

Article X. DPG Award of Excellence (AoE)

Section I. Purpose

- A. The DPG Award Of Excellence (AoE) is administered annually in the spring quarter to a hearing employee of RIT/NTID. The award was established as a means of recognizing colleagues for their demonstrated dedication, persistence and commitment to improving the quality of life for all deaf and hard of hearing people.
- B. The committee reserves the prerogative of not selecting a recipient if none meet the selection criteria.

Section II. Criteria

The criteria for potential recipients are as follows:

- A. Demonstrated respect, sensitivity, and understanding for Deaf Culture;
- B. Enhanced and encouraged positive interactions among deaf and hearing colleagues of the RIT/NTID community;
- C. Demonstrated utilization of sign language and understanding of Deaf Culture values;
- D. Demonstrated significant contributions within the RIT/NTID community through various projects with deaf professionals, and;
- E. Demonstrated an active, ongoing commitment in understanding, sensitivity, and respect to the interests of deaf faculty, staff and students of the RIT/NTID community.

Section III. Committee

- A. The purpose of the AoE committee is to seek an outstanding employee at RIT/NTID to be the recipient of this award.
- B. The DPG Executive Board will solicit volunteers and establish the AoE standing committee in January of each year, culminating with the award being given during a ceremony in May.
- C. The AoE committee shall consist of the Member-at-large from the DPG Executive Board as non-voting chair, and three additional members recruited and selected by the Executive Board, making a total of four AoE committee members (1 non-voting chair, 3 voting members). Staggering two-year terms are recommended.
- D. AoE committee members shall refrain from making nominations and abstain from voting if there is a conflict of interest.

Section IV. Search Process

A. To ensure that the search is fair and unbiased as possible, the committee shall strive to obtain its information from sources other than that provided by the candidate. Discretionary power and responsibility for collecting and evaluating information rests with the committee.

B. In its efforts to select an outstanding individual to receive the award, the committee shall:

- i. Solicit nominations from the DPG membership. This will be conducted electronically. Nominations should be accompanied with a justification of why the individual should be considered for the award.
- ii. Obtain consent from each individual nominated, accepting the nomination.
- iii. Ascertain that each candidate is eligible. To be eligible, the candidate must be a full-time employee of RIT. Full-time employment is defined as 80 – 100% time capacity.
- iv. During the evaluation and selection process, consider the individual's:
 - a. Respect, sensitivity, and understanding for Deaf Culture;
 - b. Positive cooperation among deaf and hearing colleagues of the RIT/NTID community;
 - c. Utilization of sign language and understanding of Deaf Culture values;
 - d. Contributions within the RIT/NTID community through projects with deaf professionals; and
 - e. Understanding, sensitivity, and respect to the interests of deaf faculty, staff and students of the RIT/NTID community.

C. The AoE committee will use an established process to screen and narrow down all nominations to the top 1 – 3 candidates, as the committee deems appropriate. Previous rating systems should be referred to for guidance.

- i. The top 1 – 3 candidates will be presented to the DPG membership for feedback. This will be done electronically.
- ii. The AoE committee will select the award winner by unanimous committee vote, which will be kept confidential.
- iv. The winner will be announced during an awards ceremony in May, to which all AoE nominees will be invited and given recognition.

DIVERSITY STATEMENT

RIT through its policies and practices is responsible for building an inclusive environment where membership in the community allows for faculty, staff and students to reach their fullest potential, both professionally and personally. RIT is committed to the development, administration and interpretation of policies and procedures in a way that is consistent with our commitment to diversity and is in compliance with federal, state and local laws. RIT's policies and procedures are administered in a way that supports fair treatment for all faculty, staff, students, and the RIT community at large.