

Our Common Ground Staff Award - Evaluation Rubric

The Award Committee reviews all submission materials, evaluating them for evidence of extraordinary contributions to and significant impacts on the University as demonstrated by the six values of Our Common Ground. Evaluation rubric below and scoring sheet, as well as definitions for each Our Common Ground value on page 2.

Score			
0	1	2	3
Not explained.	Partially explained.	Explained.	Thoroughly explained.
Nomination materials do not address the value.	Nomination materials address the value. The evidence provided only demonstrates how the nominee embodies a part of the value. Or, it is clear that the writers believe that the nominee embodies the value, but no explicit evidence was provided.	Nomination materials address the value. The evidence provided demonstrates how the nominee embodies the whole definition of the value. And, it is clear that the writers believe that the nominee embodies the value.	Nomination materials address the value. The evidence provided thoroughly demonstrates how the nominee embodies the whole definition of the value. In addition, the evidence is exemplary, outstanding, and comprehensive. And, it is clear that the writers whole-heartedly believe that the nominee embodies the value consistently.

Our Common Ground Staff Award – Scoring Sheet

Our Common Ground Values	0	1	2	3
<p>Respect - <i>We respect each other. We listen to each other, encourage each other, and care about each other. We are strengthened by our diverse perspectives. Examples: active listening, disagrees constructively, gives feedback with care and compassion.</i></p>				
<p>Integrity - <i>We value fairness, straightforward conduct, adherence to the facts, and sincerity. We acknowledge when things have not turned out the way we had hoped. As stewards of the university, we are honest and ethical in all responsibilities entrusted to us. Examples: addresses inequities and dishonesty, challenges community to do better, Courageous and transparent.</i></p>				
<p>Innovation - <i>We want to be at the forefront of change and believe that the best way to lead is to learn from our successes and mistakes and continue to grow. We are forward-looking and break new ground in addressing important community and societal needs. Examples: creative problem-solving, improves processes.</i></p>				
<p>Openness - <i>We encourage the open exchange of information and ideas from all quarters of the community. We believe that through collaboration and participation, each of us has an important role in determining the direction and well-being of our community. Examples: Flexibility, curious, compassionate, identifies needs, leads to act.</i></p>				
<p>Justice - <i>We unite against all forms of injustice, including, but not limited to racism. We reject bigotry, oppression, degradation, and harassment, and we challenge injustice toward any member of our community. Examples: leads and act from a lens of justice, conscious of who is most impacted by decisions and processes.</i></p>				
<p>Responsibility - <i>We are personally and collectively responsible for our words and deeds. We stand together to uphold Our Common Ground. We act beyond our work duties and responsibilities. Examples: follow-through, accountable, gives and receives constructive feedback, does the hard thing if it's the right thing.</i></p>				