

## Excellence in DEI Awards in the School of Medicine

**Purpose:** Three (3) excellence awards will recognize individuals who have demonstrated exemplary dedication and achievement related to diversity, equity, and inclusion (DEI) across all campuses at the School of Medicine.

Award winners receive \$500 and a plaque.

### **Eligibility Categories (one award will be made from each category for a total of 3):**

- Faculty nominees must be adjuncts (clinical affiliates), tenure-track/tenured, or academic professional track and have not received the award in the past year.
- Staff nominees must be non-faculty School of Medicine or clinical affiliate employees and have not received the award in the past year.
- Trainee (Students or Postdocs) nominees must be currently enrolled as medical, graduate students, or postdoctoral fellows. Students graduating in May or who graduated the previous December or August are eligible.

### **Award Criteria will be based on the below:**

1. **Accountability:** Establish structures, processes, and policies that hold all units accountable and reward units and individuals for demonstrating their current standing, plans, and progress in creating an environment where individuals are treated equitably in a climate that fosters success and achievement.
2. **Campus climate:** Promote an affirming campus climate by identifying practices across the University that either foster or impede a working and learning environment that fully recognizes, values, and integrates diversity in the pursuit of academic excellence.
3. **Equity:** Integrate into the mission and goals of the University and units the assurance that students, staff, and Faculty are treated fairly and without discrimination.

### **Nomination Process:**

- The department head/supervisor submits individuals from each eligibility category per department/unit or campus.
- Any faculty, staff, postdocs, or students may submit a nomination in any eligibility category.
- Nominations will be solicited in October of each year.

### **Nomination** packets will include the following:

1. **Letter of nomination (2-page maximum):** Submit a typed narrative detailing the candidate's impactful performance related to accomplishments in DEI.
  - a. Describe how the nominee went above and beyond their job or role in their performance
2. **A list of activities:** Submit a numbered list that reflects outstanding examples of the nominee's DEI activities (2 pages maximum).
3. **Support letters** (up to two letters with a 2-page maximum for each from students, Faculty, or staff).

4. Biographical Data. This information should be provided on the following items in the order listed:
- Name of Nominee
  - Current position (title, rank, department, or unit)
  - Demographic data (optional)
  - Number of years in this position
  - Degrees held (source and date) / or being attained.

**Application process**

Deadline: 5:00 pm November 30<sup>th</sup>

Email materials to Dr. Ian Murray (imurray@tamu.edu).

**Selection process:** The Awards Recognition Committee (ARC) will review Faculty and Staff applications. The Faculty, Staff Recruitment, and Climate (FSRC) subcommittee will review the trainee (student and postdoctoral) applications.

Please direct all inquiries regarding these awards to Dr. Ian Murray (imurray@tamu.edu), Interim Associate Dean for Diversity, Equity, and Inclusion.