

Vice-Chancellor's Award Guidelines - Senior Leadership Excellence

Section 1 - Purpose

(1) These Guidelines describe the nomination and selection process for the Vice-Chancellor's Award for Senior Leadership Excellence.

Section 2 - Glossary

(2) Nil.

Section 3 - Policy

(3) Nil.

Section 4 - Procedures

(4) Nil.

Section 5 - Guidelines

Part A - Objectives

(5) The objectives of the award are to:

- a. encourage staff of Charles Sturt University (the University) to improve and enhance their own performance and the capability to develop to their full potential;
- b. formally recognise excellence in leadership demonstrated by senior leaders of the University; and
- c. support ongoing professional and career development of University staff.

Part B - Number of Awards

(6) There is one individual Vice-Chancellor's Award allocated in recognition of Senior Leadership Excellence, which does not attract a monetary reward.

Part C - Staff Eligibility Criteria

(7) The Vice-Chancellor's Award for Senior Leadership Excellence is open to staff occupying the roles of Head of School, Research Centre Director or Director who:

- a. hold a continuing or fixed term appointment at the University;
- b. have completed a minimum of two years of service; and
- c. have successfully completed probation.

Part D - Nominations

(8) Any Charles Sturt University staff member, student, member of the University community or an external professional partner of the University may nominate a staff member that he/she considers to be deserving of a Vice-Chancellor's Award.

(9) Staff may not be nominated or receive an individual and a team award for the same achievement in any year.

(10) Staff are not eligible to be nominated for or receive an award in this category if they have been a recipient of an award in this category within the past three years.

(11) Each nomination must meet all eligibility criteria to be considered for an award.

(12) Self-nominations are not accepted for this award category.

Part E - Selection Process and Criteria

(13) All nominations must be based on excellence in senior leadership, demonstrating clear alignment with the University's Strategy, culture and values.

(14) The selection committee meets to evaluate the nominations for the Vice-Chancellor's Award for Senior Leadership Excellence against all three of the following selection criteria;

- a. the nominee demonstrates excellence in senior leadership in relation to the Directorate/School/ Centre/Faculty/Division;
- b. the nominee uses positive leadership behaviours such as building trust; acting with integrity; encouraging innovative thinking; inspiring others; coaching people; and
- c. the nominee's leadership demonstrates clear alignment and has significantly contributed towards the achievement of the University Strategy.

Part F - Selection Committee

(15) The selection committee consists of:

- a. Deputy Vice-Chancellor (Administration), as the Presiding Officer;
- b. Deputy Vice-Chancellor (Research, Development and Industry);
- c. Executive Director, Human Resources;
- d. Executive Dean, Faculty of Arts and Education; and
- e. Career Programs Officer, as the Executive Officer.

(16) Depending upon the quality of the nominations received, the selection committee will normally recommend one nominee for the award to the Vice-Chancellor.

(17) The selection committee's recommendation and the Vice-Chancellor's determination of an award are not subject to internal appeal or review.

Part G - Expectations of Award Recipients

(18) The recipient of a Vice-Chancellor's Award for Senior Leadership Excellence is expected to make their practices more widely known throughout the University. For example, they may be invited to participate in seminars, presentations or act as a mentor to their colleagues.

Status and Details

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