

2023 University Staff Awards

Essential Support Award

The Essential Support Award recognizes vital frontline staff serving the AU community every day with their consistent, unwavering support. Often these individuals are praised for their performance yet receive little official recognition or visibility for their dedication, conscientiousness, and trustworthiness and whose contributions exceed their formal title and stated duties.

Criteria

The individual is in an administrative support, front-line, or other service position, not serving in a senior staff or managerial capacity.

Demonstrated a combination of the following:

- **Community Building:** Builds supportive relationships with others in and out of their unit; actively participates in building welcoming environments for all; effectively manages various needs for their area; respects the lived experiences of others and seeks to learn more.
- **Reliability:** Overall work performance is consistently strong; completes work assignments in a timely manner with limited oversight; attentive to unit needs and proactively addresses concerns; intrinsically motivated to provide service to the AU community.
- **Problem-Solving:** Recommends opportunities for service improvement; approaches work problems with a can-do attitude; analyzes problems and solves them efficiently; balances stakeholder expectations when addressing issues.
- **Contribution:** Collaborates with others productively; communicates effectively; encourages team cooperation; identifies areas for improvement and actively assists with solutions; volunteers to help with major unit projects and takes the lead where necessary and appropriate.
- **Influence:** Behaviors and approach to work are received well by colleagues; contributes to the academic and professional cultures of the institution; encourages others to take pride in their roles.

Monetary Award

- \$750 for the individual recipient.
- Monetary awards are considered taxable compensation to the recipient in accordance with the IRS code.