Vice Chancellor’s Excellence Awards
Categories and Indicators of Excellence

Each category includes some examples of excellence to provide an indication of how they can be applied to a team or individual at all levels.

Professional Staff

### Exhibiting Personal Leadership
Rangatiratanga

**Leadership**
Excellence in leadership that inspires cooperation, higher levels of achievement, and supports the University’s values and aspirations.

**Examples of Indicators of Excellence**
- A role model for inspirational leadership behaviour and displays integrity, professionalism, adaptability and courage
- Outstanding administrative and professional performance that helps the University achieve its strategic objectives
- Exceptional level of behaviours/actions in one or more of the other leadership dimensions
- Individual performance and leadership behaviours resulted in a significant positive impact on the Faculty/Service/University.

*Individual Nomination*

### Setting Direction
Mana Tohu

**Customer/ Stakeholder Experience**
Excellence in enhancing student/staff experience.

**Examples of Indicators of Excellence**
- Continuous improvement in the workplace and/or systems/processes to enhance customer/stakeholder service
- Initiation of a new approach, concept and/or technology, including management systems and work processes to improve customer/stakeholder service
- Support for academic programmes that enhances student learning and/or research
- Strategies and or/programmes to attract, support and engage greater proportions of Maori students and higher levels of achievement

*Individual or Team Nomination*
Enabling People

Hāpai

Enabling People

Excellence in fostering an equitable, inclusive and engaging culture to support the development and performance of individuals/teams and/or the University’s partnership with Maori.

Examples of Indicators of Excellence

- Exceptional people management strategies that have resulted in improved performance of a group/team
- Initiatives to facilitate skills/capability development to improve staff performance and career aspirations
- Strategies to maintain and strengthen our core of excellent Maori staff
- Strategies to foster an inclusive environment by supporting the access, participation and success of diverse groups

Individual or Team Nomination

Innovating and Engaging

Whakamatāra

Community Engagement

Excellence in creating or enhancing relationships with the wider community to foster our local, national and international standing.

Examples of Indicators of Excellence

- Engagement with key partners in the local, national and international community that result in relationships of mutual positive impact
- Development of partnerships with Maori that advance shared aims and aspirations
- Strengthening of relationships with Pacific peoples and Asian communities
- Enhancing relationships with alumni and other benefactors

Individual or Team Nomination

Achieving Results

Whai hua

Delivering Results

Excellence in providing professional services that exceed expected results and/or supports the diversification/growth of the University’s revenue sources.

Examples of Indicators of Excellence

- Service delivery for an ambitious/challenging goal that delivered exceptional results
- Initiation of a new innovative approach, concept and/or technology, including management systems and work processes to improve efficiency and results
- Administration support for the sustained growth in a revenue stream for the Faculty/Service/University
- Administration support for the planning and implementation of a strategic initiative involving diversification or new streams of revenue for the Faculty/Service/University

Individual or Team Nomination
Health, Safety and Wellbeing and Environmental Sustainability

For Professional Staff, Academic Staff and Students.

Setting Direction
Mana Tohu

Health, Safety and Wellbeing
Excellence in enhancing the health, safety and wellbeing of students/staff and stakeholders.

Examples of Indicators of Excellence
- Design and implementation of systems, processes and programmes to create a safe and healthy environment
- Practices and promotion to support a safer and healthier place to work or study
- Demonstration of leadership or facilitating change in a sustainable way that results in a tangible impact on health, safety and wellbeing

This award is for professional and academic staff and students (individuals or teams).

Achieving Results
Whai hua

Environmental Sustainability
Excellence in enhancing the University’s environmental performance and sustainability.

Examples of Indicators of Excellence
- Leadership and/or practices that promote and support on-going progress towards environmental sustainability
- Extended involvement of staff, students and/or other stakeholders in improving environmental performance
- Innovation in research and/or teaching or other service provisions that support environmental sustainability within the University and/or surrounding communities

This award is for professional and academic staff and students (individuals or teams).