JHURA and ORA Research Administrator Staff Recognition Awards

Leadership Award Criteria 2023

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| **Criteria** | 1. **No Evidence** | 1. **Limited Evidence** | 1. **Suitable Evidence** | 1. **Strong Evidence** | 1. **Exceptional Evidence** |
| **Achievement/Contributions Identified** | No achievements/  contributions identified | Limited level of detail regarding achievements/  contributions provided | Achievements/contributions demonstrate the nominee once or twice going above the normal scope of their role | Achievements/contributions demonstrate the nominee occasionally  going above the normal scope of their role | Achievements/contributions demonstrate the nominee consistently going above the normal scope of their role |
| **Leadership activities and/or performance identified** | No exemplary leadership activities and/or performance identified | Limited exemplary leadership activities and/or performance identified | Exemplary leadership activities and/or performance demonstrated once or twice going above the normal scope of their role | Exemplary leadership activities and/or performance demonstrated occasionally above the normal scope of their role | Exemplary leadership activities and/or performance demonstrated consistently above the normal scope of their role |
| **Encourages professional development and growth** | No professional development and growth  encouragement  identified | Limited professional development and growth encouragement identified | Professional development and growth encouragement demonstrated once or twice above  the normal scope of  their role | Professional development and growth encouragement demonstrated occasionally above the normal scope of their role | Professional development and growth encouragement demonstrated consistently above the normal scope of their role |
| **Culture of excellence and inclusion** | No culture of excellence  and inclusion identified | Limited level of culture of excellence and inclusion identified | Culture of excellence  And inclusion  demonstrated once or  twice going above normal scope of their role | Culture of excellence  and inclusion demonstrated occasionally above the normal scope of their role | Culture of excellence  and inclusion demonstrated consistently  above the normal scope of their role |