

“SUCCESS WITH HONOR” ANNUAL AWARDS PROGRAM

Penn State Intercollegiate Athletics Diversity and Inclusiveness Award

The *Penn State Intercollegiate Athletics Diversity and Inclusiveness Award* is intended to recognize and reward employees who have demonstrated a commitment to fostering diversity and inclusiveness in the department, the university, and/or the communities we serve. Nominations will be assessed on the following:

- The extent to which the candidate’s service has promoted a department and/or campus environment that is welcoming, inclusive, supportive, and nurturing of cultural, ethnic, racial, class, gender, sexual orientation, language, age, and other human differences.
- The extent to which the candidate’s service has raised general awareness and consciousness about diversity and inclusiveness issues within the context of ICA’s mission.
- Significant contribution of volunteer time, talents, and commitment to understand and enhance diversity in the department, university, and/or the communities we serve.
- Dedicated service that is in addition to the duties of their position, evident over a period of time (candidate has made sustained contributions).
- Serves as a role model to administrators, faculty, staff, students, and to the local community in fostering diversity/inclusiveness.
- Direct service to identifiable constituencies or service to the external community, rendered on the department’s behalf that brings special recognition to the department.

Eligibility:

Any full time employee (staff exempt, staff non-exempt, tech service and fixed term I) of Penn State Intercollegiate Athletics (including affiliates from the Morgan Center, Athletics Development and Sports Medicine) with a minimum of three (3) years of service to the department. Past recipients of the award are eligible for nomination in the same category after five (5) years.

Nominations:

Any Intercollegiate Athletics staff member may nominate a candidate through an application form sent to Human Resources. Self-nominations will be accepted as well. Nomination due date coming soon.

Selection Process:

The ACDI committee is responsible for administering the *Penn State Intercollegiate Athletics Diversity and Inclusiveness Award*. Each committee member will review/evaluate all nominations, rank order the nominees and submit their votes to the ACDI/TEAM ICA Awards Task Force who will tally the votes and announce the award recipient.

Award:

The recipient of the *Penn State Intercollegiate Athletics Diversity and Inclusiveness Award* will be presented with a plaque at a luncheon during the Annual Spring Department Meeting in April/May. They will also receive an award valued at \$250 and their name will be engraved on the “Success with Honor” awards plaque outside the Founder’s Room in the Bryce Jordan Center lobby.