Procedure: Vice-Chancellor's Annual Awards

Purpose
The purpose of the Vice-Chancellor's Annual Awards is to support, encourage and recognise excellence in achievement and contributions that advance the University's strategic goals. Awardees are publicly acknowledged and celebrated at an annual celebratory event, and through publication on the ANU Vice-Chancellor's Annual Awards webpage.

Procedure

Categories
1. There are ten categories of Vice-Chancellor's Annual Awards:
   
   - **Vice-Chancellor's Award for Reconciliation** - recognises initiatives and professional activities to achieve the vision and targets set out in the University's Reconciliation Action Plan.
   
   - **Vice-Chancellor's Award for Excellence in Service, Innovation and Transformation** - recognises staff innovation and excellence in service delivery, improvement, or innovation in support of the University's strategic goals.
   
   - **Vice-Chancellor's Award for Early Career Academic Excellence** – recognises the outstanding contributions of individual early career academics who are embarking on their research and teaching career.
   
   - **Vice-Chancellor's Award for Excellence in Advancing Research** – recognises outstanding researchers with proven international reputations undertaking research that is of major importance in their field and who have made a significant contribution in advancing knowledge and research outcomes.
   
   - **Vice-Chancellor's Award for Influential Impact and Engagement for the University** – recognises and encourages excellence for work or research which has influenced and enhanced the profile and reputation of the University through outreach, media engagement and/or public policy activities and by acknowledging the contribution that research makes to the economy, society, environment or culture, beyond the contribution to academic research.
- **Vice-Chancellor's Award for Educational Excellence** – recognises the University’s most outstanding educators in their fields, who have made a broad and deep contribution to enhancing the quality of learning and teaching in higher education at ANU.

- **Vice-Chancellor’s Award for Sustainability** - recognises ANU staff members for initiatives and activities that support the pursuit of sustainability within the University.

- **Vice-Chancellor's Award for Culture Champion** – recognises ANU staff members who characteristically and consistently demonstrate outstanding ANU values and behaviours, with ongoing contributions that advance the University's strategic goals.

- **Andrew Hopkins Award for Excellence in Health and Safety** – recognises significant and/or sustained contribution to improve and promote health and safety best practice in the workplace.

- **Clare Burton Award for Excellence in Equity, Diversity and Inclusion** – recognises and encourages initiatives and activities that promote the ANU values as an inclusive, open and respectful University that reflects the diversity of our nation.

2. At the discretion of the committee and where notable nominations are received, more than one recipient for each award category may be presented.

3. The specific eligibility criteria for each Award are set out below and on the [ANU Vice-Chancellor’s Annual Awards webpage](#).

**Nominations and Selection**

4. The Awards process is run annually, and dates for the nomination process are published on the [ANU Vice-Chancellor’s Annual Awards webpage](#).

5. Selection of awardees (except for the Vice-Chancellor’s Award for Reconciliation) is made by a Committee nominated by the Vice-Chancellor. The committee will:
   - be representative of the breadth of awards covered;
   - have at least one member who identifies as Aboriginal or Torres Strait Islander;
   - be gender balanced;
   - have an equal membership of both academic and professional staff members including one member of the University Executive and the Director of ANU Communications and Engagement (ACE)
   - have regard to being HASS and STEMM balanced.
6. For the Vice-Chancellor’s Award for Reconciliation the selection committee membership—appointed by the Vice-Chancellor—is:

- Vice-President First Nations (Chair)
- One Dean of a College
- One Service Division Director (or equivalent)
- Senior Consultant (Indigenous Employment and Retention)
- One Aboriginal or Torres Strait Islander person from within the ANU community

7. All staff members, except casual staff, are eligible for nomination for a Vice-Chancellor’s Annual Award either as an individual or as part of a team. Nominees must be currently employed by the University (on payroll) in the year of the award.

8. Current students may be included as part of team nominations, as appropriate.

9. Colleges and Divisions may choose to set up a Committee to ensure that staff who warrant consideration of an award are not overlooked.

10. Nominations, on the Nomination Form, should be prepared by Sponsors, that is, a supervisor or other person within the University. A Sponsor is a Supervisor, or other person, who nominates the staff member or work team for the Award and who prepares the supporting statement in response to the award criteria.

11. Nominations are made by completing the Vice-Chancellor’s Annual Awards nomination form. Nominations need to be submitted as a single PDF document to awards@anu.edu.au and must be received no later than 5pm on the advertised closing date. Nominations require the endorsement of the relevant College Dean/Director before submission.

