# TEXAS ANIMAL HEALTH COMMISSION
Serving Texas Animal Agriculture Since 1893

# RURAL VETERINARIAN INCENTIVE PROGRAM
# 2023 APPLICATION SCORING RUBRIC

| Max Points | | Max Points | Description |
|---|---|---|---|
| 800 | Personal Statement | 600 | Content |
| | | 200 | Mechanics (grammar, spelling, etc.) |
| 500 | Curriculum Vitae | 400 | Content |
| | | 100 | Mechanics (grammar, spelling, etc.) |
| 500 | Community need & business plan | 400 | Content |
| | | 100 | Mechanics (grammar, spelling, etc.) |
| 250 | #1 Letter of Recommendation | 250 | |
| 250 | #2 Letter of Recommendation | 250 | |
| 100 | Financial need | 100 | |
| **TOTAL** | | **TOTAL** | |
| **2,400** | | **2,400** | |

# 800 POINTS – PERSONAL STATEMENT

## Content

| | |
|---|---|
| 600<br>Outstanding | • Demonstrates excitement and passion for rural practice.<br>• Details robust relevant experience and activities.<br>• Reflects strong work ethic and shows goals and experience align with rural practice.<br>• Thoughtfully describes how RVIP can help applicant meet needs of rural community.<br>• Provides relevant information in a clear, concise and engaging manner. |
| 400<br>Strong | • Demonstrates excitement for rural practice.<br>• Details some relevant experience and activities.<br>• Reflects goals and experience align with rural practice.<br>• Addresses how RVIP can help applicant meet needs of rural community.<br>• Provides relevant information in clear and relatively concise manner. |
| 200<br>Good | • Demonstrates a generalized interest for rural practice.<br>• Describes limited relevant experience and activities.<br>• Goals and experience do not fully align with rural practice.<br>• Vaguely addresses how RVIP can help applicant meet needs of rural community.<br>• Provides relevant information. |
| 100<br>So-so | • Shares no relevant experience or activities.<br>• Unclear about how goals and experience align with rural practice.<br>• Demonstrates no clear idea about how RVIP can help applicant meet needs of rural community.<br>• Provides some relevant information. |
| 50<br>Poor | • Unable to assess the applicant's interest and/or commitment to practicing veterinary medicine in a rural community.<br>• Does not address applicant's background or experience.<br>• Unclear narrative.<br>• Does not provide sufficient relevant information. |

## Mechanics

| | |
|---|---|
| 200 | Perfect |
| 100 | Minor errors |
| 50 | Many errors |

## 500 POINTS – CURRICULUM VITAE

### Content

| 400<br>Outstanding | <ul><li>Academic experiences far exceed basic graduation requirements.</li><li>Professional experiences far exceed typical skill.</li><li>Participation in multiple academic and/or professional activities, clubs, and organizations.</li><li>Held leadership roles in activities, programs, or organizations.</li><li>Demonstrates meaningful commitment to rural practice.</li><li>Clear and concisely describes involvement.</li></ul> |
|---|---|
| 300<br>Strong | <ul><li>Academic experiences moderately exceed basic graduation requirements.</li><li>Professional experiences moderately exceed typical skill.</li><li>Demonstrates balanced participation in academic and/or professional activities, clubs, and organizations.</li><li>Held a leadership role in at least one activity.</li><li>Demonstrates commitment to rural practice.</li><li>Clear and relatively concise description of involvement.</li></ul> |
| 200<br>Good | <ul><li>Academic experiences slightly exceed graduation requirements.</li><li>Professional experiences slightly exceed typical skill.</li><li>Demonstrates minimal participation in academic and/or professional activities, clubs, and organizations.</li><li>Demonstrates some commitment to rural practice.</li></ul> |
| 100<br>So-so | <ul><li>Academic experiences meet basic graduation requirements.</li><li>Professional experiences meet typical skill.</li><li>No participation in academic, and/or professional activities, clubs, and organizations.</li><li>No demonstrated commitment to rural practice.</li></ul> |
| 50<br>Poor | <ul><li>Academic experiences demonstrate difficulty meeting basic graduation requirements.</li><li>Professional experiences reflect difficulty meeting typical skill.</li><li>Shares no relevant experience or activities.</li><li>Unable to assess the applicant's commitment to rural practice.</li></ul> |

