

Rising Star 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)
Criteria 1: Ongoing and Exceptional Growth	Nominee has clearly demonstrated ongoing and exceptional growth	Nominee has demonstrated some ongoing and/or exceptional growth	Limited or unclear evidence that ongoing and/or exceptional growth has been demonstrated
Criteria 2: Positive Difference and Collaborative Workplace	Nominee has clearly demonstrated that they have made a positive difference and inspired a collaborative workplace.	Nominee has somewhat demonstrated making a positive difference and inspiring a collaborative workplace	Limited or unclear evidence of how the nominee has made a positive difference or inspired a collaborative workplace
Criteria 3: Willingness to Learn and Eagerness to Contribute	Nominee has clearly demonstrated a clear willingness to learn and eagerness to contribute to the college's mission	Nominee has somewhat demonstrated a clear willingness to learn and eagerness to contribute to the college's mission.	Limited or unclear evidence of how the nominee has demonstrated a clear willingness to learn and eagerness to contribute to the college's mission
Bonus Value	Multiple nominations were received from different areas or populations of the college regarding different examples of outstanding service.	Multiple nominations were received from different areas or populations of the college regarding the same example of outstanding service.	Multiple nominations were received from the same areas or populations of the college regarding the same example of outstanding service

Nomination form description & questions

Rising Star Staff Award

Given to an individual staff employee who has worked in the College of Pharmacy for less than three years who demonstrates and contributes to ongoing and exceptional growth above and beyond the scope of their position; makes a positive difference in their work environment and inspires a collaborative workplace with colleagues; and demonstrates a willingness to learn and eagerness to contribute to the success of the College of Pharmacy. This award carries a one-time \$500 bonus and a personalized engraved award.

Eligibility: All full-time and part-time staff members with **three years or less** of continuous service in the College of Pharmacy in regular non-faculty positions may be nominated. A staff member may only win this award once, but can be nominated in any/all of their first three years of service.

Past Recipients:

- 2025: Brooke Keber, Joslyn Materna
- 2024: Hannah Schulman
- 2023: Kristen Torrence

Question 1: How has the nominee displayed ongoing and/or exceptional growth in their role? Provide specific example(s) if possible.

Question 2: How has the nominee made a positive difference in the college and/or inspired a collaborative workplace? Provide specific example(s) if possible.

Question 3: How has the nominee demonstrated a willingness to learn and eagerness to contribute to the college? Provide specific example(s) if possible.