

President's Extraordinary Service Awards Overview

1. PURPOSE

In January 2014 President Jamie Cassels stated in his Campus Conversations that, "... our university's core strength truly rests on the special combination of talented and dedicated people working in a collaborative and collegial environment." The President's Extraordinary Service Awards celebrate the outstanding contributions of these people, whether teams or individuals, from all across campus.

2. ELIGIBILITY

All University employees are eligible for these awards and may be nominated as individuals or teams.

3. SELECTION PROCESS

Nomination: A call for nominations will go out to the university community in the fall via various communications channels. All nominations will be made in writing via the prescribed [Nomination Form](#).

Nominations will remain active for three years; however, nominations will only be considered in year two and three if the nominator sends a letter and updated nomination form to the selection committee asking that this be done.

Selection: A Selection Committee (see [Terms of Reference](#)) is convened to adjudicate the awards each year and to select recipients who go above and beyond what is expected of their role. As the awards are open to both individuals and teams from all employee groups, the selection committee considers nominees' contributions within their particular contexts. For example, one employee's role may allow more formal opportunities to meet the award criteria, whereas another person may need to reach above and beyond their formal role to achieve the same impact. The selection committee would assess the nominees' contributions in these positions on a relative rather than absolute basis. The same principle would apply in adjudicating teams and individual nominations in the same category. The committee convenes to review nominations, and then makes recommendations for final recipients to the President.

4. RECOGNITION

The awards will be announced at the "Cause for Applause" Awards Celebration. Individual recipients will receive a certificate of \$1000 and teams will receive and share \$2500.00. The total value of all awards will not exceed \$12,500.00. Please note that monies received are a taxable benefit. Nominee and recipient profiles will be posted to the [Awards website](#). The award winners will be featured in various university publications (such as the Ring) celebrating the award winners and their contributions to the University community.

5. CATEGORIES AND CRITERIA

There are five categories of awards all of which are open for individual and team nomination.

Navigator Award

This award recognizes individuals or teams who drive and advance the University's mission, values and commitment to excellence by advocating a welcoming and inclusive environment that allows everyone to contribute and achieve their best. This may include but is not limited to:

- Guiding us toward our goals with behaviour that embodies and exemplifies our values, culture and history

- Demonstrating UVic's commitment to excellence, equity, diversity and respect for all persons through action, results or advocacy that makes UVic a more welcoming and inclusive environment for everyone who learns, works or visits on campus
- Furthering the physical, emotional and spiritual well-being of the UVic community

Innovator Award

This award recognizes individuals or teams who innovate, create and contribute to positive change and progress at UVic. This may include but is not limited to:

- Helping create and implement an innovative new process or service
- Challenging the status quo in a way that positively contributes to the university's mission
- Contributing inspiring, constructive and provocative ideas that enrich the university's culture

Collaborator Award

This award recognizes individuals or teams who contribute to our collaborative and collegial culture and environment within the University community that builds on the strengths of others in advancing the university's mission. This may include but is not limited to:

- Demonstrating exceptional leadership, either personal or positional, that brings people together for a cause
- Demonstrating exceptional participation and effectiveness in university governance or planning processes
- Fostering collaboration, communication and cooperation among colleagues and university constituents

Cultivator Award

This award recognizes individuals or teams who nurture and grow our existing organizational, human, financial and physical resources to create an extraordinary experience for students, faculty, staff or our community, both now and in the future. This may include but is not limited to:

- Finding new and better ways to use existing UVic assets and resources
- Developing significant improvements for an existing process, service, or equipment that enhances the experience for users and furthers university objectives
- Improves—either visibly or behind-the-scenes—the quality and livability of our campus.

Connector Award

This award recognizes individuals or teams who help build rewarding relationships with individuals and groups in the local community and beyond. This may include but is not limited to:

- Helping UVic contribute to the sustainable social, cultural and economic development of our region
- Finding new and creative ways to engage the community in the mission and vision of the University and learn more about what we do
- Developing outreach programs and activities that invite and encourage the community to explore the campus, connect with our programs and experience our extraordinary environment.