12. Sponsors should specifically address the award criteria, provide examples to support their claims, and note that additional references are not permitted, and that additional paperwork will not be considered by the Committee.

13. Sponsors should also note that the Vice-Chancellor’s Annual Awards recognise excellence in achievement and contribution beyond the normal expectations of the work undertaken by individuals and teams.

14. Due to the large volume of quality nominations received, the University will be unable to provide feedback to nominees or nominators.

15. The selection committee reserves the right to move nominees’ received between categories.

16. Where insufficient nominations are received, the selection committee may choose to not award a recipient in that year.
Awards Process

17. Award finalists and sponsors will be contacted once the Committee has made a determination but recipients will not be announced until the awards ceremony. The awards will be presented at the celebratory Vice-Chancellor’s Annual Awards celebratory event in the same year and all nominees and sponsors will be invited. All award recipients will be published on the Vice-Chancellor’s Annual Awards webpage.

18. The Vice-Chancellor’s Award for Reconciliation will be presented at the Reconciliation Lecture, or similar event, held during or around the time of National Reconciliation Week. The recipient of this award may be invited to present on their work that won them the award, as part of the Reconciliation Lecture or event.

19. In the case of team awards, the team will receive one award, presented to the Team Lead (as specified on the nomination form).

20. The successful recipient of the Andrew Hopkins Award for Excellence in Health and Safety will also receive $2,000 towards professional development in health and safety as part of the Andrew Hopkins Endowment Fund.
   a. In the case of more than one recipient, the $2,000 towards professional development in health and safety will be divided equally between all recipients.
   b. In the case of team awards, the team will receive a total of $2,000 towards professional development in health and safety.

21. The full amount of the funding awarded towards professional development in health and safety must be claimed by the recipient/s (be that as individuals or from a team award) by 31 December of the following calendar year.
   a. For recipients, this will be paid in accordance with the University reimbursement process via the University accounts payable system. Original receipts must be submitted with the Reimbursement Form to awards@anu.edu.au.

Service Awards

22. Service Awards recognise the contributions of staff who have served the University during the greater part of their career. There are two categories of Service Awards:
   - 25 years of service
   - 40 years of service

23. The Service Awards process is run annually.
24. All active staff members who have worked at the University for at least 25 years and 40 years respectively as of 31 December in the year of the award are eligible. Eligible staff who retire from the University prior to the date of the Awards Celebratory Event will still be considered for a service award in that year.

25. The People and Culture Division will use employment reports to identify potential service awardees, however individuals, colleagues, and managers are also encouraged to make nominations as appropriate. Such nominations should include the awardee’s full name and university ID number, and be sent to awards@anu.edu.au.

26. When determining eligibility for Service Awards, the following are not considered:
   - Casual employment
   - Periods of unpaid leave greater than 12 months
   - A break in service from the University greater than 2 months

27. All service award recipients will be published on the Service Awards webpage.

### Awards Eligibility Criteria

#### Vice-Chancellor's Award for Excellence in Service, Innovation and Transformation

<table>
<thead>
<tr>
<th>Purpose</th>
<th>To encourage and recognise staff innovation and excellence in service delivery, improvement, or innovation in support of the University's strategic goals.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criteria</td>
<td>Nominations will be assessed on the basis of written evidence that demonstrates outstanding achievement in one or more of the following areas:</td>
</tr>
<tr>
<td></td>
<td>Improvement in the quality of service provision for students and/or staff;</td>
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<td></td>
<td>Initiatives resulting in considerable cost reductions and efficiencies in work practices or processes;</td>
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<td></td>
<td>Benefits in the innovative application of Information Technology to administration, teaching and/or research; and/or</td>
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<td></td>
<td>Contributions to creating an enabling culture of excellence within the University's administration.</td>
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<td></td>
<td>This award will be awarded in three components to include an award each for an individual, team and emerging leader/s.</td>
</tr>
</tbody>
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### Vice-Chancellor's Award for Early Career Academic Excellence
### Purpose
To encourage and recognise the outstanding contributions of individual early career academics who are embarking on their research and teaching career.

