



***2024-2025***  
***University System of Maryland***  
***Board of Regents***

**EXEMPT STAFF AWARDS**  
**Nomination Packet**

**AWARD CATEGORIES**

- Exceptional contribution to the institution and/or unit to which the person belongs
- Outstanding service to students in an academic or residential environment
- Extraordinary public service to the university or the greater community
- Effectiveness and efficiency regarding an academic or administrative transformation with a savings of \$10,000 or more
- Diversity, Equity, Inclusion, and Belonging

For more information, please contact: CUSS Awards & Outreach Committee Co- Chairs, Deniz Erman and Brian Jara via e-mail at: [CUSSBOR@USMD.EDU](mailto:CUSSBOR@USMD.EDU)

## Board of Regents Staff Awards (EXEMPT)

A CUSS (Council of University System Staff) initiative, the **University System of Maryland Board of Regents Staff Awards** represent the highest honor bestowed by the Board of Regents for achievements of 5 Exempt and 5 Non-exempt Staff employees from institutions within the University System of Maryland. The awards are presented to individual Staff employees who have demonstrated excellence.

The exempt nominee's success should be **above and beyond** the scope of their full-time professional responsibilities and the **impact** the individual has on his or her department, school, or community. These awards are based on the quality of the nominee's work within their institution, community, or surrounding environment. *To reiterate, the awards are measured by the **impact** and how the nominee goes **above and beyond** within one of the five award categories specifically for exempt staff listed below (please see the non-exempt packet for the exempt categories).*

- 1. Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs**
- 2. Outstanding Service to Students in an Academic or Residential Environment**
- 3. Extraordinary Public Service to the University or Greater Community**
- 4. Effectiveness and Efficiency**
- 5. Diversity, Equity, Inclusion, and Belonging**

Each USM Institution can submit one packet in each of the five (5) exempt categories – allowing for up to 5 exempt nominations per campus. Each awardee will receive a \$2,000.00 stipend and a plaque in recognition of the award being received. CUSS recommends that your Institution publicize the accomplishments of those outstanding individuals granted this honor. Awards will be announced in mid-July 2025 and formally presented to the awardees at the Board of Regents September meeting.

### Award Categories

#### **Exceptional Contribution to the Institution and/or Unit to Which the Person Belongs:**

- A creative and implemented approach to process improvements
- Original idea that contributed to the success of the unit/institution
- A Staff employee who is in a non-leadership position that provided leadership, team building and/or facilitated a team or project that enhanced the organization
- A Staff employee in a leadership position that consistently grows their organization by mentoring and growing each of their subordinates

**Outstanding Service to Students in an Academic or Residential Environment:**

- Someone who consistently makes a difference and impact in student lives
- Contributed to an innovative, original idea that implemented and transformed an aspect of the student experience

**Extraordinary Public Service to the University or Greater Community:**

- A personal dedication to a project or cause that definitively improved the greater community and had an impact on the university.
- Staff employee of the USM community who throughout his/her career has, in a collaborative and sustained manner, made a difference in the larger community
- The award is based on a sustained record of service over a period of years carried out through the individual's role(s) in the University rather than as a private citizen

**Effectiveness and Efficiency:**

- To publicly recognize exemplary ideas that, when implemented, will serve to further the University System of Maryland's goal to continually increase the effective and efficient use of its resources. One award from the listed categories may be made for an exemplary initiative that has the potential to be implemented system wide.

**Awards shall be bestowed in the following two categories:**

Academic Transformation

- Improved learning and a minimum cost savings of \$10,000.00

Administrative Transformation

- Improved effectiveness and efficiency resulting in a minimum cost savings of \$10,000.00

- In addition to the existing application procedures, the nominee's packet needs to include:
  1. A brief description of the innovative initiative
  2. Potential benefits
  3. Magnitude (single/multiple institutions or system-wide)
  4. Effectiveness and efficiency to be attained (including estimated cost and/or resource savings)
- Award recipients may be invited to address the Board.

## **Diversity, Equity, Inclusion, and Belonging:**

- This award salutes the outstanding work of a USM staff member in their ability to build, nurture, and advance inclusion, multiculturalism, and social justice practices within their community. Their community may be comprised of their internal institutional community, their external institutional community, or a combination of the two.

### **Review criteria include outcomes, including, but not limited to:**

1. Community engagement in diversity dialogue and education
2. Examination and modification of current practices of one's department/institution that supports inclusion
3. Implementation of initiatives that foster inclusion, multiculturalism, and social justice

## **Eligibility**

1. Any employee or student may nominate another employee with the knowledge and consent of the nominee. Employees may also nominate themselves.
2. Nominee must be a Staff employee of the University System of Maryland community, including all Staff employees in Regular and Contingent II status.
3. Nominee must be employed with the USM for at least five (5) consecutive years at the time the packet is distributed. Winners of the awards must be employed at the time the winners' names are announced.
4. CEO's (Chancellor and Presidents), Officers, and Sr. Leadership are not eligible.

