insight about why the moment mattered.
- **Developing:** You provided a general example that demonstrates at least one UCHealth value. Your response addresses the prompt, though adding more detail about your role, the impact of your actions, or what the situation meant to you would strengthen your application. Your story shows appropriate, caring behavior and an understanding of UCHealth's expectations.
- **Emerging:** Your response offers limited detail or gives a brief example that does not clearly demonstrate UCHealth's values. Adding more clarity about what happened, what you did, and how your actions aligned with Patients First, Integrity, or Excellence would improve this section. Your response could better reflect your experience and connection to UCHealth's values in your daily work.

## 3. Quality & Thoughtfulness of Responses

Reviewers want to understand your goals and experiences clearly. This is not about being a perfect writer – it's about clarity, completeness, and sincerity.

- **Strong:** Your application is complete, clearly written, and professionally presented. Your answers show preparation, insight, and attention to detail.
- **Developing:** Your application is mostly complete, but clearer organization, additional proofreading, or fuller responses would strengthen it.
- **Emerging:** Some information in your application is missing or unclear. Spending more time reviewing and completing each section would improve your submission.

## 4. Length of Employment

This section is scored objectively based on your initial UCHealth hire date. Applicants who have been employed longer may receive a higher score in this single category; however, length of employment is only one part of the overall rubric and does not determine scholarship awards on its own.

Final award decisions are based on the *full* application, with greater emphasis placed on your commitment to UCHealth's mission and values, your demonstration of UCHealth's values in action, and the quality and thoughtfulness of your responses. Being employed the longest does not translate to receiving the highest scholarship award.

For scoring or application questions, please reach out to [noco-foundation@uchealth.org](mailto:noco-foundation@uchealth.org).

