The following criteria specifically applies to staff.

THE HANCHER-FINKBINE MEDALLION
STAFF AWARD

The criteria for nomination and selection are inscribed on the Medallion itself--LEARNING - LEADERSHIP - LOYALTY. The suggestions below are intended merely to make more concrete some of the ways in which these general criteria might exhibit themselves in staff. The nominee must be in a permanent appointment of at least 50% and employed by the UI a minimum of ten years. Because this award is given as part of a recognition ceremony for student leaders, support of and interaction with students is highly desirable.

A Staff member who exemplifies the characteristics of LEARNING should:

...be possessed of a keen mind which they consciously cultivates and hones through reading, listening, and reflection;

...be intellectually alert and curious, not only in their own field of specialization, but also in the other areas important to an educated person;

...demonstrate in written work and spoken dialog that is imbued with the spirit of scholarship in their field of professional/work interest.

A Staff member who exemplifies the characteristics of LEADERSHIP should:

...give evidence of willingness to assume responsibility in work by participating in meetings, raising relevant questions, and generally demonstrating active involvement in campus related activities;

...assume, if called on, positions of responsibility in University organizations and groups of which they are a member and perform duties with diligence;

...make their influence felt on the side of reason and good will, on public issues or issues affecting the life of the University;

...carry their daily work, from time to time, beyond the minimum level established--by "walking the extra mile";
...volunteer, on occasion, to take on additional tasks, not from motives of self-aggrandizement but because they feel it will advance the objectives of the department and/or University.

The Committee believes that leadership can be both overt and subtle and that it should not be measured solely in terms of the amount of public exposure gained through holding office on University or departmental committee.

A Staff member who exemplifies the characteristics of LOYALTY should:

...give evidence in everyday behavior that adheres to the standards expected of the liberally educated individual;

...measure utterances and actions, not solely from the standpoint of personal conviction and self-interest, but in the context of the best interests of the University as a whole;

...stand firm for personal convictions, if they pass the tests of reason and good will, even though it may be at the cost of losing group approval

In awarding the Hancher-Finkbine Medallion, the Committee is earnestly searching for staff that already exhibit or give promise of developing these characteristics. The Committee feels strongly that the award should not be based on popularity but on dedication to University students.

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