

# Recognition and Reward

## Our Goal:

Effectively and appropriately recognize both individual and collective achievements of community members and ensure individuals feel their contributions are valued. Examples include:

- Accomplishments are recognized and celebrated in an authentic and timely manner.
- Achievements and innovations are recognized as the result of collective contributions.
- While milestones are celebrated, shared accomplishments and individual efforts are acknowledged on a consistent and ongoing basis.
- The institution continually seeks a variety of avenues to recognize people beyond their total compensation.
- Relationships and interactions between supervisors/managers and faculty/staff are characterized by ongoing appreciation and communication.
- We have a culture of appreciation and gratitude for the contributions and accomplishments of others. Individuals regularly acknowledge and give credit for the work of their colleagues.
- Everyone respects the roles of their colleagues and the unique skills they contribute to creating a valuable and diverse workplace.

## Call to Action:

Faculties and departments recognize individual and collective accomplishments. Individual effort is validated on an ongoing basis. This will be achieved through:

- Ongoing review and revision of existing award and recognition opportunities to ensure that they are reflective of institution values and diversity
- Raising awareness of, and participation in, institutional and departmental recognition programs (Retirement Celebration, Celebration of Service, EDI awards)
- Participation in academic recognition programs (teaching awards)
- Recognizing distinguished contributions in a variety of roles and responsibilities (annual APO, FSO, MAPS and Librarian and Support Staff Recognition Awards)
- Leveraging performance review processes to formalize recognition and demonstrate appreciation for individuals' contributions
- Providing professional growth opportunities to reward good work and recognize individual and collective potential

Institutional resources include but are not limited to:

- Wellness Champions Award
- FEC/PREP-D/Support Staff Performance Review
- Development for supervisors/managers and employees (giving and receiving feedback, professional development planning, UofA Advantage program, Gold College, etc.)

Information directly modified from:

CSA Standard for Psychological Health and Safety in the Workplace [www.csagroup.org](http://www.csagroup.org), Workplace Strategies for Mental Health [www.workplacestrategiesformentalhealth.com/](http://www.workplacestrategiesformentalhealth.com/), Guarding Minds @ Work [www.guardingmindsatwork.ca/](http://www.guardingmindsatwork.ca/)