

The CSW 2011 “Vision” Awards

The UA Commission on the Status of Women (CSW) created the Vision Awards Program in 1999 to honor leaders who manage their units in ways that exemplify the vision set out by the original ABOR Commission in 1990 (nomination criteria may be found on the following page). University staff, faculty, graduate and undergraduate students, and administrators are encouraged to nominate individuals who cultivate diversity and advance the CSW goals relating to Campus Climate, Career and Professional Development, and Compensation and Equity.

**NOMINATION PACKETS MUST BE RECEIVED BY
5 P.M., Thursday, November 10, 2011**

Awards

Up to three recognition awards will be presented on Thursday January 26, 2012 3:00 – 5:00PM at a reception to honor the recipients.

Eligibility

Current UA employees with the title of Dean, Department Head, Director, Chair, and those in positions with significant personnel oversight responsibilities are eligible for nomination. Personnel in classified staff positions may well be suitable for consideration.

Nomination & Submission Procedure

Submissions must consist of two items:

1. A completed nomination form
2. A nomination letter describing the nominee’s qualifications. The letter must not exceed four (4) pages prepared as a single-spaced, 12-point type document.

Submit 1 copy of the completed nomination packet on or before 5 p.m. Thursday, November 10, 2011 to the Commission on the Status of Women using one of the following methods:

- By electronic mail to bborich@email.arizona.edu (*Preferred method*)
- By FAX to the attention of Barb Borich, (520) 621-9423
- Campus Mail delivered to: Barb Borich – Disability Resource Center, PO Box 210095, Tucson, Arizona 85721-0095

Evaluation Process

Nomination packets will be reviewed by members of the CSW Executive Committee, which consists of CSW Workgroup Chairs and Ex Officio Members. Nominators may be contacted by the Evaluation Committee for additional information. Nominators and award recipients will be notified by phone and electronic mail on or before December 7, 2011. A confirmation letter will follow by campus mail confirming the award.

For further information, contact CSW Chairs: Susan Richards at ser2@email.arizona.edu or 520-626-0334 or Cheryl Muller at mullerc@email.arizona.edu or 520-621-9170.

Nomination Criteria

Nominees must have actively promoted the CSW/campus diversity goals within her/his unit or department. These goals are described in question format below and may be explored in UA diversity reports to gain a deeper appreciation of the characteristics the Vision Award seeks to recognize. The topic for 2011 is “Equity through the Generations; Multi-Generational Impact in the Workplace”. The nominee’s performance should be described in three general areas: *Climate, Development, and Multigenerational Equity*.

Nomination letters should contain specific and verifiable information describing the nominee’s commitment to diversity and the successes that have been achieved. The questions that follow are intended to assist in the development of a comprehensive testimonial and will be used to guide the Vision Awards Evaluation Committee.

Campus Climate

- How does the nominee work to create and / or sustain a workplace that values diversity, civility and respect among and between various campus groups: faculty, staff, graduate students, and undergraduates?
- How does the nominee address problems related to discrimination, harassment, and retaliation?
- Has the nominee promoted access to available implemented formal or informal programs to promote awareness and understanding of gender and culture differences?
- Has the nominee implemented diversity-focused hiring practices that ensure adequate consideration of women and minorities in all positions within the unit?
- How does the nominee model these values in his/her interactions with all groups?

Professional Development

- How does the nominee promote a culture of learning and personal advancement?
- How are department funds used to ensure appropriate professional development for employees, including graduate and undergraduate students?
- Does the nominee encourage mentoring and cross training within the unit?
- Does the nominee support use of the 16-hour professional development release policy?
- Does the nominee encourage use of the Qualified Tuition Reduction program and / or participation in professional development opportunities offered through Human Resources or other departments?

Compensation and Equity

- How do unit compensation practices help to ensure equity by gender and ethnicity at all levels, pay grades, and employment groups?
- How do unit performance appraisal practices ensure appropriate rewards and recognition for all members of the unit?
- How does the nominee promote shared governance and specifically the inclusion of women and minorities in unit decision-making across all levels and employment groups, including graduate and undergraduate student employees?
- Does the nominee support flexible schedules, enable use of Family Medical Leave, and facilitate Compassionate Transfer of Leave policies?
- How does the nominee create a desirable and productive workplace that values the needs of individuals while achieving unit goals?

**COMMISSION ON THE STATUS OF WOMEN “VISION” AWARDS
NOMINATION FORM**

Nominee Information

Name: _____ Official UA Title: _____

Department and Campus Address (include PO Box): _____

Campus Phone: _____ Email Address: _____

Nominee’s Supervisor Information

Name and Title: _____

Department and Campus Address: _____

Campus Phone: _____ Email Address: _____

Nominator Information

Primary Nominator (Will be contacted to inform of the outcome of the nomination)

Name and Title: _____

Department and Campus Address: _____

Campus Phone: _____ Email Address: _____

Length of time you have known the nominee and in what capacity: _____

*Please complete the following **Additional Nominator Form(s)**, as needed, to identify all individuals included in the nomination process.*

COMMISSION ON THE STATUS OF WOMEN "VISION" AWARDS
2011 ADDITIONAL NOMINATOR FORM
(Submit information for each individual supporting the nominee)

Nominee Information

Name: _____ Official UA Title: _____
Department: _____

Additional Nominator Information

Name and Title: _____
Department and Campus Address: _____
Campus Phone: _____ Email Address: _____
Length of time you have known the nominee and in what capacity: _____

Additional Nominator Information

Additional Nominator

Name and Title: _____
Department and Campus Address: _____
Campus Phone: _____ Email Address: _____
Length of time you have known the nominee and in what capacity: _____

Additional Nominator Information

Name and Title: _____
Department and Campus Address: _____
Campus Phone: _____ Email Address: _____
Length of time you have known the nominee and in what capacity: _____

