



COMMISSION ON THE STATUS OF WOMEN

The CSW 2013 Vision Awards “Achieving Equity through the Vision of “Never Settle”

The University of Arizona (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 Arizona Board of Regents (ABOR) Commission in 1990 (nomination criteria may be found in the following description). University staff, faculty, graduate and undergraduate students, and administrators are encouraged to nominate individuals who cultivate diversity and advance the CSW goals relating to 1) Campus Climate, 2) Career and Professional Development, 3) Equity and 4) Incorporates the UA’s “Never Settle” strategic plan of engaging, innovating, partnering, and synergy (<http://neversettle.arizona.edu/>).

**NOMINATION PACKETS MUST BE RECEIVED BY
5 P.M., Wednesday, December 4, 2013**

Awards

Recognition awards will be presented on Thursday, January 23, 2014 from 3:00 – 5:00PM at a reception to honor the recipients in the categories of “Established Visionary” and “Emerging Visionary.”

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 in the category of “Established Visionary.” Personnel in classified staff, appointed professional, and faculty positions are eligible for consideration as an “Emerging Visionary”.

Nomination & Submission Procedure

Submissions must consist of two items:

1. A completed nomination form – http://www.csw.arizona.edu/sites/default/files/BlankNomForm_0.pdf
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., Wednesday, December 4, 2013 to the Commission on the Status of Women using one of the following methods:

- By electronic mail to kmenezes@email.arizona.edu (*Preferred method*)
- By FAX to the attention of CSW Outreach Workgroup (520) 621-8248
- Campus Mail delivered to: Commission on the Status of Women, 2013 Vision Award, 1306 E. University Blvd., CAMPUS Mail – ATTN: Kim Menezes

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 once all nominations have been reviewed. A confirmation letter will follow by campus mail confirming the award.

For further information, contact the CSW Chair: Shelley McGrath at smcgrath@email.arizona.edu 520-626-0971 or the CSW Vice-Chair: Laura Gronewold at laurag1@email.arizona.edu 520-621-9924.

Nomination Criteria

Nominees must have actively promoted the CSW/campus diversity goals within their unit or department. The “Established Visionary” recipient should have demonstrated a long standing commitment (5 years or more) to the goals outlined below while the “Emerging Visionary” may not yet have the expanse of control over a department or unit but will have demonstrated strong support, encouragement, and vision for these goals within their own academic or professional structure. The 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 2013 is “Achieving Equity through the vision of Never Settle.” The nominee’s performance should be described in three general areas: *Climate, Development, and Demonstrated Ability to Seek Equity through the “Never Settle” Pillars of Engaging, Innovating, Partnering and Synergy.*

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 their 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?

The “Never Settle” Vision and Equity

- How does the nominee use the four pillars of the ‘Never Settle’ Philosophy (engaging, innovating, partnering, and synergy) to promote equity within the unit?
- How do unit 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?