

2023 University Staff Awards

Innovation & Change Award

The Innovation & Change Award is awarded to those that use creativity and accessibility to develop new or improved processes, methods, systems, products, programs, or services for the AU community. Awardees are individuals or groups who make inclusive innovation a priority in their work and encourage others to do the same.

Criteria

Demonstrated a combination of the following:

- **Openness:** Considers situations and problems from new and variety of perspectives; addresses challenges innovatively.
- **Ideation:** Develops imaginative ideas to drive the organization forward; considers multiple solutions when addressing problems; views ideas and suggestions from a user-oriented perspective.
- **Challenging Convention:** Questions existing assumptions and beliefs; encourages alternative approaches; advocates for equitable and accessible methods.
- **Planning and Execution:** Clearly defines requirements and resources needed to implement new ideas; approaches innovation with a practical, task-oriented mindset; converts ideas from general concepts into action plans; swiftly moves from ideas to implementation.
- **Project Management:** Proactively considers constraints that limit innovation and works within them to create new ideas; maximizes existing resources and encourages sustainable solutions; prioritizes critical requirements and equity concepts throughout development.

Monetary Award

- \$750 for individual recipients, not to exceed \$5,000 for a group award.
- Monetary awards are considered taxable compensation to the recipient in accordance with the IRS code.