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**Graduate Student Employee of the Year**

Student Employee of the Year is a recognition program that allows students to be honored, appreciated and recognized for their contributions to their institutions and over to the Student Employment Program.

Qualifications:

* Nominating institutions must be current members of NSEA.
* Students must be currently enrolled at the nominating institution.
* Student must be in a graduate program; teaching assistants are not eligible for this award.

Process:

* NSEA member runs the Student Employee of the Year process at their institutions.
* NSEA member submits their SEOTY through the link provided.
* SEOTY Committee review submissions to determine the winner.
* Winner will receive $300.

Criteria:

When submitting a nomination for Graduate Student Employee of the Year please make sure to speak to the following areas:

**Diversity & Inclusion**: Student Employee acknowledges the support and contributions of others in achieving results; demonstrates empathy and compassion for others; is flexible, open and receptive to new information, ideas and approaches; shows respect and value for the unique contributions of each associate.

**Impact:** Student Employee suggests and helps implement an idea that has a positive, tangible impact on the department or brings positive recognition to the department.

**Professionalism, Effective Communication & Interpersonal Skills:** Student Employee collaborates well with peers, manager, department leadership and unit stakeholders; Employs appropriate methods of persuasion when soliciting agreement; addresses problems constructively.

**Leadership:** Student Employee is passionate about mentorship, training fellow student employees, and acts as an agent of change to support the implementation of new ideas

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Timeline:

February 5, 2024 (Monday) -- Accepting nominations through online form (to NSEA)

March 4, 2024 (Monday) -- Nominations due to NSEA

March 7, 2024 (Thursday) – SEOTY Committee disseminates nominations to sub-group

March 14, 2024 (Thursday) Scoring rubric due back to SEOTY Committee

March 15, 2024 (Friday) – SEOTY Committee meets for any tie breakers & determines winner.

March 26, 2023 (Tuesday) Notify winning institutions

April 12, 2023 (Friday) -- Announce Winners (on social media)

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| Criteria | Shape, circle  Description automatically generated**Excellent (3pts)**  Nominator provided specific details and examples about how the student exceeded the criteria listed | **Good (2pts)**  Nominator provided specific details and examples about how the student met the criteria listed | **Fair (1pt)**  Nominator provided specific details about the nominee’s job contributions but did not clearly relate it to the criteria listed |
| Diversity & Inclusion | Demonstrates a willingness to examine own biases, assumptions, and attitudes; responds with curiosity when someone expresses an idea, even if he/she/they disagree; proactively seeks opinions of all impacted parties. Looks for diversity in backgrounds, tenure, experience; invites others into projects, discussions and problem solving | Acknowledges the support and contributions of others in achieving results; demonstrates empathy and compassion for others; is flexible, open and receptive to new information, ideas and approaches; shows respect and value for the unique contributions of each associate. | Demonstrates a willingness to listen to and accept new ideas, alternatives and perspectives; Values and supports differences in others, contributing to an inclusive work environment; |
| Impact | Expands job's role in a positive way; Makes a distinctive contribution that will have a lasting positive impact on the department / university | Suggests and helps implement an idea that has a positive, tangible impact on the department or brings positive recognition to the department. | Performs at a higher level than most student employees; raises the bar. |
| Professionalism, Effective Communication & Interpersonal Skills | Actively promotes a positive atmosphere at work; communicates skillfully and appropriately for every audience; Establishes and maintains credibility with stakeholders, customers, and teammates; aligns self with department's / university's mission and takes personal responsibility for advancing that mission; demonstrates high ethical standards; leads by example; inspires enthusiasm; maintains calm and helps diffuse difficult situations. | Collaborates well with peers, manager, department leadership and unit stakeholders; Employs appropriate methods of persuasion when soliciting agreement; addresses problems constructively; takes personal responsibility for doing a good job; goal-oriented; stays calm in difficult situations; responds constructively to feedback; and maintains sense of commitment to success, personal achievement and satisfaction. | Communicates effectively with manager, peers, department leadership and unit stakeholders; works cooperatively and has a sense of urgency and positive action; respectful of co-workers, customers/clients, and property. |
| Leadership | Student enthusiastically takes on the task of training new student employees and informally acts as a mentor; student acts as an agent of change to support the implementation of new ideas | Student will sometimes takes the leads on projects and is willing to assist with training of new staff | Student’s position requires a supervisory component, they are not resistant to change and has led a training session for fellow student employees |