Awards and Recognition Program – Work Group Charge

According to data from the 2020 Working at Iowa Survey and the 2020 Faculty/Staff DEI Climate Survey compared to the broader university population:

* A lower percentage of DSL staff indicated that they feel valued as individuals at Iowa.
* A greater percentage of DSL staff indicated that, in comparison to their colleagues, they have to work harder to be nominated for awards and honors.
* A lower percentage of DSL staff indicated that their supervisor acknowledges their hard work.
* A lower percentage of DSL staff indicated that the UI recognizes accomplishments of faculty and staff.

In order to better recognize and reward the essential work of staff in the Division of Student Life, the work group is charged with creating a comprehensive DSL Awards and Recognition Program.

**Scope:**

* A process to nominate DSL staff members for departmental, divisional, university, and external awards.
* A DSL awards program that recognizes staff members whose contributions epitomize our divisional values.
* A program that recognizes the different levels and types of staff across the Division as well as a range of different contributions to the Division’s mission and values.
* Formal and informal staff recognition opportunities.
* Integration of current Division recognition programs (High Five; DEI Change Agent).

**Work Group Representation:**

* Cory Lockwood, Assoc Director, IMU Event Services
* Ray Garza, Facilities Services Coordinator
* Shalisa Gladney, Afro House Coordinator
* Chris Spencer, Sport Programs Coordinator with Rec Services
* Edwin West, Retail Manager (Food Services Coordinator II), Dining Retail
* Brittany Stinocher, Admin Services Coordinator, Student Health
* Angie Lehman, Asst Nurse Mgr, Student Health
* Patricia Wong, Staff Nurse, Student Health
* Crystal Bounds-Howard, Chef, Burge Market Place
* Abigail Beadle, Access Consultant, SDS
* Jerome Kirby, Asst Director, Res Education
* Marcus Powell, Hall Coordinator
* Drea Tinoko, Hall Coordinator
* Azubeze Uzoma, Hall Coordinator
* Ben Lewis, Student Life Communications

**Deliverables:** The work group is responsible for delivering:

* A review of aspirant recognition programs at peer institutions, within other divisions/colleges at Iowa, and within departments in the Division.
* A brief literature review on best practices for recognizing employees.
* A fiscally sustainable plan for recognizing staff (P&S, Merit, graduate students, student employees) across the Division of Student Life.
* A mechanism to track which staff have been recognized to ensure equity and inclusivity.
* A communication plan for the new Division Awards and Recognition program.

**Sponsor:** Office of the Vice President for Student Life

**Schedule:** Due date for above deliverables is May 2022