

## 2023 University Staff Awards

### Outstanding Supervision Award

The Outstanding Supervision Award is awarded to leaders who show an exceptional ability to promote belonging and thriving on their team. Awardees are individuals that have demonstrated their ability to lead others through change resulting in successful teams and an improved working environment.

#### Criteria

The individual must supervise one or more full-time or permanent part-time staff.

Demonstrated a combination of the following:

- **Foundation Setting:** Creates a workplace based on respect, trust, and inclusion for everyone they supervise; promotes a candid and open atmosphere on the team; builds strong relationships with team through setting clear expectations, holding check-ins, and providing thoughtful, timely feedback; encourages high performance and provides staff with training and support to reach their goals.
- **Culturally Aware Leadership:** Recognizes, seeks, and considers multiple views and opinions; thoughtfully includes others; emphasizes the importance of others' contributions; fosters a team culture that allows all staff to bring their authentic selves to work.
- **Developmental Support:** Shows interest in supervisee's goals and successfully mentors them toward achievement; proactively identifies and resolves potential performance issues for fair outcomes; leverages team member skills and identifies unique ways to develop their talents; provides concrete assistance that reflects a strong understanding of their staff's developmental needs.
- **Change Management:** Ensures compliance with all policies and procedures even when faced with challenges; implements change strategies that result in a thriving team and improved working environment; shows flexibility in supervising their team through change and adjusts approach when needed.

#### Monetary Award

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