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 abovethe 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 excellenceand inclusion identified | Limited level of culture of excellence and inclusion identified | Culture of excellence And inclusiondemonstrated 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 |