

# The Office of Equal Opportunity and Diversity

## *Tenth Annual Catalyst Awards*

### ~ Criteria for Nomination and Selection ~

The Office of Equal Opportunity and Diversity *Catalyst Awards* are designed to honor individuals, programs or departments, and student organizations engaged in diversity initiatives during the previous academic year which have served to promote the development of an inclusive, diverse campus community. Four cash awards are available; one to an individual, one to a unit, one to a student and one to a student organization. The awards will be presented during a reception to which all Award nominees, nominators, and the campus community are invited. The Tenth Annual Catalyst Awards Program is scheduled for **Thursday, November 13, 2008, from 4 - 5:30 p.m. in the Wayne Richey Ballroom of the IMU.**

The *Catalyst Award* criteria for nomination and selection are:

**The nominee has developed or implemented an *innovative* program, policy, or activity to enhance diversity within the University; and/or**

**The nominee's contributions are *distinctive* and have had a *positive effect on building respect for diversity within the University community.***

The *Catalyst Award* Selection Committee reviews the nominations with an understanding of the above criteria :

A nomination which exemplifies characteristics that are *innovative* should:

- Be creative and unique;
- Introduce something new to the campus;
- Approach their task with a new perspective that results in new outcomes.

A nomination which exemplifies the characteristics of *distinctiveness* should:

- Be readily distinguishable in nature and quality from others;
- Exhibit excellence in process and outcome.

A nomination which has *enhanced diversity within the University* and/or *had a positive effect on building respect for diversity within the University community* should:

- Identify issues of importance to the creation of a diverse, inclusive University community as envisioned in the UI Human Rights Policy;
- Have the promise or effect of implementing long-standing change, rather than a one-time event
- Enhance The University of Iowa's diversity goal as stated in *The Iowa Promise*.