The University of British Columbia

Faculty of Medicine

**2023 DEAN’S STAFF AWARDS**

**REFERENCE FORM**

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| Category: |
| Please check [ ]  Leadership (for individuals) [ ]  Advancing or promoting respectful environment, equity, diversity, and inclusion (for individuals or teams) [ ]  Creativity and innovation (for individuals or teams) |
| Nominee(s)’s name(s): |
|  |
| Nominee(s)’s Title(s)/Position(s) and Department/School: |
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| Nominee(s)’s Address(es) (business): |
|  |
| Nominee(s)’s Phone: |  | Email(s): |  |

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| Referee’s name: |
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| Referee’s Title/Position and Department/School: |
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| Referee’s Address (business): |
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| Referee’s Phone: |  | Email: |  |
| Referee’s Signature: |
|  |
| Date: |  |

**For the sections below, please only fill out the questions corresponding to the category for which you are providing a reference and delete the rest e.g. if submitting a reference for the leadership category, complete questions under leadership section and delete pages pertaining to REDI and Creativity/Innovation.**

Please note that the closing date for receipt of the completed nomination package is **4:00 pm on June 9, 2023 (strict deadline)**. Please ensure to return this reference form to the individual who is coordinating the nomination package before this date.

If you have any questions, please contact FOM Recognition at fom.recognition@ubc.ca.

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| **LEADERSHIP** |

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| How does the nominee enable, support, and positively influence colleagues and/or team members within the scope of their role to achieve individual, team, and organizational goals? Please consider illustrating with examples in some/all of the following areas: * Creates alignment and builds connections between individuals/teams;
* Contributes to developing, empowering, amplifying, and/or advancing the capacity and strengths of those around them, particularly those who have been under-represented, historically and/or persistently marginalized in higher education;
* Demonstrates leadership as an individual or member of a team in work that contributes to achieving the values, vision, and goals of the FoM Strategic Plan.

Note: Please consider outlining the normal scope of the nominee’s work in your response for contextual background.(limit: 500 words) |
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| How has the nominee demonstrated a high level of problem-solving skills, resourcefulness, and growth, and is collaborative and adaptive in leadership style? (limit: 400 words) |
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| **RESPECTFUL ENVIRONMENT, EQUITY, DIVERSITY, AND INCLUSION (REDI)** |

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| How do(es) the nominee(s) demonstrate sustained commitment to building respectful, inclusive work environments and actively seeking opportunities for learning, development and implementation of REDI principles in processes and practices both within nominee(s)’s area of influence and beyond? (limit: 400 words) |
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| How do(es) the nominee(s) foster/encourage professional development to build REDI competencies – for the nominee(s) themselves, within nominee(s)’s area of influence, and/or beyond in other teams/units? (limit: 400 words) |
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| How do(es) the nominee(s) exemplify and promote commitment to the vision, mission and values of their team, unit and the Faculty of Medicine? (limit: 300 words) |
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| **CREATIVITY AND INNOVATION** |

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| How do(es) the nominee(s) make innovative contributions, or a single contribution, within the scope of their role(s), to shape the future of research, education, administration, or the workplace in general?Please consider illustrating with examples in some/all of the following areas: * Developed a better – more effective, efficient, or sustainable – way of doing their work, in alignment with the mandate of the unit or Faculty as a whole;
* Developed a new or novel approach, technology, or process to approach a project/ service/operational activity that helped reach an organizational goal, solve a challenge, or support research, teaching, education, and work; or
* Created an opportunity to help individuals or teams navigate change and respond positively to shifting workplace dynamics.;

Note: Please consider outlining the normal scope of the nominee’s work in your response for contextual background.(limit: 500 words) |
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| How do(es) the nominee(s) exemplify and promote commitment to the vision, mission and values of their team, unit and the Faculty of Medicine. (limit: 300 words) |
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