Purpose

The University of New Orleans Employee Recognition Program provides the University with a formal tool to acknowledge and reward outstanding employee performance, professional development, and work-related achievement. By recognizing the contributions and accomplishments of its workforce, the University acknowledges the value of dedicated employees.

Authority

Authority for this document is derived from the University of Louisiana System Bylaws and Rules Part Two, Chapter III, Section IV. Louisiana Department of State Civil Service Rules 6.16.1 and 6.16.2.

Definitions

Service Awards are awarded to employees on the basis of years of service to the University. Awards are given at 5 year intervals for all years of employment. This award is administered through the Office of Human Resource Management.

Eligibility: Classified Staff, Unclassified Staff, and Faculty

Employee of the Month is awarded each month to a deserving employee to recognize outstanding performance of duty in a given month. This award is administered through the Office of Human Resource Management.

Eligibility: Classified Staff, Unclassified Staff, and Faculty

Employee of the Year is awarded to a deserving employee who has previously been awarded Employee of the Month within the same calendar year. This award is administered through the Office of Human Resource Management.

Eligibility: Classified Staff, Unclassified Staff, and Faculty

The Gordon "Nick" Mueller International Leadership Medallion is awarded to an individual who has provided significant leadership towards the internationalization of the University of New Orleans. This award is administered through the Office of the President and shall consist of a modest medallion of non-monetary value.

Eligibility: Classified Staff, Unclassified Staff, and Faculty

The Cooper Mackin Medallion honors the third Chancellor of the University of New Orleans and is awarded to a faculty or staff member who has made outstanding contributions in support of the
University's mission. This award is administered through the Office of the President and shall consist of a modest medallion of non-monetary value.

**Eligibility:** Classified Staff, Unclassified Staff, and Faculty

**The Presidential Staff Medallion** is awarded to a staff member who has demonstrated outstanding service to the University community – an individual who has demonstrated selfless dedication to the University, is an active member of the campus community, and is an asset to his/her department or college. This award is administered through the Office of the President and shall consist of a modest medallion of non-monetary value.

**Eligibility:** Classified Staff and Unclassified Staff

**The President’s Award for Innovation** is awarded annually to an employee who plays an instrumental role in developing or improving upon a practice or procedure that significantly benefits employee efficiency, productivity, or morale or otherwise results in significant cost saving to the University. Cost saving projects should be verifiable, completed within the current calendar year, and may be a one-time or on-going savings. This award is administered through the Office of the President and shall consist of a modest medallion of non-monetary value.

**Eligibility:** Classified Staff, Unclassified Staff, and Faculty

**Charles E. Dunbar, Jr. Career Service Award** is bestowed by the Louisiana Civil Service League upon local, state and municipal civil service employees who distinguish themselves through unselfish service to the citizens of Louisiana. Nominees are judged on commitment to the classified service, contributions toward workplace improvement, personal initiative, and volunteer community service. For more information visit the Louisiana Civil Service League website at [http://lacsl.com/](http://lacsl.com/).

**Eligibility:** Classified Staff

**Monte M. Lemann Award** is conferred by the Louisiana Civil Service League as an annual honor in recognition of those chosen leaders and citizens (not in the classified service) who have fought for the firm principles of the Merit System of Public Employment throughout Louisiana. For more information visit the Louisiana Civil Service League website at [http://lacsl.com/](http://lacsl.com/).

**Eligibility:** Unclassified Staff

**The President’s Award for Community Outreach and Engagement** is awarded annually to a faculty member in recognition of exemplary work-related efforts at engaging the community in furtherance of the mission of the University. This award is administered through the Office of the President.

**Eligibility:** Faculty

**UNO International Alumni Association Excellence in Teaching Award** is conferred by the UNO International Alumni Association Board of Directors and consists of a recognition plaque and a cash award. Two awards are made per year. In addition, the Office of the President has committed to an award of an additional $2,000 per year. The award is administered through the Office of Alumni Affairs and is subject to the availability of funding. This award shall be bestowed upon a faculty member in the unclassified service.

**Eligibility:** Faculty

**Seraphia D. Leyda Teaching Fellowship** recognizes a faculty member’s long term success in teaching. Seraphia Leyda was a Louisiana native, a former Professor and Chair of English, and one of the generation of faculty members hired soon after the creation of the University of New Orleans. She was a distinguished teacher, scholar, and administrator. The award consists of a budgetary allowance of $3000.00 per year for 3 years for supplies, travel, and/or student worker support of scholarly activity. This award is administered through the Office of Academic Affairs and is subject to the
availability of funding. This award shall be bestowed upon a faculty member in the unclassified service.

*Eligibility: Faculty*

**GENERAL POLICY**

I. The President shall appoint an advisory committee for the purpose of making recommendations relative to awards and employee recognition at the University. Committee members shall serve 2 year terms. The committee shall perform the following functions:

   A. Review nominations and make selections for the employee of the month and year awards.
   
   B. Serve as an advisory committee making recommendations to the President for awards when requested or as appropriate.
   
   C. Nominate employees for awards administered by other governmental agencies or private organizations as appropriate.

II. College or Departmental Awards. Colleges and departments will be permitted to bestow additional departmental awards to faculty and staff only in a manner consistent with this policy and all applicable law.

