1. **Q:** Who is eligible to submit Dean’s Distinction nominations?  
**A:** All FAS faculty and benefits-eligible staff can submit Dean’s Distinction nominations. If a Harvard student and/or postdoc would like to submit a nomination for Dean’s Distinction, they must have a co-nominator who is an FAS faculty member or benefits-eligible staff member.

2. **Q:** Are Harvard retirees eligible to nominate a staff member for Dean’s Distinction?  
**A:** Yes, provided he or she was still a Harvard employee (not yet retired) in 2019.

3. **Q:** Who is eligible to be nominated for Dean’s Distinction?  
**A:** Eligible FAS staff members for 2020 Dean’s Distinction are:
   - Benefits-eligible, full-time or part-time staff
   - Non-HUCTW and HUCTW staff
   - Hired into an FAS benefits-eligible position on or before 1/1/2019
   - Job grade levels:
     - 47 through 60 for *Individual Dean’s Distinction*
     - 47 through 64 for *Team Dean’s Distinction*
   - Less than Half Time (LHT) staff and staff hired into an FAS benefits-eligible position after 1/1/2019 may be nominated as a member of a team, but not as an individual

   **Please note:** While previous Dean’s Distinction nominees (from any year) are eligible to be nominated again this year, recipients of *Individual Dean’s Distinction* in 2018 or 2019 are not eligible, unless they are being nominated for *Team Dean’s Distinction*. Harvard retirees are not eligible.

4. **Q:** Are individuals allowed to nominate themselves?  
**A:** Yes, FAS staff members may nominate themselves, provided they meet the eligibility criteria.

5. **Q:** Is a term position employee eligible for Dean’s Distinction?  
**A:** Yes, provided the employee meets all eligibility requirements, and will still be actively employed by Harvard as of March 12, 2020 (the date of the recognition event).
6. **Q: When are completed nomination forms due?**
   
   A: Nomination forms may be submitted online beginning Tuesday, October 29, 2019 through to 11:59pm on Friday, November 15, 2019.

7. **Q: Is there a suggested length and requested content for nominations?**
   
   A: Yes. It is important to clearly explain the reasons why you believe that the individual or team should receive Dean's Distinction as a result of their outstanding citizenship, collaboration, and exceptional contribution in 2019. Be sure to provide several concrete examples, and please keep your submission to 3,000 characters or less (about one page in Microsoft Word). Please note: character count includes spaces.

8. **Q: Can more than one individual nominate the same staff member or team for Dean’s Distinction?**
   
   A: Yes, several nominators can use the same form to nominate a staff member or team. Alternatively, nominators can use separate forms to nominate the same person or team.

9. **Q: Can I submit more than one nomination?**
   
   A: Yes, you may nominate more than one staff member or team for Dean's Distinction.

10. **Q: Can I nominate a staff member or team that works in a different department?**
    
    A: Yes. For **Individual Dean’s Distinction**, cross-departmental nominations are encouraged. If you decide to nominate a staff member who works in a department other than yours, we encourage you to have a conversation with the proposed nominee’s direct manager(s) to confirm there is support for the nomination.

    For **Team Dean’s Distinction**, cross-departmental nominations of up to eight (and in some cases, up to twelve*) staff members are encouraged as long as all of the team members meet the Dean’s Distinction eligibility criteria. If you are nominating a team and you are not the leader of the team, you should have a conversation with the team leader to confirm there is support for the nomination.

    *Please note, the maximum number of staff members that can be nominated for Team Dean’s Distinction is eight. However, exceptions can be made for up to twelve people if the circumstances call for it. If the team you are nominating is over eight, please explain why the team has additional members.*
11. Q: Can I nominate someone for being exceptionally kind, friendly and patient? Or for his or her length of service?
A: Dean’s Distinction recognizes a small number of staff for their outstanding contribution, collaboration, and exceptional citizenship in 2019. If you believe your nominee meets the criteria, and you can give concrete examples of how he or she met them, you may nominate him or her.

12. Q: Can I nominate a direct report who has been a strong and steady worker for many years?
A: If you would like to recognize a strong-performing staff member for consistent performance over several years, there are other recognition opportunities to consider (such as local level bonuses or recognition programs). Dean’s Distinction recognizes a small number of staff members for their outstanding contribution, collaboration, and exceptional citizenship in 2019.

13. Q: What is the difference between an Individual Dean’s Distinction and a Team Dean’s Distinction nomination?
A: A staff member can be nominated for an Individual Dean’s Distinction for his or her outstanding contribution, collaboration and exceptional citizenship in 2019 in support of the teaching and research mission.

A team consisting of up to eight (and in some cases, up to twelve*) staff members can be nominated for a Team Dean’s Distinction for their exceptional teamwork, and for their collaboration and contribution in 2019.

*Please note, the maximum number of staff members that can be nominated for Team Dean’s Distinction is eight. However, exceptions can be made for up to twelve people if the circumstances call for it. If the team you are nominating is over eight, please explain why the team has additional members.

14. Q: Will I receive notification when I submit a nomination?
A: Yes, you will see an automatic on-screen acknowledgement when you click “submit.” You will also receive an email confirmation. (Please make sure to check your junk mailbox in case you do not receive the email confirmation.)

