

The University of British Columbia

Faculty of Medicine

2024 DEAN'S STAFF AWARDS

Deadline: **Friday, June 14, 2024**

The Dean's Staff Awards honour exceptional contribution in specific areas that are important to the Faculty of Medicine, as outlined in the categories below. All nominees should have demonstrated a strong commitment to living the Faculty of Medicine values of respect, integrity, compassion, collaboration, and equity.

AWARD CATEGORIES:

- Leadership (*for individuals*)
- Advancing or promoting respectful environment, equity, diversity, and inclusion (*for individuals or teams*)
- Creativity and innovation (*for individuals or teams*)

NOMINATION PROCEDURE:

The following elements must be included in the nomination package:

- Completed nomination form. Faculty of Medicine faculty or staff members from all [distributed sites, departments, school, and other academic units](#) may nominate candidates for these awards.
- Recommendations from other colleagues (3 maximum) are encouraged. References are to be completed using the reference forms found on MedNet (*in lieu of letters*).
- We strongly encourage nominators to consider FoM's EDI values in the nomination process.

Any Faculty of Medicine faculty or staff members may nominate candidates for these awards. **Nomination packages are to be organized into a single PDF file and submitted electronically to the Governance and Recognition team (fom.recognition@ubc.ca) by 4:00 pm on Friday, June 14, 2024. This is a strict deadline.**

ANNOUNCEMENT OF RECIPIENTS

- Up to three awards may be given in one year; one in each category
- Each award recipient/group receives a plaque and \$1000
 - Team recipients: There is no limit on the number of people in a team nomination. We encourage teams to elect one person to steward the honorarium and to consider ways in which to use the fund creatively as a group, virtually or in person (when it is safe to do so).
- Recipients are invited to the Faculty of Medicine Annual Awards Reception in the fall

CRITERIA & SELECTION:

Criteria must be addressed in the nomination form; examples of how the nominee has met these criteria should be included. To encourage diversity of nominees, staff members may be nominated for either a Dean's Staff Award **OR** an Applegarth Staff Award (not both).

Recipients are selected by the FoM Awards Advisory Group and presented to the Dean for final approval. Decisions are final and may not be appealed. The identities of the nominees will not be made public unless they win one of the awards. Posthumous awards will not be made. Nominators should not expect members of the Office of the Dean or Awards Advisory Group to assist with the preparation of a nomination beyond general advice.

LEADERSHIP

Eligibility:

- Individuals
- At the time of nomination, the nominee must be an active staff member of the UBC Faculty of Medicine, which includes all [distributed sites](#), [departments](#), [and schools](#), [and other academic units](#)

Criteria:

- Enables, supports, and positively influences colleagues and/or team members within and/or beyond the scope of their role to achieve individual, team, and organizational goals. For example:
 - Creates alignment and builds connections between individuals/teams;
 - Contributes to developing/empowering/amplifying/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.
- Demonstrates a high level of problem-solving skills, resourcefulness, and growth, and is collaborative and adaptive in leadership style.
- Exemplifies and promotes commitment to the vision, mission and values of their team, unit and the Faculty of Medicine.

ADVANCING OR PROMOTING RESPECTFUL ENVIRONMENT, EQUITY, DIVERSITY, AND INCLUSION (REDI)

Eligibility:

- Individuals or teams
- At the time of nomination, the nominee(s) must be (an) active staff member(s) of the UBC Faculty of Medicine, which includes all [distributed sites, departments, and schools, and other academic units](#)

Selection Criteria:

- Demonstrates 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.
- Fosters/encourages 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.
- Exemplifies and promotes commitment to the vision, mission and values of their team, unit and the Faculty of Medicine.

CREATIVITY AND INNOVATION

Eligibility:

- Individuals or teams
- At the time of nomination, the nominee(s) must be (an) active staff member(s) of the UBC Faculty of Medicine, which includes all [distributed sites, departments, and schools, and other academic units](#)

Selection Criteria:

- Makes innovative contributions, or a single contribution, within and/or beyond the scope of their role(s), to shape the future of research, education, administration, or the workplace in general. For example:
 - 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.
- Exemplifies and promotes commitment to the vision, mission and values of their team, unit and the Faculty of Medicine.