

Principal's Service Excellence Awards

	Distinguished Service Excellence Award	Accomplished-Service Excellence Award	Emerging Leader Excellence Award	Inclusive Excellence Service Award
Number of awards	1	2 (1 union; 1 non-union)	2 (1 union; 1 non-union)	4 (2 individuals; 2 teams)
Targeted Audience	Staff Appointed in PM6 roles and above	Staff Appointed (PM and USW employee groups)	Staff Appointed (All employee groups)	Appointed Staff and/or Teams (All employee groups)
Eligibility	<ul style="list-style-type: none"> Non-probationary status Minimum of 5 years of service in a leadership role at UTSC PM6 level and above 	<ul style="list-style-type: none"> Non-probationary status Minimum of 1 year leadership experience at UTSC and, Minimum of 3 years at UofT in a leadership role Directors and/or Managers at UTSC (non-unionized and unionized) 	<ul style="list-style-type: none"> Non-probationary status Minimum of 2 years of supervisory experience at UTSC Nominees are required to have direct reports (excludes supervision of casual, work study students, and volunteers) 	<ul style="list-style-type: none"> Non-probationary status Minimum of 1 year of service at UTSC
Selection Criteria	<ul style="list-style-type: none"> Building and sustaining collaborative partnerships and synergies across UTSC and/or UofT in support the University's academic mission and the campus' strategic goal of inclusive excellence; Championing equity, diversity, and inclusion at the campus and/or institutional level as an integral part of their leadership activities; Creating/implementing a program, service or initiative at UTSC with a positive, transformative and enduring impact at the campus, institutional and/or community level; Commitment to mentoring, supporting professional development, and growing the next generation of leaders; Promoting a shared and sustained vision for their teams, which fosters a collaborative and collegial culture to enhance the unit's contribution to the campus' strategic goal of inclusive excellence; Empathetic leadership that is supportive of team members, advances their personal growth, engenders a genuine sense of belonging. 	<ul style="list-style-type: none"> Supporting/Fostering environment of collaborative partnerships and synergies across UTSC and/or UofT in support the University's academic mission and the campus' strategic goal of inclusive excellence; Promoting an inclusive culture and sense of community and belonging on campus through support, participation and collaboration in EDI initiatives; Demonstrating commitment to encouraging professional development within unit and supporting staff to assume greater responsibility and/or assignments that will lead to growth; Seeking opportunities to engage broadly and encourage colleagues to do the same; Supporting a culture of leadership that is bold, empathetic, shared, transparent, inclusive and transformational; Promoting and supporting an inclusive, healthy learning and working environment. 	<ul style="list-style-type: none"> Positively influencing colleagues to enhance the quality of work plans, activities, initiatives and/or service; Mentoring colleagues and fostering their professional development Fostering an inclusive team environment and promoting equity, diversity and inclusion within own unit and the campus; Collaborating with colleagues across the campus/University to advance the University's mission; Developing and implementing innovative approaches within areas of responsibility that lead to enhanced satisfaction in service delivery; Modeling empathetic leadership and institutional citizenship 	<ul style="list-style-type: none"> Commitment to the mission and values of the University through their daily work, activities and/or service to the institution; Supporting the advancement of the campus through involvement in initiatives, activities and events which support UTSC's priorities; Actively promoting and demonstrating the University's core values of equity, diversity and inclusion; Acting as a role model or mentor within their department/portfolio; Consistently modeling civility and professionalism in the most challenging environments.