



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

ROSEMARY COOPER EQUITY, DIVERSITY & INCLUSION AWARD

NOMINATION PROCESS

The information regarding this award should be read in conjunction with the [Vice-Chancellor's Award Guidelines](#).

What is the Rosemary Cooper Equity, Diversity and Inclusion Award?

The Rosemary Cooper Award is in honour of the late Rosemary Cooper. Rosemary was a graduate of the University and worked in the Faculty of Commerce from 1991 to 2011. Rosemary had a disability, and performed at the highest possible level of professionalism, accuracy and detail. She was an outstanding employee in all respects and an exemplary role model for all staff of the University.

The University of Wollongong is committed to equity, diversity and inclusion and we value and acknowledge the importance of the diverse experiences, talents and cultures of our staff and students. Embracing diversity and creating inclusion is a key component of attracting and retaining talent in our student cohort and in the UOW workforce. The creation of a diverse and inclusive environment is central to our ability to unlock potential, enhance our success and achieving our vision of being in the top one percent of Universities in the world.

UOW Values

The nomination must provide an overview on how the nominee reflects the [values](#) of the University. These values are as follows:

Intellectual openness

We are driven and determined, yet collegial and ethical in all that we do. We are always looking to serve our communities and share our knowledge and expertise with them for mutual betterment.

Excellence and dedication

We work tirelessly to excel in our research and education, and to address complex, real-world problems in partnership with our communities.

Empowerment and academic freedom

We celebrate the freedom to have different opinions and different ideas. We encourage the asking of difficult questions and discovery of innovative solutions.

Mutual respect and diversity

We aspire to set the standard for inclusiveness, diversity and equity. We welcome – and benefit from – the diversity of our communities within Australia and internationally. We will continue to champion Aboriginal and Torres Strait Islander Reconciliation.

Recognition and performance

We celebrate the hard work and dedication of our staff, and recognise and reward their achievements. We expect all our staff to meet the challenges of our changing world by seizing opportunities that deliver continuous improvement.

Who is eligible?

- This award is open to members of the academic and professional services staff as an individual or a team.
- Staff must be employed either on a permanent basis or temporary contract of at least two years and must have been employed for a period of no less than 12 months prior to the date of nomination.

What is the Selection Criteria?

There are two areas of nomination categories for this Award.

Category: Initiatives and Programs	Category: Overcoming a significant personal barrier
<p>Initiatives/Programs that focus on one or more of the following:</p> <ol style="list-style-type: none"> Education – the program or initiative develops teaching practice, curricula or learning environments that foster inclusion for a diverse range of students and staff; Research – the project outcomes represent a creative and innovative approach to developing diversity and inclusion; Workplace – programs and initiatives that promote collaboration, teamwork, equity, diversity and inclusive practices as valued, enduring and distinctive characteristics of our workforce; Culture – the program or initiative incorporates a cultural change approach to diversity which is embedded in the organisation Community – the outcomes of the program/initiative engage the wider community, encourage participation and provide a benefit outside of the University 	<p>Overcoming a significant personal barriers in their employment and career or a staff member who has made a significant contribution in supporting staff or students overcome such barriers. This may be for example: a disability, low social and economic background or other significant barriers.</p>

Nominations for the Award will be assessed on the following:

Initiatives/Programs	Overcoming barriers
<ol style="list-style-type: none"> Purpose and outcomes – the extent to which the program or initiative has addressed the strategic plan goals around equity, diversity and inclusion, and has achieved the desired outcomes and targets Impact – the extent to which the program or initiative has benefitted students, staff or the broader community and has enhanced the reputation of the University Innovation – the degree of creativity, imagination, and innovation demonstrated within the program or initiative and new knowledge created Sustainability – the program or initiative is sustainable, replicable and is embedded in UOW’s culture of excellence. 	<ol style="list-style-type: none"> a focus on an individual’s ability to overcome personal challenges in their employment or career, or demonstration that the staff member or team has made a significant contribution towards improvement for staff or students who are disadvantaged and confronted with personal challenges a role model for other staff and students demonstration that the services and assistance provided are recognised by their colleagues with evidence of outstanding professionalism beyond the normal expectations of that staff members role demonstration of a substantial contribution to the development of a positive influence in their work environment a commitment to enhancing the reputation of the University and benefits achieved.

How to nominate?

A nomination is made by a single nominator and requires endorsement by the relevant Executive Dean/Faculty Executive Manager/Director of the nominee's business unit. Self-nominations are acceptable.

The Nominator is required to provide a description of the achievement and address the award criteria, providing examples to support their claims. The Nominator will take responsibility for completion and submission of the nomination form to Human Resources by the due date.

Completed nominations should be sent to the vc-awards@uow.edu.au marked Confidential. For information about the awards and details about the nomination deadlines please refer to the [Vice-Chancellor's Awards webpage](#).



Rosemary Cooper Equity, Diversity and Inclusion Award

NOMINATION FORM

Please note the following standards

- The smallest acceptable text size is 11 pt. Handwritten applications will not be accepted.
- Page limits will be strictly enforced. To ensure process consistency and equity, additional pages and attachments will be removed prior to submission of documentation to the Committee.

