

Walker College of Business Outstanding Staff and Spirit of Walker Awards
Revised 2017

Staff members play a vital role in supporting the Walker College's mission and in ensuring that the College's strategic plan is achieved. Staff are regularly called upon to serve the College, the University, and other organizations in important service capacities. The purpose of the College of Business Outstanding Staff Award is to provide recognition of outstanding staff accomplishments. Starting in 2018, the Spirit of Walker Award is added to recognize staff who most exemplify the Walker College core values and bring positive, significant recognition to the college and university.

I. Eligibility And Nominations

1. All SPA and non-faculty EPA who have completed two or more years of service to the College of Business are eligible to receive a Staff Award, except that an award recipient is ineligible to receive the award again within the next four years.
2. Colleagues, administrators, or alumni may make nominations. Students made provide letters of support.
3. Thereafter, nominees shall be notified of their nomination and be requested to accept or reject it.

II. The Selection Process

The Staff Award Committee shall be comprised of the four most recent award winners. The committee chair will be the longest-serving committee member. Committee reappointments may be made at the discretion of the Dean. The committee for the Spirit of Walker Award will include one faculty member, one staff member, one chair, and one associate dean.

1. The committees shall have broad discretion in carrying out its duties.
2. The committees will recommend at least two names to the Dean for the award, if eligible candidates exist. The committees may elect and are encouraged to submit the names in ranked order of preference. However, if no qualified applicants are deemed to exist, a committee is not bound to submit any nominees.
3. Deliberations in the committees should be confidential, and the committees will disclose no information on nominees or any other matters under its deliberation.

III. Schedule

The following schedule each year is recommended for the nomination and selection process for each award.

- End of Fall Semester-by start of Spring Semester: Announcement and call for nominations from the Dean.
- Mid-January: Appointment of the two selection committees and the committee chairs.
- Late-January: Deadline for submission of nominations to the Dean.
- March 1: Recommendations from the selection committees to the Dean.

IV. Selection Criteria for the Staff Award

Consideration for the Staff Award may be based on one or more of the following criteria.

(1) Dedication and Service

- i. The nominee has exhibited unselfish devotion to duty far and above the normal requirements or expectations.

(2) Innovation

- i. The nominee has successfully established new and outstanding methods, practices, plans, or designs within his/her scope of employment.

(3) Human Relations

- i. The nominee has made outstanding contributions toward enhancing the quality and morale of the workplace.

(4) Other Achievements

- i. The nominee has made outstanding contributions and/or provided service to Appalachian or the surrounding community deserving recognition not described in the categories above.

V. Criteria for Spirit of Walker Awards

- (1) These awards will allow us to go beyond the traditional narrow look at just one aspect of a faculty member's work (teaching, research, or service), and to instead look at their contributions to the mission, vision, and values as a whole. The Spirit of Walker awards will be based on actions that most exemplify the Walker College core values and bring positive, significant recognition to the college and university.
- (2) Specific weights for different activities will be determined by the selection committee appointed by the dean. The committee will include one faculty member, one staff member, one chair, and one associate dean.
- (3) The Walker College values are listed below. Nominators are encouraged to provide examples describing how nominees exhibit these values in the context of fulfilling the mission and vision of the college.

- a. **Vision:** We aspire to be a national leader in business education that emphasizes experiential learning, interdisciplinary collaboration, social engagement, and value driven innovation to address complex issues and help co-create a more sustainable world. In doing so, we seek to develop students who adapt well to and are resilient in an ever changing world.
- b. **Mission:** We deliver transformational educational experiences that prepare and inspire students to be ethical, innovative, and engaged business leaders who positively impact our community, both locally and globally.

Dedicated to instructional excellence, our faculty is also actively engaged in scholarship in the areas of practice, theory and pedagogy, as well as service activities that make possible these transformational educational experiences and serve to benefit the business discipline and the broader community.

c. Values

- **Integrity** - We are committed to honesty and ethical behavior in all that we do;
- **Quality** - We seek quality in our programs and emphasize its virtue to our students;
- **Meaning** - We cultivate meaningful relationships among students, faculty, and staff so that each can learn, grow, and be fulfilled in their work;
- **Global** - We provide opportunities for multicultural and international learning and experiences;
- **Diversity** - We respect and celebrate our differences and emphasize the power of combining our uniqueness;
- **Innovation** - We are discoverers, explorers, and experimenters, constantly challenging the status quo to create value for our many stakeholders;
- **Collegiality** - We maintain a supportive, collegial learning environment that respects individuals, preserves academic freedom, and promotes interdisciplinary collaboration;
- **Responsiveness** - We respond to the needs of students, alumni, the business and wider community, and other stakeholders through active listening;
- **Sustainability** - We cultivate a deep understanding of the powerful role of business in advancing a productive and healthy society.