



PRESIDENTIAL LEADERSHIP AWARD – PROGRAM DETAILS DESCRIPTION, ELIGIBILITY AND SELECTION PROCESS

The Presidential Leadership Award is bestowed upon a University staff employee, selected by the President, who best represents high achievement and is recognized for their commitment to excellence to the University, Colleagues, Students and Community. Award recipients receive a one-time cash award of \$2,500* and will be honored during the January Welcome Back Convocation. Award recipient will also be invited to attend the platform ceremony/President's Post Party during Spring commencement.

*All taxes and withholdings will be applied

Eligibility

- All full time/part time staff employees in a regular benefits-eligible position
- Have a minimum 3 years of service at WNMU.
- Employee must be on payroll on the date of payment.
- **EXCEPTION:** The following employees are not eligible for this award:
 - Senior administration; University President, Divisional Vice President's & the Executive Athletic Director.
 - Faculty, Student workers.

Criteria

Nominees should demonstrate outstanding leadership in any or all of the following areas:

AMBASSADORSHIP:

- Staff member is an excellent role model and promotes a work environment that is respectful, collegial, and supportive for themselves and those around them.
- Staff member positively influences the work environment, fosters cooperation, achieves goals, and overcomes obstacles, while carrying out employment responsibilities modeling Service Excellence principles.
- Staff member promotes an ethical work environment and ensures organizational compliance to the best of their ability.
- Staff member represents Western New Mexico University externally through community engagement, service, external organizational leadership, or other outreach; creates a better understanding of the university to those who are not necessarily a part of our immediate university "community."

SERVICE TO WNMU:

- Staff member demonstrates a commitment to supporting the University's mission, vision, and core values, service to students, colleagues and the community.
- Staff member continually develops partnerships both internally and externally, beyond ambassadorship programs that engage students, faculty, and staff members.
- Staff members are a positive advocate for the university showing the true spirit of the WNMU culture.
- Staff member consistently puts the needs of others before themselves by giving their time, talents, and resources to support the growth and development of the WNMU community.

TEAMWORK:

- Staff member communicates and contributes efficiently and openly with other members of the team while keeping the team on track to meet deadlines.
- Staff member brings their own experience, ambitions, and specialist skills to their work in a collaborative manner, while offering support and keeping an open mind.
- Staff member should be organized and able to use critical thinking skills within the department or partnerships across divisions that face challenges or issues to achieve a shared goal.

INNOVATION/CREATIVITY/PROCESS IMPROVEMENT:

- The individual's overall performance has increased the productivity or efficiency of a division, department, or team by exceeding expectations and by performing at the highest levels of quality.
- The individuals have developed new and/or improved processes resulting in enhanced efficiency and cost savings.
- The individual has the ability to adapt to change in policy and procedures of the workplace with a positive attitude.

TRANSFORMATIONAL LEADERSHIP:

- Staff member focuses on inspiring and motivating colleagues to achieve their full potential, both individually and collectively, to reach a shared vision or goal.
- Staff member inspires their colleagues through their vision, charisma, and ability to communicate effectively. They also challenge and empower their colleagues to think creatively, take risks, and develop their skills and abilities.
- Staff member encourages a sense of ownership and commitment among their colleagues, and they work to create a positive organizational culture that fosters innovation and growth.
- Overall, transformational leadership is a people-centered approach to leadership that aims to transform individuals and the University to achieve greater success and impact.

Nomination and Selection Process

1. All staff, faculty, students, and affiliates of WNMU as well as community members are welcome to submit nominations. Employees can self-nominate for this award as well.
 - **EXCEPTION:** Members of Senior Leadership are not allowed to nominate employees.
2. For 2025 - the nomination form will be sent via email to the campus community and will be posted on our social media platforms as well – all nominations will need to be completed online.
3. Once the nomination process is closed, all nominees will be notified the following business day and will have 3 weeks upon notification to accept and complete their award portfolio. Details will be emailed to the nominees.

If you need further assistance, contact us at
awards@wnmu.edu