CALS/MAFES DIVERSITY AWARDS

The CALS/MAFES Diversity Awards will enhance the awareness and participation of its faculty, staff and student body in promoting diversity within the college, university and surrounding community. In order to measure the contributions of these awards in promoting diversity, the CALS/MAFES Diversity Council will report the number and percent by socio-demographic characteristics of the nominees and the constituents served by the nominees. The criteria for each of the four Diversity Award categories for CALS/MAFES faculty, staff, student and Team are adapted from the President's Commission on the Status of Minorities (PCSM) Diversity Awards at the university level.

Faculty and Staff Awards

The CALS/MAFES Faculty and Staff Diversity Awards recognize its faculty and staff for excellence in the field of promoting diversity and inclusion. This award will be based on actions and participation that are beyond the scope of what is expected from its faculty and staff. All nominees must currently be holding a CALS and/or MAFES faculty and/or staff appointment (faculty engaged in administrative appointments or positions are also eligible for nomination and consideration). The CALS/MAFES Diversity Council will co-nominate the faculty and staff recipients of these awards for the PCSM Diversity Award in conjunction with the recipients originating home department or unit. To be nominated for the CALS/MAFES (and PCSM) awards, Faculty and Staff candidates should have:

1. A demonstrated commitment to the spirit of diversity through participation in extra-curricular activities and/or formal or informal initiatives at the institutional, community, state, regional, national or international level,
2. Shown leadership through positive interaction among persons of different cultural backgrounds, and
3. Behavior which illustrates commitment to inclusion of persons within the institution who are members of traditionally under-represented groups.

Student Award

The CALS/MAFES Diversity Committee will nominate its outstanding undergraduate and/or graduate student(s) to the University-wide Student Diversity Award competition. Nominees for the Student award can come from either the undergraduate or graduate student body in CALS. To be considered for the Student Award, individuals should have:

1. A demonstrated commitment to the spirit of diversity through participation in extra-curricular activities and/or formal or informal initiatives at the institutional or community level,
2. Made diversity an integral part of their life and furthered a spirit of diversity among peers,
3. Shown leadership on formal or informal diversity initiatives in the community, and/or on the Mississippi State University campus.

Team/Department Award

The CALS/MAFES Diversity Committee will nominate its outstanding Team Awardees to the University-wide Diversity Award competition. This award was designed to recognize small groups of faculty, staff, and student organizations, or university departments, stations or centers for their commitment to diversity initiatives on the MSU Campus, within MAFES R&E Centers and Stations, or in the community. To be considered by the CALS/MAFES Awards Committee, nominees would likely have (as examples):

1. Developed and received grant funding to further the diversity of students and/or staff in specific fields of study that lack individuals of traditionally under-represented groups, or
2. Developed formal or informal programs that seek to improve the lives of youth and/or adults in traditionally under-represented communities or schools.

Nomination Packets

For each Individual Nominee or Team Nominee, nominators should prepare a packet that includes the required material (see below), but that is no more than 25 pages (i.e., if optional/additional materials are included):

1. The CALS/MAFES Diversity Awards nominations process will use the same forms for the MSU Diversity Awards nominations. If nomination is for a TEAM, then a nomination form needs to be completed for each member of the team. Nomination forms are included in this packet or can be found on the CALS website at: http://www.cals.msstate.edu/docs/awards/CALS_MAFES_diversity_awards.pdf

2. Cover letter from the nominator summarizing how the individual or team nominee(s) has demonstrated the specified criteria for the respective category. This cover letter should refer to supporting letters and materials, and clearly state how the Nominee or Team:
    a. Demonstrates a commitment to the spirit of diversity through activities related to the promotion of diversity in the CALS/MAFES community and elsewhere,
    b. Cite specific examples of Nominee or Team's commitment, leadership, positive interactions, and behavior that show innovative and creative initiatives or actions to effectively remove barriers to inclusion,
    c. Describe how the CALS/MAFES has benefited from Nominee or Team's work,
    d. Cite any civic and community involvement of the Nominee or Team outside of MSU,
    e. Cite any professional diversity-related memberships of the Nominee or Team members, and
    f. Cite diversity-related publications or programs of the Nominee or Team members.
3. Up to three (3) supporting letters from colleagues or supervisors can be included,
4. Nominee should prepare a one (1) page letter explaining why they might be deserving of the CALS/MAFES Diversity Award.
5. Additional information including pictures, newspaper articles, magazine articles, diversity-related publications, and/or diversity program materials produced by the nominee that would further support the nomination.

Nomination and Selection Process

One (1) hard copy of the packet and one (1) Adobe portable document file (pdf) of the entire packet must be submitted by **5:00 p.m. on Wednesday, December 6th, 2017** to swillard@cals.msstate.edu . Nomination packets will be reviewed by a subcommittee of the CALS/MAFES Diversity Council for each award, and award recommendations presented to the CALS/MAFES Dean/Director for final selection/approval. Nominees will be informed whether or not they were selected for awards by January 15th, 2018 (i.e., in time for submission of packets for consideration of the President's Commission on the Status of Minorities (PCSM) Diversity Awards). Award recipients will be recognized at the CALS/MAFES Awards Banquet held March 27, 2018. Each recipient of the Faculty, Staff, Student and/or Team Award will receive a plaque recognizing their achievement, and Faculty recipients will also receive a monetary award.