

## Innovation Staff Award 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> Innovation of the Project, Initiative, or Process Improvement	The project, initiative, or process improvement clearly demonstrates a novel approach to solve a specific problem or challenge at the college	The project, initiative, or process improvement somewhat demonstrates an enhancement of an existing project, initiative, or process improvement	Limited or unclear evidence that the nominee has demonstrated more than a minor enhancement of an existing project, initiative, or process improvement
<b>Criteria 2:</b> Enhancement of the College in Support of its Mission	The project, initiative, or process improvement had a college-wide or university-wide impact aligning with the college strategic plan	The project, initiative, or process improvement had a division, program, or unit-wide impact aligning with the college strategic plan	The project, initiative, or process improvement impacted a small number of individuals, and/or does not clearly align with the college strategic plan.
<b>Bonus Value</b>	Multiple nominations were received from different areas or populations of the college regarding different examples of an innovative improvement	Multiple nominations were received from different areas or populations of the college regarding the same example of an innovative improvement	Multiple nominations were received from the same areas or populations of the college regarding the same example of an innovative improvement

## Nomination form description & questions

### **Innovation Staff Award**

Given to a College of Pharmacy staff employee or work group/team who developed and/or participated in an innovative project initiative/process improvement, in which the results of the project initiative/process improvement enhanced the College of Pharmacy in supporting its mission. 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 the College of Pharmacy in regular non-faculty positions may receive the award. A staff member cannot win this award if they have won it in the previous three years.

#### **Past Recipients:**

- 2025: Offices of Recruitment and Admissions & Marketing and Communication
- 2024: Ross Tamburro
- 2023: Steven Nagel

**Question 1:** Describe the project, initiative, or process improvement. How was it innovative?

**Question 2:** How did the innovation enhance the college in support of its mission?