The Ramily Awards

Annual TXWES Employee Recognition Program

- **Connection Award** –Recognizes a TXWES Employee who continuously establish respectful relationships by inviting, including, and valuing all voices by exhibiting the following behaviors:
    - Build trust through credibility
    - Cultivate community by appreciating the unique strengths of all
    - Communicate openly, honestly, and consistently
    - Empower collaboration and belonging
    - Embrace Authenticity

This award is open to any Texas Wesleyan employee.

- **Commitment Award** – Recognizes a TXWES Employee who has exceeded expectations by pursuing excellence in student development and education through continuous improvement. This individual has met the following behaviors:
    - Persist through Challenges
    - Demonstrate dependability
    - Model integrity-driven behaviors
    - Celebrate successes and contributions
    - Drive proactive progress with accountability and optimism

This award is open to any TXWES employee who has been employed for a minimum of 5 years.

- **Compassion Award** – Recognizes a TXWES employee who consistently exemplifies a servant heart. The individual models the following behaviors:
    - Gives time, talent, and resources for the benefit of the greater good
    - Cultivates a culture of caring and mutual respect
    - Advocates for others
    - Practices acts of kindness
    - Assumes good intentions and engages without judgement

This award is open to any Texas Wesleyan employee.

- **Courage Award** – Recognizes a TXWES Staff Member OR TXWES Campus Department that seeks the extraordinary through adaptability, foresight, and tenacity. The individual or campus department has shown the following behaviors:
    - Take calculated risk that align with our goals
    - Make bold, confident decisions
    - Create meaningful and positive change
    - Foster and environment that encourages innovation
    - Demonstrate resilience and agility in the face of adversity

This award is open to any employee or Academic, Student Support, or Administrative Department. (This does not include Faculty or Schools.)

Award Nominees Eligibility Criteria:

- Cannot be a member of President's Cabinet or Senior Staff
- Must have successfully completed the probationary period (if hired for less than one year)
- Cannot be on an active performance improvement plan or disciplinary process
- Cannot have been awarded one of the four annual awards in the past 3 years

Process for Nomination/Selection:

- Announcements and nominations will be sent out the first week of November annually.
- Employees will be able to nominate any Texas Wesleyan employee for one of four awards.
- Nominations will be submitted to Staff Council Co-Chairs through the Annual RAMily Awards Form.
- Nominations require outlined reasons and must be presented within the form.
- Staff Council Co-Chairs and the Faculty Chair will review all nominations and submit a list of 5 nominees for each award to the President's Cabinet by November 20th
- The President's Cabinet will select the winners of each award.
- In case of a tie, an additional vote will be conducted by the President's Cabinet
- The President will present the awards at the Annual Faculty/Staff Holiday Lunch in December.