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.