

## Selection Process

The Staff Recognition & Award Committee (SRAC) of the Employee Assembly and the Office of Human Resources value and recognize outstanding leadership in being an active voice for the staff via the Employee Assembly Opperman Award for Staff Advocacy (OASA).

*All Cornell staff, faculty, and academic professionals are eligible for consideration for this award. **Nominations can be submitted by staff only.***

### **Nominees must have a demonstrable history at Cornell of:**

- Treating their staff members or staff colleagues with fairness, respect and dignity at all times
- Being an extraordinary advocate for the wellbeing of staff with university, division, department or college leadership
- Fostering a positive environment where staff at all levels know they are valued and appreciated contributors to Cornell and its mission
- Fostering an environment where employees can freely express their ideas, opinions, and concerns
- Creating or encouraging a culture which allows staff to thrive both at home and in the workplace
- Consistently demonstrating commitment to encouraging, advocating for and supporting staff excellence
- Creating or promoting an environment where staff of all backgrounds feel they are valued and belong

### **Examples of activities include, but are not limited to:**

- Develops or engages with leadership to promote staff friendly programs in individual department/unit
- Supports employee flexible work arrangements
- Encourages and supports staff/peers/colleagues participation in development and wellbeing programs
- Regularly provides or engages with leadership to promote development opportunities for members of the department/unit, for example, encouraging participation in university committees such as EA
- Stands up for staff/peers/colleagues in adverse situations, for example, in situations where other community members treat staff in an uncivil manner
- Promote a culture that ensures staff receive recognition for “above and beyond” accomplishments

### **Nomination and Selection Process:**

- Nominating materials may - be obtained through on the Employee Assembly website. The SRAC committee evaluates the nominees and selects their top three choices.
- Nominations can be submitted by any staff member at the University.

- The SRAC committee submits their top three choices to an “ad hoc awards committee” that selects the award recipient. The OASA ad hoc committee is composed of six members:
  - Employee Assembly member
  - Chair of SRAC
  - Staff Recognition & Awards Committee member
  - [\*PawPrint\*](#) editor
  - Employee-elected trustee
- The OASA is to be awarded on a bi-annual basis.
- Award recipients will be recognized at an EA recognition event and will receive a monetary award funded through the Office of the President.