

Faculty Focus **AWARDS**

Each year, the college presents a series of Faculty Recognition Awards to full-time teaching faculty who have been nominated and selected for exemplary achievements, contributions, or activities in the areas of Diversity Awareness, Inclusivity, & Multicultural Enrichment, Faculty Leadership, Commitment to Student Success, and Collegiality & Teamwork. Each Faculty Recognition Award is associated with a specific area of faculty responsibility as indicated by the title of the award and the criteria for selection of recipients. These awards are merit-based meaning that multiple awards may be given (total number not to exceed 10% of faculty), or no awards may be given in any domain where no one has achieved the requisite standard of excellence.

- ▶ ***The Faculty Diversity Awareness, Inclusivity, & Multicultural Enrichment Award:*** Awarded to any member of the full-time teaching faculty who demonstrates a high level of enthusiasm and commitment to helping the college celebrate the richness of different cultures and diversity, including:
 - Conducting activities or events that are designed to enhance diversity awareness, foster inclusivity, and celebrate multiculturalism at the college
 - Developing and employing innovative teaching strategies that promote an inclusive learning environment
 - Challenging and motivating others to be respectful of diverse cultures, to remove barriers to inclusion, and to foster an atmosphere of acceptance and support in the classroom and throughout the college.

- ▶ ***The Faculty Leadership Award:*** Awarded annually to any member of the full-time teaching faculty who demonstrates leadership and commitment to the college, including:
 - Leadership and commitment to a strategic initiative
 - Leadership and commitment to a special project
 - Leadership and commitment to an organization unit
 - Leadership and commitment to a college committee

Faculty Focus **AWARDS** cont.

- ▶ ***The Faculty Commitment to Student Success Award:*** Awarded annually to any member of the full-time teaching faculty who demonstrates leadership and commitment to the college, including:
 - Showing a genuine interest and care in students
 - Enhancing opportunities for students to engage meaningfully in the academic experience
 - Encouraging students to realize personal growth and individual potential
 - Engaging in professional development with the goal of improving student success
 - Redesigning courses to create highly effective instruction
 - Developing applied learning experiences for students
 - Exemplary advising or mentoring of students
 - Working with and directing students to campus resource groups outside the classroom (TRIO, food pantry, writing center, academic advisor, etc.)

- ▶ **Faculty Collegiality & Teamwork Award:** Awarded annually to any member of the full-time teaching faculty who demonstrates leadership and commitment to the college, including one or more of the following:
 - Created an environment that promotes communication, trust, cooperation and respect for differences among colleagues or group members.
 - **Engaged** with colleagues to enhance and support college aims.
 - **Demonstrated** dedication to colleagues and a generosity of spirit in building relationships and creating a sense of belonging.
 - **Showed** respect to colleagues and demonstrates willingness to assume equitable work and responsibility for achieving common purpose.
 - Delivered a significant benefit or value to a department, division the College, or the VCCS as a whole.
 - Worked toward a common goal while being supportive and motivational of colleagues or teammates.
 - Developed a partnership that solicited input and involvement of those affected by decisions.
 - Accepted responsibility and accountability in helping to advance the College's mission or departmental/division goal.
 - Placed a colleague's or team's goals above personal goals while achieving a distinctive result or product.

Faculty Focus **AWARDS** cont.

Nomination Process

The Faculty Reward and Recognition Committee will solicit formal nominations for each of the Bi-Annual Faculty Recognition Awards. A faculty member may be self-nominated for a Bi-Annual Faculty Recognition Award, or may be nominated by an immediate supervisor, by a faculty colleague or an administrator at the college, or by any student, group of students, or by any other member of the college community.

- ▶ **Eligibility:** In order to be eligible to receive an Annual Faculty Recognition Award, an individual must:
 - Be a member of the full-time teaching faculty who is not in the first year of full-time employment as full-time teaching faculty at the college.
 - Have received an evaluative rating of “Meets Expectations” as of the most recently completed comprehensive faculty evaluation;
 - Be current in the establishment, assessment, and satisfactory progress on Annual Performance and Professional Development Objectives.

Review and Selection

The committee will complete its review and evaluation of all nominations and will select those nominees, subject to the approval of the president, who are to receive a Faculty Recognition Award. Recipients of Annual Faculty Recognition Awards are recognized at the year-end Employee Recognition and Awards Ceremony.

Number, Nature, and Value of Recognition Awards

The number, nature, and value of faculty recognition awards will vary and are to be determined by the Faculty Reward and Recognition Committee. In general, however, faculty recognition awards should be more frequent and numerous than awards distributed through the Faculty Reward Program. In general, however, recipients of a Bi-Annual Faculty Recognition Award receive a certificate of recognition, acknowledgment within the college community, and a monetary award of \$100.