### Criteria
Teaching, research and service will be considered in the award case, with an emphasis on leadership. Nominations will be assessed on the basis of written evidence that demonstrates outstanding achievement in one or more of the following areas:

- Evidence of specific research achievements with a statement on the impact of the research at ANU, post PhD, from both the nominee and the nominator/s; or
- Demonstrated publication record, post PhD (including assessment of ERA journal ranking, citation index and impact factors; or
- Evidence of awards, prizes or positions gained, including grants and patents held; or
- Demonstrated approaches to teaching and the support of learning that influence, motivate and inspire students to learn; or
- Evidence of developing of curricula, resources or services that reflect a command of the field; or
- Demonstrated innovation, leadership or scholarship that has influenced and enhanced learning and teaching and/or the student experience.

### Vice-Chancellor’s Award for Excellence in Advancing Research

#### Purpose
To encourage and recognise outstanding researchers with proven international reputations undertaking research that is of major importance in their field and who have made a significant contribution in advancing knowledge and research outcomes.

#### Criteria
Nominations will be assessed on the basis of written evidence that demonstrates outstanding achievement in one or more of the following areas:

- Evidence of the significance of the research in contributing to new knowledge and/or innovations in the discipline; or
- Evidence of sustained and excellent performance, particularly in the past five years. Performance should be considered against quality indicators and norms for research performance within a given discipline, in addition to more general measures of competitive research grant or commercial research income, publications and student completions; or
- Evidence of national and international recognition and impact of the research; or
- Evidence of developing of curricula, resources or services that reflect a command of the field; or
- Demonstrated innovation, leadership or scholarship that has influenced and enhanced learning and teaching and/or the student experience.
Evidence of research leadership (e.g. encouraging teamwork, mentoring and training of early career researchers and HDR students); or Evidence of inter-disciplinary research collaborations.

**Vice-Chancellor's Award for Influential Impact and Engagement for the University**

<table>
<thead>
<tr>
<th>Purpose</th>
<th>To encourage and recognise excellence for work or research which has influenced and enhanced the profile and reputation of the University through outreach, media engagement and/or public policy activities and by acknowledging the contribution that research makes to the economy, society, environment or culture, beyond the contribution to academic research.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criteria</td>
<td>Nominations will be assessed on the basis of written evidence that demonstrates outstanding achievement in one or more of the following areas: Demonstrated engagement with external ANU audiences; the local, national or international community or University stakeholders; or Evidence of impact of the University's profile (e.g. media coverage).</td>
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</tbody>
</table>

**Vice Chancellor's Award for Educational Excellence**

<table>
<thead>
<tr>
<th>Purpose</th>
<th>To recognise the University's most outstanding educators in their fields, who have made a broad and deep contribution to enhancing the quality of learning and teaching in higher education at ANU.</th>
</tr>
</thead>
</table>
| Criteria | The recipient of this award will be chosen from amongst the awardees of the Vice-Chancellor's Awards for Excellence in Education:  
  - Vice-Chancellor's Award for Teaching Excellence  
  - Vice-Chancellor’s Award for Excellence in Supervision  
  - Vice-Chancellor’s Award for Indigenous Education  
  - Vice-Chancellor’s Award for Programs that Enhance Learning |

**Vice Chancellor's Award for Sustainability**

| Purpose | This award aims to encourage and recognise ANU staff members for initiatives and activities that support the pursuit of sustainability within the University. At ANU sustainability is considered across the dimensions of environment, social |
and governance. We are proud to be on a journey towards a more sustainable future across our operations, teaching and research.

Definitions:

- **Sustainability**: The pursuit of practices that meet the needs of the present without compromising the ability of future generations to meet their own needs. This includes environmental, social, and operational or financial dimensions.

- **Environmental Impact**: The effect of activities, operations, and decisions on the natural environment, including ecosystems and biodiversity, built environment, and resources such as energy and water, and emissions, including greenhouse gases and waste.

- **Social Responsibility**: The ethical and equitable consideration of the impacts of actions on society, including human rights, inclusion and diversity, social justice, and community well-being.

Criteria

Nominations will be assessed on the basis of demonstrated outstanding achievement in alignment with the University’s sustainability strategy.

Achievements recognised under this award are focused on contributions made within the ANU community, and include contributions made by ANU staff to environmental, social or governance sustainability within ANU operations.

Achievements recognised under this award are not limited to a particular point in time. The contributions may have been made through a specific initiative or through a collection of activities undertaken over a substantial period while employed at ANU.

