

*Thirteenth Annual  
Diversity Catalyst Awards*  
**Criteria for Nomination and Selection**

The Office of Equal Opportunity and Diversity believes in the importance of promoting the efforts of those striving to promote diversity and inclusion on the University of Iowa campus. The Office of Equal Opportunity and Diversity, *Diversity Catalyst Awards* are designed to honor (1) faculty or staff members, (2) programs or departments, and (3) students or student organizations, engaged in diversity initiatives during the previous academic year which have served to promote the development of an inclusive, diverse campus community. Recipients will be presented a cash award at a reception that will honor all award recipients. We encourage all department administrators to consider nominating those in your areas who have received departmental diversity awards over the past year for this prestigious award. *Nominations are accepted year-round and the nomination: deadline is February 20, 2012.*

**Primary Criteria:**

- 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 a positive effect on building respect for diversity within the University community
- The nominee has gone above and beyond his/her job responsibilities

**Additional 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 outcomes

A nomination which has **enhanced diversity within the University** and has 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 University of Iowa Human Rights Policy
- Have the potential to effect or implement long-standing change, rather than a one-time event
- Enhance The University of Iowa's diversity goals as stated in the University's strategic plan, **Renewing The Iowa Promise: "Great Opportunities--Bold Expectations"** (<http://provost.uiowa.edu/docs/plan/RenewingTheIowaPromise.pdf>)