Dean's Distinction Guiding Principles – Examples for Nomination Narratives

Dean's Distinction nominations should reflect the guiding principles by which we evaluate this recognition. To help you think of potential nominees and write your nominations, we've provided examples below of ways a staff member's work might connect with the guiding principles. Please keep in mind, these are only a few examples—there are as many ways for your colleagues to exemplify these principles as there are staff at FAS.

Guiding Principle	Examples
Cultivating a strong sense of community and connection across the FAS.	• Developing a process for onboarding new staff that helps them connect with their new colleagues. • Finding new ways for colleagues to connect in hybrid or digital settings. • Providing a welcoming presence for students and helping them develop their networks across FAS.
Building morale in the work environment with intentional care and consideration.	• Supporting direct reports' advancement by engaging them in new opportunities and helping them form strong networks across FAS. • Listening to colleagues and providing clear-headed guidance during difficult situations. • Establishing departmental processes that support staff who are on leave and those temporarily taking on their responsibilities.
Promoting empathy, authenticity, and mutual respect as hallmarks of good citizenship in the FAS.	• Reviewing departmental roles and responsibilities to evaluate opportunities for all staff. • Coordinating public events that connect with local communities. • Appropriately updating workspaces to provide greater accessibility and collaboration for all team members.
Demonstrating creativity and innovation through collaboration and solutions-oriented approaches.	• Organizing complex programming with international partners. • Developing a new project management process that supports cross-departmental projects and teams. • Working with other departments to establish resources that support students.
Generously sharing their time and knowledge as a resource for support and creative problem-solving.	• Creating a shared resource that new members to the department can utilize during onboarding. • Walking a teammate through the steps of an unfamiliar process to support cross-team functions. • Mentoring interns and younger staff members while fostering a healthy and supportive learning environment.