Staff who are undertaking outstanding work in relation to Sustainability at ANU are eligible to be nominated for this award where they meet the following conditions:

- Nominees must be employed by the University (on payroll) in the year of the award.

- Nominees can be an individual or a team.

- Where nominees are a team, the team can include current students (in the year of the award).
# Vice Chancellor's Award for Culture Champion

## Purpose

This award aims to encourage and recognise ANU staff members who characteristically and consistently demonstrate outstanding ANU values and behaviours, with ongoing contributions that advance the University's strategic goals.

This award aims to recognise staff who develop and nurture productive and collaborative working relationships across the University, consistently demonstrate outstanding collegiality and leadership, in any professional pursuit, whether big or small.

The University seeks to recognise such staff members for their inherent and ongoing leadership, and positive impact to the University.

1 ANU Strategic Plan (Values)

## Criteria

Nominations will be assessed on the basis of demonstrated consistent outstanding values and behaviours, with examples that speak to:

- collegiality
- leadership, at any professional or academic level
- collaborating and working across teams
- University knowledge and contribution

Achievements recognised under this award are not limited to a particular point in time, nor are they limited to a specific initiative or collection of activities, though examples of these will be part of a strong nomination that provides evidence of outstanding values and behaviour. Nominees will be individuals who consistently go above and beyond, are champions of our ANU culture, and inspire other staff to also lead by example.

Staff are eligible to be nominated for this award where they meet the following conditions:

- Nominees must be employed by the University (on payroll) in the year of...
- the award.
- Nominees must be an individual.
- Nominees can be professional or academic staff, any level.

### Andrew Hopkins Award for Excellence in Health and Safety

**Purpose**

To encourage and recognise significant and/or sustained contribution to improve and promote health and safety best practice in the workplace.

**Criteria**

Nominations will be assessed on the basis of written evidence that demonstrates outstanding achievement in one or more of the following areas:

- Excellence in developing and implementing a solution to an identified health and safety issue(s), including regard to overall wellbeing. Nominations may be for a product or process-based solution, design/engineering innovation, a training program, an awareness raising activity or other control measures that reduce the risk of work-related injury or illness;
- Overall outstanding achievement or success with demonstrated value in the area of workplace health, safety and wellbeing.

### Clare Burton Award for Excellence in Equity, Diversity and Inclusion

**Purpose**

To encourage and recognise initiatives and activities that promote the ANU values as an inclusive, open and respectful University that reflects the diversity of our nation.

**Criteria**

Nominations will be assessed on the basis of written evidence that demonstrates outstanding achievement in one or more of the following areas:

- Initiatives to reduce barriers to inclusion and promote equal opportunity for all persons whatever their background or identity including women, Indigenous Australians, people of all racial and ethnic groups and people with disabilities;
- Promote an inclusive environment that values and utilises the contributions of people of different backgrounds, experiences and perspectives;
- Enhance the retention, success and outcomes of staff and students from diverse backgrounds in education, research or professional practices.
**Vice Chancellor's Award for Reconciliation**

| Purpose                                                                 | This award aims to encourage and recognise ANU staff members for initiatives and activities that support the pursuit of reconciliation, within the University or beyond.  
At ANU, reconciliation is a whole-of-university effort. We are proud to be on a journey in pursuit of strengthened relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all members of our community and the nation.  
The University's vision is to be a place that respects and values diversity: a place where all people come together to engage with their chosen disciplines or service areas in culturally rich environments.  
Thus we seek to embed reconciliation into our teaching, research, engagement, core business practices, and decision making at all levels. |
| Criteria                                                                | Nominations will be assessed on the basis of demonstrated outstanding achievement in furthering reconciliation and the actions set out in the University's [Reconciliation Action Plan](#).  
Achievements recognised under this award are not limited to contributions made within the ANU community, rather it can include contributions made by ANU staff to reconciliation outside of ANU.  
Achievements recognised under this award are also not limited to a particular point in time. The contributions may have been made through a specific initiative or through a collection of activities undertaken over a substantial period while employed at ANU.  
Staff who are undertaking outstanding work in relation to reconciliation in Australia, across a range of communities or groups, are eligible to be nominated for this award where they meet the following conditions:  
- Nominees must be employed by the University (on payroll) in the year of the award.  
- Nominees can be non-Aboriginal and Torres Strait Islander.  
- Nominees can be an individual or a team.  
- Where nominees are a team, the team can include current students (in the year of the award). |