

PARENT BYLAW: Not Applicable

PARENT POLICY: B.21 *Staff Awards*

Career/Lifetime Achievement Award

Awarded to: an individual

Objective: To recognize a staff member for their contribution to the overall vision and mission of Aurora College over the whole of their career with the College.

Criteria: The nominee

- has worked for the College for at least twenty years; and
- is approaching the end of their career with the College; and
- has consistently contributed to student success and the development of our Northern society.

Examples of contributions made by the nominee include:

- being supportive of students;
- helping students to be successful;
- being supportive of research;
- providing excellent service;
- being an excellent teacher; and
- doing excellent research.

Innovation and Research Award

Awarded to: an individual or a group

Objective: To recognize a staff member, program, or service that has made an exceptional contribution to the conduct of research in any discipline or demonstrated creative innovation or excellence in research in any discipline.

Criteria:

The nominee

- is an employee or extant program or service; and
- has made an exceptional contribution to the conduct of research; or
- demonstrated excellence in research; or
- demonstrated creative innovation.

Examples of contributions, excellence, and creative innovation include:

- scholarly output, e.g. peer-reviewed articles, creative works, research monographs, grants for scholarship;
- research-derived innovation, including patents;
- contribution to training and research activity of students, researchers;

- research that is recognized as influential or having a transformative effect in the nominee's discipline or on society;
- research that is recognized as benefitting the people or communities of the Northwest Territories;
- research accomplishments recognized by professional societies; and
- innovation that is not research-derived, e.g. developing an innovative curriculum or delivery model.

Leadership Award

Awarded to: an individual or a group

Objective: To recognize a staff member or team that has inspired others within the College community through their leadership style, actions, and/or approach, resulting in a better working, learning, or living environment.

Criteria:

The nominee

- is an employee or group of employees; and
- may be a manager or a non-manager; and
- has demonstrated a unique ability to guide and inspire others.

Examples of ways in which the nominee has demonstrated leadership include:

- being an excellent role model;
- showing initiative;
- taking on leadership roles on committees, projects, etc.;
- actively mentoring, encouraging and supporting others to grow, improve, and achieve their goals;
- promoting a working, learning, or living environment that is respectful, collegial, and supportive;
- getting others to work collaboratively, collectively, and creatively within or among programs/schools/campuses/service areas;
- leading an effective team to achieve results;
- contributing to the success of an initiative that benefits people outside his/her own program/service area;
- adapting readily to new situations and providing support to make changes easier for others to manage; and
- fostering pride in Aurora College.

Instructional Excellence Award

Awarded to: an individual

Objective: To recognize a staff member who has demonstrated instructional excellence during his / her tenure at Aurora College.

Criteria:

The nominee:

- is an employee; and
- has demonstrated instructional excellence.

Examples of ways in which the nominee has demonstrated instructional excellence include:

- applying adult education methodology and philosophy which has contributed to student learning as well as the success of students and the program;
- taking the time to get to know students' individual learning needs and objectives, and adapting materials and assignments to help students achieve their objectives to the best of their ability;
- having high, but achievable, expectations for student performance, which he/she communicates clearly to students, and then motivating students to achieve excellence;
- knowing his/her students holistically (as learners, as family members, and as community members);
- demonstrating patience, kindness and compassion with struggling students, and knowing when and how to intervene;
- understanding and promoting Indigenous knowledge and ways of learning, and striving to make the College a leader in Indigenous education;
- staying current with their field and with instructional methods, modelling lifelong learning, constantly looking for ways to improve their skills and knowledge; and/or
- mentoring newer instructors formally and informally, sharing skills and knowledge with other staff, and promoting and modelling a collegial environment.

Outstanding Service and College Improvement Award

Awarded to: an individual or a group

Objective: To recognize a staff member, program, or service that has developed or provided an outstanding service to students, clients, employers, employees, or communities or has otherwise made a significant contribution towards improving the College's operations.

Criteria:

The nominee

- is an employee or extant program or service; and
- the program or service has operated for a minimum of one year.

Examples of ways in which the nominee has provided outstanding service or contributed to improving the College's operations include:

- providing outstanding support and exceptional service to others, often behind the scenes (e.g. systems design, financial administration, program development);
- demonstrating outstanding commitment to student engagement by improving the student experience and through their efforts and achievements reminding us of our common purpose to support the development of Northern society;
- being a role model and leader committed to safety in the workplace and with students, by demonstrating clear and consistent safe work practices and encouraging others to do so;
- supporting, encouraging, advising, mentoring, and promoting student or colleague retention, resiliency, growth and development;
- going above and beyond to achieve the Student Services Vision of *nurturing a welcoming and culturally-inclusive community that assists and inspires students in achieving their goals throughout their college journey*; and
- improving the image of Aurora College (e.g. community development, partnership development and engagement).