15. Q: Will nominees be notified that they have been nominated?
A: Yes, nominees will receive notification that they have been nominated for 2020 Dean’s Distinction.
16. Q: What are the criteria for selecting Dean’s Distinction recipients?  
A: Nominees for Individual Dean’s Distinction should act with the highest integrity and serve as role models among FAS staff. They should also have made an exceptional contribution and demonstrated outstanding citizenship and collaboration on behalf of the FAS in 2019. Those recognized for management excellence in 2019 should have demonstrated excellence in managing people, in building and developing high performing teams, as well as in creating an environment where diversity, inclusion, and belonging can thrive. 
Nominees for Team Dean’s Distinction should have demonstrated exceptional work as a team, based on the team’s collaboration and contribution to the FAS in 2019.

17. Q: Do multiple nominations (more than one nominator) or signatures on a nomination letter increase the nominee’s chance of being selected? 
A: A nominee with a single nominator will be given the same thoughtful consideration as a nominee with several nominators.

18. Q: How will Dean’s Distinction recipients be notified? 
A: Recipients will receive email notification from Dean Gay’s office in mid-February 2020.

19. Q: Who will be invited to the Dean’s Distinction event in March? 
A: Dean’s Distinction recipients will be invited—along with their manager, nominator, and a guest—to attend the Dean’s Distinction recognition event on Thursday, March 12, 2019, hosted by Dean Gay.

20. Q: What if an employee selected for 2020 Dean’s Distinction retires or is no longer at Harvard prior to the recognition event? 
A: An employee must be actively employed by Harvard as of March 12, 2020 (the date of the recognition event) in order to receive Dean’s Distinction.

21. Q: There are other great managers/colleagues/employees in my department, aside from the individual I nominated. Would you please keep my name anonymous in case my nominee wins? I don’t wish to offend others by omitting them.
A: Nominators’ names are published only for Dean’s Distinction recipients; we do not share the names of nominators of staff members who were nominated but did not receive Dean’s Distinction.
22. Q: Can I nominate a staff member who previously received an Individual Dean’s Distinction or Team Dean’s Distinction?

A: Please see the table below.

<table>
<thead>
<tr>
<th>If a staff member received:</th>
<th>He or she is eligible for:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Dean’s Distinction in 2017 or prior</td>
<td>Individual Dean’s Distinction in 2020 or Team Dean’s Distinction in 2020</td>
</tr>
<tr>
<td>Individual Dean’s Distinction in 2018 or 2019</td>
<td>Team Dean’s Distinction in 2020</td>
</tr>
<tr>
<td>Team Dean’s Distinction in 2019 or prior</td>
<td>Individual Dean’s Distinction in 2020 or Team Dean’s Distinction in 2020</td>
</tr>
</tbody>
</table>

**Individual Nominations**

23. Q: What should I keep in mind when nominating staff members for Dean’s Distinction?

A: Our Dean’s Distinction recipients should be reflective of our diverse FAS staff. Also, please strongly consider individuals who have demonstrated excellence in creating and maintaining an environment that is diverse and inclusive, as this makes our organization stronger and better prepared to serve our mission of excellence in teaching and research.

24. Q: Why is there a management component to Dean’s Distinction?

A: Strong managers play a vital role in the success of staff members—and ultimately to the FAS overall. To that end, we want to recognize and celebrate those managers who have demonstrated exceptional people management skills in 2019 by developing, motivating, and guiding their staff members to excellence.

**Team Nominations**

25. Q: Can I nominate a team of more than eight staff members?

A: The maximum number of staff members that can be nominated for a Team Dean’s Distinction is eight. However, exceptions can be made for up to twelve people if the circumstances call for it. If the team you are nominating is over eight, please explain why the team has additional members.

26. Q: May someone nominate a team of which they are a part? And if so, must the nominator recuse himself or herself from the team in order to nominate?
A: Any FAS faculty or staff may nominate any eligible staff person—including oneself—for an Individual Dean’s Distinction or Team Dean’s Distinction. The nominator does not need to recuse themselves if they are a member of the team they are nominating.

27. Q: Can I nominate a Less than Half Time (LHT) employee or someone hired after 1/1/2019?

A: LHT staff and staff members hired after 1/1/2019 are eligible for nomination for Team Dean’s Distinction, but not Individual Dean’s Distinction. The selection committee will consider these nominations in a case-by-case basis when evaluating team nominations.

Other Units

28. Q: Can SEAS, HUIT, HPAC, and AA&D staff nominate and be nominated for Dean’s Distinction?

A: Yes, as members of the extended FAS community—SEAS, HUIT, HPAC, and AA&D staff—are eligible to nominate and to be nominated for Dean’s Distinction.

For Individual Dean’s Distinction, a staff member may be nominated for his or her outstanding citizenship, collaboration, and exceptional contribution in 2019 in support of the FAS teaching and research mission.

For Team Dean’s Distinction, a team may be nominated for their exceptional teamwork, and for their collaboration and contribution to FAS in 2019.