

Proposal Title:

Staff Innovation Spot Awards

Proposed by: The Staff Advisory Committee (Jessica Baron, Jessica Brunecky, Christopher Marelli, Asuka Morely, Stacy Norwood, Adrienne Oconnell, Linda Park, Elaine Paul, Abi Peters, Anum Qadir, Shelly Sheppick)

Abstract:

Staff throughout Arts & Sciences are already innovating in their daily work. Unfortunately, these innovations are often unseen by leadership and peers alike. Without greater awareness, staff are not benefiting from their peers' innovations and may be duplicating efforts, leading to greater stress and burn out. The Staff Advisory Committee (SAC) believes we must change this current state and must increase the visibility of staff innovations among peers and leadership. We propose doing so via monthly *Staff Innovation Spot Awards*. By launching a monthly award program that highlights the innovations already occurring in the college we will improve working conditions for staff throughout the college by sharing innovations applicable to their daily work. Moreover, we expect greater visibility of current innovations will inspire staff to further innovate in their daily work when they see how their peers are tackling challenges. These \$250 awards would complement the current Employee of the Year program, providing an additional means of recognizing the innovative achievements of Arts & Sciences staff. They may also help identify individuals who exhibit the potential for leadership in A&S, through service on SAC, presenting at the annual Staff Summit, or serving on other committees, working groups, or initiatives.

Summary:

SAC will work with the A&S Communications team to build an online portal/webform to accept nominations of staff innovations. We will request nominations be no more than one page describing the innovation and its broader impacts. Nominations can be sent by peers, faculty, and students. A subcommittee of SAC will review the proposals, and present their suggestion at our monthly meetings, and SAC will select an awardee. Criteria used to evaluate nominations will include timeliness (innovation to have been implemented in the past six months), novelty of the innovation, broader applicability, and demonstration of impact in the areas of student access and success; staff impact in research/creative activity, teaching, and student support; and/or community engagement. Innovation that promotes justice, equity, diversity, and inclusion will receive special consideration.

Ideally, the selected awardee will in turn be highlighted at the next A&S Leadership meeting and A&S Community meeting, either sharing their own innovation or having SAC share on their behalf. Each Innovation Spot Awardee will also receive \$250 (see budget below), to both reward the current innovation and inspire/incentivize further innovations by staff. We will also work with the communications team to create an addition to the SAC webpage to archive all Staff Innovation Award recipient's innovations to ensure staff will continue to have a resource to go to future reference.

Budget:

\$250 x 10 months = \$2,500 total request

We expect it will take two months to get the infrastructure built to get this program up and running. As such we request funding for 10 months' worth of awards.