The purpose of the SHASS R&R Program is to recognize individuals (and teams, when appropriate) for exceptional contributions to the organizations within the School, as well as exceptional contributions which benefit the entire School and the Institute. The intent of the program is to encourage broad-based recognition for exemplary MIT employees. Award recipients are expected to represent the best of SHASS employees and should consistently exhibit excellent and outstanding work performance.

Please note that nominees should exhibit some but not necessarily all of the criteria for each award.

Nominations are due APRIL 26, 2010. The nomination form can be found at: http://shass.mit.edu/inside/awards/staff and should be submitted, when completed, to Kerry Ducharme, 4-240, kducharm@mit.edu

1. The Gets Great Results Award

This individual may find and implement solutions that result in desirable outcomes such as productivity improvements, better service to students, faculty, alumni/ae and staff, or significant cost savings. The individual may:
  • Adapt skills or resources to meet new challenges
  • Exhibit perseverance and resourcefulness
  • Consistently sustain high-level service
  • Demonstrate an exceptional talent for collaboration that results in better understanding, mutual cooperation, and a better workplace

2. The Promotes Diversity/Inclusion Award NEW

This individual demonstrates through personal actions a desire to make MIT a more inclusive and welcoming environment where everyone feels they have opportunities to succeed. The individual may:
  • Demonstrate through their individual actions a deep respect for and value of differences
  • Take steps to build and maintain diverse working groups/relationships
  • Take an active role in raising awareness by educating and inspiring others as to how they can effectively foster a culture of diversity and inclusion
  • Insure that diversity and inclusion remain active topics regardless of other workplace pressures
  • Develop, implement and/or recommend programs, projects or initiatives which promote a diverse and inclusive workplace

3. The Positive Attitude Award

This individual consistently maintains an optimistic attitude with a professional and friendly demeanor. This individual may:
  • Demonstrate that even if change is stressful, a positive attitude is a key to success
  • Positively influence those around him/her by acting competently and in the best interest of the workplace
  • Contribute to a more supportive/positive work environment for all
  • Recognize the corrosive effects of cynicism and negativity and work actively to create a positive environment
4. The Protecting our Planet Award  **NEW**

This award is for individuals who:
- Serve as a role-model and broadly influence others to adopt green habits
- Implement new and effective green solutions for their units, SHASS or MIT
- **Model “green” actions and behaviors whenever possible**
- Contribute to the education and learning of our community in the areas of sustainability and environmental stewardship

5. The Unsung Hero Award

The Unsung Hero is someone who invisibly carries out work essential for the smooth functioning of our community. The nominee should be someone who takes initiative without being prompted, is reliable, persevering, and results-oriented.

This individual may:
- Quietly put the organization’s interests first
- Willingly fills in when needed
- Do whatever it takes to get the job done

*Please note: Employees under disciplinary action of any kind will be excluded from the R&R Program during the award period that the disciplinary action is in effect.*