Individual Nominee Details:

Full name:	Position:
Faculty/Division:	School/Unit:
Contact number:	Email:

Team Details (Not required for individual award nominations):

Full name	School/Unit	Faculty	Contact number

Office Use Only:

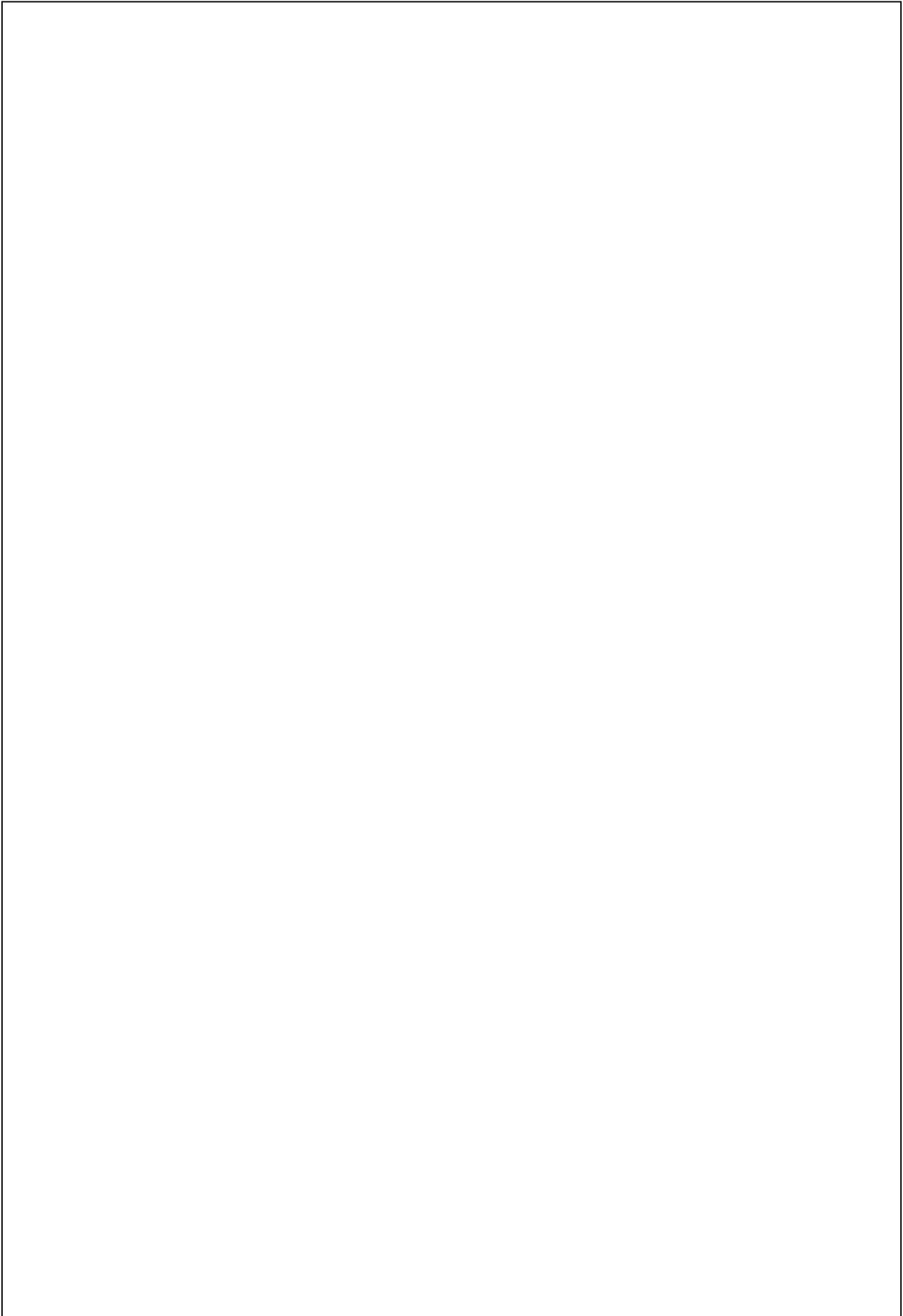
Application received	
Eligibility	
Start date of position	
Current level	
Further comments	

Select Award Category

Initiatives/Programs Overcoming a significant personal barriers

Description of the achievement (up to two A4 pages)

[Empty rectangular box for description of achievement]



Reflection of UOW values (max 250 words)

How does the nominee reflect the values of the University?

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A brief summary of the achievement that can be used as the awards citation if the nomination is successful (max 100 words):

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Nominator:

Name:	Position:
Unit/School:	Faculty:
Contact number:	Email:

Executive Dean/Faculty Executive Manager/Director Endorsement:

Commentary on the significance of the achievement to the Unit/School/Faculty or University:	
I, _____, endorse this nomination for Rosemary Cooper Equity, Diversity and Inclusion Award	
Faculty/Division:	Signature: