University Administration
2012 Distinguished Employee Leadership and Team Award (DELTA)
Supervisor Nomination Criteria and Examples

Under each criterion is a list of examples for that criterion.

1. Leads staff to achieve goals and mission.
   - Responsible for the development and deployment of unit mission and goals.
   - Helps individuals within unit to internalize roles with respect to goals.
   - Establishes and implements organizational measures.
   - Demonstrates extensive knowledge and competence in a wide array of work related topics.
   - Oversees quality control.

2. Promotes effective deployment of employee and financial resources to achieve business goals.
   - Searches out and implements best practices.
   - Where appropriate, employs cost benefit analysis within unit.
   - Develops and implements efficient work processes.

3. Demonstrates outstanding leadership, initiative and creativity within the unit and/or the University.
   - Exemplifies leadership attributes.
   - Develops innovative ways to move the organization toward its goals.
   - Is willing to take risks to move the organization to the next level.
   - Identified as a key asset to the unit and/or the University.
   - Exhibits a high degree of professionalism.

4. Recruits, coaches, motivates, develops, and recognizes/rewards employees.
   - Establishes culture for staff development.
   - Provides individual and team coaching.
   - Empowers employees to make decisions and execute them.
   - Gives credit to employees for their work and ideas.
   - Motivates employees and serves as a positive role model for others.
   - Institutes equitable programs for recognition of all employees within the unit.

5. Enhances the unit and/or University through contributions to local, state, national and global organizations.
   - Serves on unit and/or university-related committees that promote the unit and/or University.
   - Recognized in field/discipline, for example, through professional organizations, the delivery of papers, presentations, leadership positions on local, state, national and global organizations.
   - Contributes to the development of new knowledge or its practical application.