




YOU SHINE IMPACT AWARDS

Purpose

The YOU SHINE Impact Awards will recognize and reward individuals who consistently model our values, and whose behavior positively impacts FBO colleagues, stakeholders and customers. There will be eight YOU SHINE Impact Awards presented each period, with 24 awarded annually.



OUR FBO VALUES

Excellence
We strive for the highest quality outcomes in our work, no matter what we do.

Integrity
We keep our word. We live up to our commitments and are accountable regarding our responsibilities and to each other. Ours is a greater calling, and we do what is right for our students, each other, our community and the quest for knowledge.

Collaboration
When we work together, drawing upon various talents and perspectives, we achieve better results.

Diversity & Inclusion
We value all people and understand that their unique experiences, talents and perspectives make us a stronger organization and better people. We seek and are strengthened by diverse points of view. We actively recruit students, faculty and staff from different races, ethnic groups and backgrounds, locally, regionally and globally. We strive for an inclusive and welcoming campus for all people regardless of race, ethnicity, creed, gender, sexual orientation, socioeconomic background or place of origin.

Innovation
We are unafraid to try new things, to test and to learn by both failure and success. We are relentlessly curious about the evolving world and how we can do things better.

Service
We are committed to providing broad, holistic, "total solutions." We meet and exceed the needs of internal and external partners in a respectful and adaptive manner, ensuring proactive and seamless support.

Courage
We question the status quo. We feel comfortable speaking up and sharing our opinions. We model behaviors that encourage others to speak candidly or push-back even when their opinions may be perceived as unpopular to prompt constructive dissent and healthy debate.

Continuous Learning
We value the pursuit of ongoing learning and self-development and provide a supportive environment for individuals and teams to acquire new perspectives, approaches and behaviors with the expectation that new knowledge be applied to improve the organization.

To optimize the opportunity for your nominee to win an Impact Award, you must provide a specific example of how the nominee demonstrated the value. Do not include nominee name, position or department in your nomination text.



Timing

Awards will be presented three times each year during the division-wide Town Hall Events.

Eligibility

- All FBO employees are eligible to receive a YOU SHINE Impact Award nomination.
- Employees may not win more than one value per recognition period or for the same value consecutively.

Nomination and Selection Process

Every FBO employee is able to nominate one individual for each of the eight FBO Values. Nominations will be accepted during a specified time period prior to each Town Hall. Upon close of this period, an HR Representative will review nominations to ensure the following requirements are met for consideration for a YOU SHINE Impact Award:

- No disciplinary suspension within last 12 months (represented employees)
- Last performance evaluation received a score of satisfactory or above (non-rep employees)

The FBO Mission Vision Value Reward & Recognition Committee (MVV R&R) will forward eligible nominations to the Peer Review Committee for a blind review and final award decisions. The Peer Review Committee is made up of representatives from across the FBO division, including prior winners. YOU SHINE Impact Award winners will be selected based on established criteria, including the degree to which they model the FBO value cited, examples of how their behavior created a positive impact for FBO colleagues, stakeholders or customers and number of overall nominations.

All employees nominated for an award, and their supervisors, will be notified via email prior to the Town Hall Event, and will be acknowledged during the Event.

Every employee who completes a valid nomination will be added to a “Nominator Pool”. Once each period, a name will be randomly drawn to receive a surprise balloon delivery as a thank-you for taking the time to recognize others.

YOU SHINE Award Winners will receive:

- YOU SHINE Certificate
- FBO Lapel Pin
- Be My Guest Dining Voucher for Two
- Acknowledgement on the FBO MVV website and/or newsletter

Annual Assessment

The MVV R&R will conduct an annual survey to assess employee and leadership satisfaction with the YOU SHINE Award Program. Survey participants are automatically entered in a post-survey recognition lottery to win small tokens of appreciation (example: Balloon Delivery, One Card \$, etc.). The goal is to show appreciation for survey participation, and create program enthusiasm.