## **Nomination Packet**

A nomination packet must be generated for each nominee that includes the following documents, organized in the order listed:

1. **Nomination Cover Sheet** - a nomination cover sheet must be completed and signed. A blank cover sheet is attached and may be copied for each nominee. **Do not change the format of the cover sheet.**
2. **Nomination Letter** - a nomination letter must accompany each nominee packet and must be completed and signed by the nominator. State the category for which the staff employee is being nominated and give testimony of exemplary performance in that category. Please limit to two (2) pages.
3. **President Endorsement Letter** – an endorsement letter from the institution's President must accompany each nominee packet. The letter shall state the category for which the



staff employee is being nominated and give testimony of exemplary performance in that category. Please limit to two (2) pages.

4. **Position Description** - position description must include the purpose of the position and specific job duties listed in detail. **Please use template included on final page of this packet only** (no resumes). The position description must be signed by the employee's supervisor.
5. **Letters of Recommendation** – include three (3) one-page letters of recommendation that discuss what makes this individual exceptional in the category nominated. Recommendations are welcomed from persons external, as well as internal, to the institution and should include information on how to contact the author. **Letters must be in support of the nominee's activities as they relate to the category for which he/she is being nominated.** Printed emailed letters are acceptable. Please limit to one (1) page.
6. **Formatting** - All letters must use twelve (12) point Arial or Times New Roman font and one (1) inch margins. No more than 500 words on one (1) page. Recommendations letters cannot exceed one page, and the Nomination and President's letter cannot exceed two (2) pages.

## Submission of Packets

Email one electronic (PDF preferred) copy of each nomination packet by **5pm on Friday, March 14, 2025**, to [CUSSBOR@usmd.edu](mailto:CUSSBOR@usmd.edu). Please mark the subject line as "BOR Award Nomination." All applicants will receive an email confirmation acknowledging receipt of the package. If you do not receive a confirmation within one week, your package was not received. Please limit the nomination packet to the requested relevant materials. More is not necessarily better.

It is not the intention of the USM Board of Regents Staff Awards & Recognition Committee to require excessive documentation. However, nominations must contain sufficient material to acquaint the committee with the nature and quality of the individual's achievements.

## Evaluation Process

The following items must be included and sent in the following order for evaluation:

- Nomination cover sheet
- Nomination letter
- President's endorsement letter
- Position description to include purpose and specific job duties
- Recommendation letters three (3) one-page letters (printed emails are acceptable)



## **Selection Process**

The Council of University System Staff will review nomination packets and submit a recommendation for awards to the Board of Regents. Winners will be announced in early summer with a formal presentation of the award recipients by the Board of Regents in early Fall 2025.

## **Questions**

If you have questions concerning the Board of Regents Staff Awards, please contact the representative from your home institution or you may direct questions to: Deniz Erman or Brian Jara, Co-Chairs of the CUSS Awards & Outreach Committee at [CUSSBOR@usmd.edu](mailto:CUSSBOR@usmd.edu).



**BOARD OF REGENTS STAFF AWARDS (EXEMPT)  
NOMINATION COVER SHEET**

Name of Nominee: \_\_\_\_\_

Institution: \_\_\_\_\_ Department or Unit: \_\_\_\_\_

Position Title: \_\_\_\_\_

Years Employed (in USM): \_\_\_\_\_ (at current institution): \_\_\_\_\_ (in current role): \_\_\_\_\_

Address: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_ Work Phone: \_\_\_\_\_

**Please check the category for which the employee is being nominated:**

- \_\_\_\_\_ Excellence in Performance
- \_\_\_\_\_ Making a Difference to the Campus
- \_\_\_\_\_ Acting as a Role Model
- \_\_\_\_\_ Excellence as a Team Player
- \_\_\_\_\_ Diversity, Equity, Inclusion, and Belonging

**Please check and attach each of the following, in the order given:**

- \_\_\_\_\_ Nomination cover sheet
- \_\_\_\_\_ Nomination letter
- \_\_\_\_\_ President's endorsement letter
- \_\_\_\_\_ Position description to include purpose and specific job duties (use enclosed template only, resumes will not be accepted)
- \_\_\_\_\_ Recommendation letters: (3) one-page letters (emails are acceptable)
- \_\_\_\_\_ Supporting material, 3-5 pages (optional yet helpful)

**One Electronic submission (PDF file) is required. Send via to [CUSSBOR@usmd.edu](mailto:CUSSBOR@usmd.edu)**

\_\_\_\_\_  
Nominator's Name (please print) Department

\_\_\_\_\_  
Nominator's E-Mail Phone Number (work)

\_\_\_\_\_  
Nominator's signature



**BOARD OF REGENTS STAFF AWARDS (EXEMPT)  
POSITION DESCRIPTION**

*Please provide all requested information, including specific job duties and responsibilities. You may use an additional page or attach it in the packet if necessary. (No resumes will be accepted in lieu of a position description)*

\_\_\_\_\_  
Name (please print)

\_\_\_\_\_  
Supervisor's Name (please print)

**JOB DUTIES AND RESPONSIBILITIES:**

*I certify that the above job duties are performed by the applicant:*

\_\_\_\_\_  
(Supervisor's Signature)