



## Rewards & Recognition Resources

### 1. College Of Engineering (Coe) Staff/Faculty Thank You Program

<https://www.engineering.uiowa.edu/forms/coe-staff-faculty-recognition-thank-you-program>

Nominees receive a personal Thank You card from the Dean along with a small appreciation gift (e.g., wall charger, mouse pad, notebook, travel mug)

### 2. Staff Appreciation Grants


<https://hr.uiowa.edu/recognition/staff-appreciation-grant>

Sponsored by Staff Council and UI Organizational Effectiveness

Grants may be awarded:

- For appreciation/recognition efforts in a department/unit.
- Beginning July 1 for use in fiscal year July 1 - June 30.
- Only one time per area per fiscal year.
- For up to \$300 (maximum) or \$10/staff person participating.
- First qualified are first served; funding is limited.
- Year-round until funding is exhausted.

Process:

- Please complete the  [Staff Appreciation Grant Application](#) (pdf) which includes the MFK where funds should be transferred (you may need to ask your Business Officer) and a budget describing how the funds will be used.
- You will be notified within 10 working days regarding the status of your application.

### 3. Improving Our Workplace Award (Iowa)

<https://hr.uiowa.edu/recognition/iowa-award>

Sponsored by Staff Council and UI Organizational Effectiveness

To recognize individuals and teams whose efforts demonstrate three of the following four components: Initiative, Innovation, Measurable results, Sustaining impact at the department, college, or campus level.

### 4. See It And Solve It Awards

<https://hr.uiowa.edu/recognition/see-it-solve-it-award>

The See It Award is given to staff members who recognize an opportunity for improvement, research supporting information and successfully submit a case for change application. The Solve It Award is given to employees form a team and develop and implement the improvement plan.

## 5. Other Campus Awards

<https://hr.uiowa.edu/recognition/campus-awards>

**\*\*Please contact your HR Administrator to utilize the options below.\*\***

## 6. Flexible Pay Awards (for P&S, non-organized staff)

<https://hr.uiowa.edu/dept-comp-class/flexible-pay-non-organized-ps>

### Exceptional Performance Award:

- One-time payment of up to 10% of base salary for a significant accomplishment.
- An employee must have a current (within past 12 months), Exceeds Expectations or Outstanding performance rating on file.
- A maximum of 10% of eligible staff may receive this award in a given fiscal year.
- If you intend to pay an award from a grant, you will need to verify that it is allowed on the grant, and the payment will be routed to Grant Accounting for approval.
- Due to the above limitations it is highly recommend that you not share your intentions to pay a flex award until after final approval has been received.
- Flexible Pay should not be used as a substitute for providing ongoing base salary adjustments that assure equitable and competitive salaries.

### SPOT Award:

- \$75 one-time payment (after tax) for a specific project/accomplishment

## 7. Career Advancement – within classification, 1-5% raise

## 8. Career Promotion – to higher classification, 1-10% raise

## 9. Other Resources:

### Types of recognition

<https://hr.uiowa.edu/recognition/types>

Outlines ideas for peer-to-peer, team, and supervisor-to-staff programs, formal and informal.