### Mechanics

| 100 | Perfect |
|---|---|
| 50 | Minor errors |
| 25 | Many errors |

## 500 POINTS – COMMUNITY NEED & BUSINESS PLAN

### Content

| 400 Outstanding | <ul><li>Identifies the community to be served and the existing need for veterinary services with specificity and support.</li><li>Provides comprehensive and organized information on how applicant will address the identified needs.</li><li>Explains clearly and concisely organizational structure of practice.</li><li>Demonstrates a thoughtful and complete plan for establishing or joining a rural veterinary practice.</li><li>Includes well-researched costs, revenues, and projected growth.</li></ul> |
|---|---|
| 300 Strong | <ul><li>Identifies the community to be served and the existing need for veterinary services with specificity.</li><li>Provides detailed and organized information on how applicant will address the identified needs.</li><li>Explains clearly and relatively concisely organizational structure.</li><li>Demonstrates a thoughtful plan for establishing or joining a rural veterinary practice.</li><li>Includes realistic projected costs and revenues, and growth.</li></ul> |
| 200 Good | <ul><li>Identifies the community to be served and the existing need for veterinary services.</li><li>Provides somewhat organized information on how applicant will address the identified needs.</li><li>Explains the organizational structure of practice.</li><li>Demonstrates a plan for establishing or joining a rural clinic.</li><li>Includes projected costs, revenues, and growth.</li></ul> |
| 100 So-so | <ul><li>Vaguely identifies community to be served and the existing need for veterinary services.</li><li>Provides information on how to address identified needs.</li><li>Demonstrates a general plan for establishing or joining a rural veterinary practice.</li></ul> |
| 50 Poor | <ul><li>Difficulty in identifying community need.</li><li>Provides little information on how applicant will address need.</li><li>Fails to explain organizational structure or general practice plan for establishing or joining a rural veterinary clinic.</li></ul> |

### Mechanics

| 100 | Perfect |
|---|---|
| 50 | Minor errors |
| 25 | Many errors |

## 250 POINTS – LETTER OF RECOMMENDATION

**Two Letters of Recommendation are required. Each Letter will be scored out of
250 points, for a total of 500 points.**

| | |
|---|---|
| 250<br>Outstanding | • Demonstrates enthusiastic, in-depth knowledge of applicant.<br>• Observes excellence in commitment, performance, and interest in serving rural communities.<br>• Very highly recommends. |
| 200<br>Strong | • Demonstrates in-depth knowledge of applicant.<br>• Observes strong commitment, performance, and interest in serving rural communities.<br>• Highly recommends applicant. |
| 150<br>Good | • Demonstrates some knowledge of the applicant.<br>• Verifies applicant's experience and background.<br>• Recommends applicant for RVIP. |
| 100<br>Weak | • Provides little information or unenthusiastic responses.<br>• Unable to verify applicant's experience and background.<br>• Provides a perfunctory recommendation only. |
| 50<br>Not Supportive | • The recommendation does not support the applicant. |

## 100 POINTS – FINANCIAL NEED

| 100 | • Outstanding loan amount significantly exceeds at least half the cost of tuition and fees for at least one academic year.<br>• Demonstrated urgent need for loan assistance through RVIP. |
|---|---|
| 50 | • Outstanding loan amount exceeds at least half the cost of tuition and fees for at least one academic year.<br>• Demonstrated need for loan assistance through RVIP. |
| 25 | • Outstanding loan amount equals at least half the cost of tuition and fees for at least one academic year.<br>• No demonstrated need for loan assistance through RVIP. |