

## Esprit de Corps Staff Award for Collegial Excellence rubric

*Nominators are strongly encouraged to provide specific, detailed examples that clearly demonstrate how the nominee meets or exceeds each rubric criterion. Effective nominations go beyond general praise and describe observable actions, measurable outcomes, and concrete impacts that align with the stated expectations. Providing clear, well-supported information helps ensure a fair and thorough evaluation and enables the award committee to make the most informed decision.*

Criteria	Excellent (4-5 pts)	Good (2-3 pts)	Average (0-1 pt)
<b>Criteria 1:</b>  <b>Community Building &amp; Fostering Sense of Belonging</b>  <i>Actions that foster connection, unity, and a sense of belonging</i>	Nominee has clearly & consistently demonstrated exceptional efforts in creating supportive environments that make all members feel valued and included; leads or creates opportunities for connection; has a strong positive influence on internal culture	Nominee has demonstrated efforts in fostering community and belonging through informal or occasional efforts; participates in and contributes to building community when opportunities arise; fosters general positivity across the College community	Limited, inconsistent or unclear evidence in nomination of efforts to build community or foster a sense of belonging among the college community;
<b>Criteria 2:</b>  <b>Collaboration, Teamwork and Open Dialogue</b>  <i>Quality and consistency of collaboration; support across teams or departments</i>	Nominee has clearly & consistently demonstrated exemplary collaboration across units; models proactive and open communication; regularly supports others beyond the scope of their role	Nominee has demonstrated that they regularly participate in collaborative efforts and encourage open dialogue; a reliable contributor to team efforts who occasionally provides support beyond the scope of their role	Limited, inconsistent or unclear evidence of how the nominee has been involved in promoting teamwork, collaboration, and open dialogue
<b>Criteria 3:</b>  <b>Collegiality &amp; Professionalism</b>	Nominee clearly and consistently models outstanding collegiality, dependability, respect and professionalism;	Nominee demonstrates strong professionalism, respect, dependability, and positive engagement	Limited, inconsistent, or unclear evidence in the nomination of the nominee's

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Criteria	Excellent (4-5 pts)	Good (2-3 pts)	Average (0-1 pt)
<i>Respect, dependability, positive engagement</i>	nominee also demonstrates a significant positive impact on multiple groups across the college and overall workplace culture	beyond the general expectations of their role	professionalism or collegiality; examples may be anecdotal
<b>Criteria 4:</b> <b>Sustainability &amp; Impact</b> <i>Lasting contributions to morale, culture, or internal processes; goes beyond role</i>	Nominee's efforts are sustainable and demonstrate clear, measurable and lasting contributions to the College community	Nominee's efforts are effective, but may lack long-term sustainability and/or have moderate impact; improvements to culture or processes are noticeable but may be situational or short-term	Nominee's efforts are short-term or have small-scale effects; actions may remain within the scope of nominee's routine duties
<b>Bonus Value</b>	Multiple nominations were received from different areas or populations of the college regarding different examples of outstanding contributions to the college community	Multiple nominations were received from different areas or populations of the college regarding the same example(s) of outstanding contributions to the college community	Multiple nominations were received from the same areas or populations of the college regarding the same example(s) of contributions to the college community

## Nomination form description & questions

### Esprit de Corps Staff Award for Collegial Excellence

Recognizes an individual or group of College of Pharmacy staff member(s) who demonstrates an ongoing spirit of unity and dedication to strengthening the relationships among all members of the college community. This award honors those who go above and beyond the course of their usual duties to develop and support initiatives that build meaningful connections, promote collaboration and open dialogue, foster a strong sense of belonging and strengthen bonds between all members of the college community. Recipients of this award demonstrate a sustained commitment to creating a vibrant and supportive college culture.

This award includes a \$500 one-time bonus and a personalized engraved award or plaque for each person (up to team of four); for teams including more than four individuals, the monetary amount will be determined by the dean and CAO.

**Eligibility:** All full-time and part-time staff members in regular non-faculty positions, regardless of length of service, in the College of Pharmacy may be nominated. A staff member cannot win this award if they have won it in the previous three years.

#### Past Recipients:

N/A

**Question 1:** How has the nominee directly contributed to building community within the College of Pharmacy? Consider ways that the staff member actively promotes collaboration and open dialogue and fosters a sense of belonging across various groups within the college, above and beyond their normal job duties. Provide specific example(s) if possible.

**Question 2:** Describe the impact of the nominee's efforts on the college community and/or overall work culture. Focus on how their efforts have been transformative and sustainable. Provide specific example(s) if possible.