

Outreach and International Affairs
2009 Annual Employee Recognition Awards
Nomination Deadline: November 2, 2009
Awardees to Be Honored at the Annual Holiday Party

The OIA Awards Program supports and advances the mission of the university by creating a way for all members of the organization to:

- translate the university's mission and OIA's goals into daily behaviors and accomplishments
- identify, celebrate, and recognize each others' successes
- model a positive, team-focused, active environment for continuous improvement, while building a culture of encouragement and mutual support.

While framed to be fun, the awards program is a tool in the serious business of cultural transformation, organizational growth, and personal development of each member of the team.

Light Bulb Award

Creativity, innovation, and thinking outside typical constraints (yet within appropriate guidelines)
 Process/ quality improvement
 Translating a problem or challenge into a solution

Trailblazer Award

Entrepreneurship and development of new opportunities, or winning an unusual grant or contract — first ever. Learning and developing new skills

Hokie Stone Award

To all members of a team for an exceptional effort.
 Involves excellent communication, establishing or supporting collaborative relationships, or innovative diversity efforts

Energizer Bunny Award

Dependability and reliability. Thorough and thoughtful completion of assignments, diligence, and persistence. Initiative, "can-do" spirit, and successful "workarounds," whatever obstacles are in the way.

OIA Spirit Award

Strong team player
 Stepping in to help at the right time and in the right place
 Crossing boundaries and breaking down silos

Red Carpet Award

Customer service - internal and/ or external, courtesy
 Achieved cost savings and efficiently used scarce resources in a challenging environment with no reduction to service levels

Clean and Green Award

Conservation accomplishments
 New and creative ways of implementing Executive Order 82

Bulls Eye Award

Combining learning, discovery, and engagement in a program or project that targets a community need