



Outstanding Supervisor of the Year

Criteria	Excellent (3pts) Nominator provided specific details and examples about how the supervisor exceeded the criteria listed	Good (2pts) Nominator provided specific details and examples about how the supervisor met the criteria listed	Fair (1pt) Nominator provided specific details about the supervisor's contributions but did not clearly relate it to the criteria listed
Mentoring	Supervisor demonstrates a strong commitment to developing and empowering student employees. Provides consistent, thoughtful guidance, encourages growth opportunities, and helps students build skills and confidence. Actively engages in career development and offers constructive feedback.	Supervisor regularly supports student employees' development by providing guidance and feedback. Helps students grow and develop, with occasional encouragement of career advancement.	Supervisor provides some guidance to student employees but lacks consistent follow-through on mentorship or development opportunities. Limited interaction with students regarding their growth.
Professionalism	Supervisor models exemplary professionalism in all interactions. Demonstrates integrity, respect, and transparency. Maintains a positive and inclusive work environment, and effectively navigates challenges with a calm, solutions oriented approach.	Supervisor maintains professionalism in most interactions. Demonstrates respect for students and colleagues but may occasionally struggle with transparency or navigating challenges.	Supervisor's professionalism is inconsistent. May lack respect in some situations, and occasionally struggles to handle challenges or maintain a positive work environment.
Leadership	Supervisor consistently provides strong leadership, motivates and inspires student employees to achieve their best work. Fosters a team-oriented environment, sets clear expectations, and holds themselves and others accountable. Champions new ideas and drives improvements within the department.	Supervisor leads by example and provides clear direction. Occasionally motivates and supports student employees, but could strengthen team cohesion or accountability. Shows some support for new ideas.	Supervisor provides basic leadership, but often lacks direction or struggle to engage with student employees. Rarely champions new ideas or fosters a positive team atmosphere.