

Augusta University and AU Health System

AUGUSTA UNIVERSITY AND AU HEALTH SYSTEM EMPLOYEE ADVISORY COUNCIL S.P.I.R.I.T. AWARD NOMINATION GUIDELINES

Headed in the Right Direction... *Announcing the S.P.I.R.I.T. Award!*

SETTING THE TRAJECTORY

Aim high...as in top tier! Setting the trajectory to become a top 50 research and medical university means consistently aiming high, And not just at the top level of the organization. It takes the entire workforce, at all levels of the organization, making good decisions in our everyday work, day in and day out. Highly functioning organizations understand this and recognize individuals for doing it.

Eligibility:

- Nominee must be employed at the University or Health System for a full year
- Nominee must not have disciplinary actions on file

INTRODUCING SPIRIT AWARDS

This year, President Keel will present the first annual S.P.I.R.I.T. Award to an individual who best embodies the S.P.I.R.I.T. of Augusta University and AU Health System, as described here:

S.P.I.R.I.T.: Stewardship | Prevention | Integrity | Responsibility | Inspiration | Trust

S = Stewardship: *Carefully Managing State Resources*

With privilege comes responsibility. As public employees we have an obligation to the taxpayer and the state of Georgia to make sound financial decisions. Our actions can directly impact the economic viability of the state. We should never lose sight of that.

P = Prevention: *Raising Awareness*

Consistent messaging should reinforce the expectation for employees to “do the right thing.” When someone falls short of this expectation there will be consequences – consequences that are readily apparent to everyone.

I = Integrity: *Building a Culture of Ethical Behavior*

There is no room for mental debate. Ethical decision making should be so engrained in the work culture that employees know what to do instinctively. A value-driven work environment is intrinsically rewarding.

R = Responsibility: *Upholding Our Duty to Report*

Suspected malfeasance must be reported. Know the requirements. Don't be complicit by your silence.

I = Inspiration: *Leading by Example*

Forget about lip service. It's not just about meeting compliance standards...rather, it's about exerting moral leadership in everyday decisions in ways that will inspire others to act accordingly. An inspiring leader embraces guiding principles for the greater good. Their decisions are perceived as fair, even if unpopular.

T = Trust: *Preserving Public Confidence*

As leaders we carry tremendous influence. We must take care that our words and actions do not breach the trust of our constituents.

Nomination Process

We are currently soliciting nominations from all sectors of the organization. You are encouraged to nominate those you work with who define the best of who we are. Any staff member, faculty member, or student can nominate a current University or Health System employee for the S.P.I.R.I.T. Award. Self-nominations are not allowed. To nominate an individual, you must complete the S.P.I.R.I.T. Award nomination form online. Please look for announcements and news from Human Resources soon on how to nominate your employee!!