

## OPSA Staff Appreciation Awards 2020

### Mission-UC Award

This award recognizes a UCOP staff member who has gone beyond their day-to-day responsibilities in upholding UC's mission of teaching, research and public service by overcoming an obstacle or finding an impactful collaborative solution to an interdepartmental challenge. Recipients consistently exhibit a positive and influential impact on their work environment and foster cooperation and collaboration while carrying out their responsibilities.

**Eligibility:** All UCOP employees

#### **Representative accomplishments:**

- **Models professional integrity:** Demonstrates a strong work ethic; stays focused on what is important; works efficiently and effectively; takes personal responsibility for projects and tasks.
- **Pursues professional growth:** Produces results under challenging circumstances and changing environments; sets and achieves stretch goals for themselves.
- **Embraces initiative:** Regularly looks for opportunities to be proactive and/or exceed expectations; doesn't shy away from tough challenges; volunteers and enthusiastically takes part in university events and programs.
- **Is future-focused:** Envisions and seeks to grow their skills and knowledge for the betterment of their team and the university; is a positive team player within the department or work group.
- **Demonstrates commitment to UC:** Demonstrates their personal investment in the university's success; is an ambassador for the university as an employer.

### Culture Creator Award

This award recognizes a UCOP staff member who demonstrates a commitment to being supportive and inclusive of all colleagues; who makes substantial contributions towards making UCOP a welcoming, equitable, diverse and community-focused workplace; who is forward-thinking; and who works to foster and support a culture of excellence and collaboration.

**Eligibility:** All full-time, non-faculty, career staff members at UCOP who are not represented by a collective bargaining unit.

#### **Representative accomplishments:**

- **Enhances colleagues' workplace experience:** Regularly organizes or volunteers for staff events; identifies and addresses staff needs that are otherwise unmet.
- **Encourages cross-departmental fellowship:** Outside of job-specific duties, fosters dialogue between colleagues by organizing events and through proactive communication; creates opportunities for community-building and collaboration.

- **Fosters equity, diversity and inclusivity:** Organizes and/or participates in events or forums to support equity, diversity and inclusivity. Serves as a role model in treating all colleagues with respect and dignity. Finds opportunities to create a welcoming culture for all.
- **Supports staff affinity groups:** Volunteers, holds leadership roles within and/or regularly attends meetings of OPSA and other affinity groups that enhance the staff experience.
- **Engages in systemwide initiatives that impact staff:** Serves on a systemwide committee; actively participates in multi-campus initiatives.

### Staff Advocacy and Culture Award for Senior Leadership

This award recognizes a UCOP senior leader who consistently goes above and beyond their assigned duties in support of UCOP staff, demonstrating commitment to and encouragement for equity, diversity, inclusivity and community.

**Eligibility:** UCOP Senior Leadership (AVP and above)

#### **Representative accomplishments:**

- **Enhances the UCOP staff experience:** Creates and attends programs to recognize staff successes; attends staff-organized events, such as socials, lectures, open houses, etc.; creates opportunities for community-building and collaboration beyond job-specific role.
- **Encourages staff presence in decision-making and leadership:** Creates opportunities to include staff in chancellors' advisory committees, search committees for executive positions, etc.
- **Engages in regular staff communication:** Hosts town halls, brown bag lunches or other staff-focused events; proactively communicates with staff through available vehicles.
- **Fosters equity, diversity and inclusivity:** Organizes and/or participates in events or forums to support equity, diversity and inclusivity. Serves as a role model in treating all staff with respect and dignity. Finds opportunities to create a welcoming culture for all.
- **Supports staff affinity groups:** Volunteers to participate in staff affinity group events; provides expertise and guidance to affinity groups; advocates for staff affinity groups within UCOP.
- **Considers staff perspectives in systemwide initiatives:** Proactively considers how decisions might affect staff and serves as a staff advocate on a systemwide level.