**Principal’s Service Excellence Awards**

<table>
<thead>
<tr>
<th>Number of awards</th>
<th>Distinguished Service Excellence Award</th>
<th>Accomplished-Service Excellence Award</th>
<th>Emerging Leader Excellence Award</th>
<th>Inclusive Excellence Service Award</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Staff Appointed in PM6 roles and above</td>
<td>Staff Appointed (PM and USW employee groups)</td>
<td>Staff Appointed (All employee groups)</td>
<td>Appointed Staff and/or Teams (All employee groups)</td>
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<tr>
<td>2</td>
<td>(1 union; 1 non-union)</td>
<td>(1 union; 1 non-union)</td>
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<td>4</td>
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**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**
- Non-probationary status
- Minimum of 5 years of service in a leadership role at UTSC
- PM6 level and above

**Selection Criteria**
- 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.

- 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.

- 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

- 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.