III. University employees shall only accept awards in strict accordance with the State Ethics Code and other applicable law, UNO policy, Civil Service Rules and University of Louisiana System policy.

IV. Monetary Awards.

   A. Monetary awards shall be paid as a one-time lump sum.
   
   B. No single award, nor the sum of multiple awards under this policy, shall exceed the maximum amount allowed by Civil Service rule 6.16.1.
   
   C. All monetary awards are subject to the usual salary withholdings.
   
   D. The salary used for award calculations shall be the employee’s salary as of the approval date of the award as established by the Appointing Authority.
   
   E. All monetary awards are subject to approval by the President and the availability of funding.

V. Award Categories. The following award categories will be implemented by the University.

   A. **Service Awards.** These awards are granted to full-time UNO employees based upon time in service with the University. Employees will be recognized for service in five (5) year increments e.g. 5, 10, 15, 20, 25, 30 etc. Years of service will be credited in terms of full-time service. The Office of Human Resource Management will certify employees for these awards on an annual basis. These awards may consist of a certificate or lapel pin which shall designate the number of years of service. The certificates are valued at approximately $5.00. The pins range from an approximate value of $13.00 to $30.00 each, based on years of services.
B. **Employee of the Month/Year.** Employee of the Month is awarded each month to a deserving employee to recognize outstanding performance of duty in a given month. Employee of the Year is awarded to a deserving employee who has previously been awarded Employee of the Month within the same calendar year. Employees may be recognized with a certificate, plaque, or other award for Employee of the Month recognition (not to exceed $125 for the total value of the award, pending available funding). The award for Employee of the Year may be monetary or nonmonetary in nature (not to exceed $500 for the total value of the award, pending available funding). The Office of Human Resource Management shall accept nominations and administer these awards to deserving employees on a monthly and yearly basis respectively.

C. **Presidential Awards.** Awards in this category are administered by the Office of the President and include:

2. The Cooper Mackin Medallion.
3. The Presidential Staff Medallion.
4. The President’s Award for Innovation.
5. The President’s Award for Community Outreach and Engagement.

The Presidential Awards represent the highest honors bestowed by the University upon employees. Recipients of these awards will typically include:

1. Employees who have done outstanding work on a special project which has furthered the mission of UNO and resulted in a major benefit such as cost saving, service improvement, or productivity/efficiency improvement to UNO, its employees, and/or its students.

2. Employees who either develop a new idea or procedure or improve upon an existing idea or procedure which has been implemented and has reduced cost, improved morale, or increased productivity resulting in significant benefit to the University.

3. Employees who epitomize excellence in personal service, dedication, or contribution in furtherance of the mission of the University. These individuals will have demonstrated loyalty, professionalism, and commitment to UNO that goes beyond the call of duty.

D. **Departmental Awards.** These awards include those primarily administered by a department, unit, or college for the benefit of deserving faculty and staff. These awards must be administered in a manner consistent with this policy and all applicable UNO, UL System policy, Civil Service and State and Federal law.

E. **Awards Administered by Other Governmental Agencies or Private Organizations.** The University, through the Employee Recognition Committee or other means designated by
the President, shall actively seek to nominate qualified and deserving employees for awards administered by other governmental agencies and private organizations. Employees accepting such awards are bound to do so in accordance with the limitations imposed by applicable law and the terms of UNO and University of Louisiana System policy. Awards in this category include but are not limited to:

1. Charles E. Dunbar, Jr. Career Service Award

2. Monte M. Lemann Award

VI. Eligibility for Awards. Awards shall be conferred in accordance with the following:

A. Monetary awards shall not be granted if the employee was compensated under some other pay rule i.e. detail to special duty, additional compensation, etc.

B. Monetary awards shall not be granted if the special project, cost savings, contribution, or innovative idea reflects regular and recurring responsibility of the employee’s job.

C. All awards shall be contingent upon the availability of funding.

D. No employee shall receive an award under this policy who has received an overall rating of ‘Needs Improvement/Unsuccessful’ on their most recent performance evaluation. An employee who is without a current rating (‘not evaluated’ on the PES) shall be considered to have at least a ‘successful or its equivalent’ rating for the purposes of this policy.

VII. Procedures for Nominations for Awards. Nominations for particular awards should be submitted in accordance with the instructions established by those departments administering the award. Employees wishing to submit a nomination for an employee of the month or year award may submit an Awards Nomination Form to the Office of Human Resource Management for processing. Likewise, nominations for awards administered by outside organizations may also be made by using the Awards Nomination Form and forwarded to the Office of Human Resource Management. Employee of the month or year nomination form: Nomination Form

Peter J. Fos, Ph.D., M.P.H.
President
University of New Orleans