SPRINGFIELD TECHNICAL COMMUNITY COLLEGE EMPLOYEE EXCELLENCE AWARDS

The Springfield Technical Community College Employee Excellence Awards (EEA) reinforces the College's mission, vision, and values. These awards help to recognize talented individuals who demonstrate extraordinary service to enhance campus culture.

COMMITTEE MEMBERS:

A 9-member committee consisting of faculty and staff representing all areas of the College, is appointed by the President and Human Resources Department. No more than one Assistant Vice President or higher can serve on the Committee at any time. Members generally serve 2-year terms to provide a level of continuity and other logistical support. The Committee will elect one member to serve as Chair for a one-year term, to be chosen at the last meeting of the prior year.

PROCESS:

The ballots to nominate colleagues for an Employee Excellence Award will once again be submitted electronically and will be accepted from April 13, 2026 until May 1, 2026.

Nominations will be reviewed by the Human Resources Department to ensure that candidates' behavior and performance reflect the criteria of each award. Honorees must be employed by the College at the time of the award presentation to receive the award.

The EEA Committee will review the nominations and by May 13, 2026, provide President Cook with the top three recommendations for each award. The winners will be announced at the Fall 2026 Professional Day and their names will be inscribed on a plaque listing them as the 2025-2026 honorees. The plaque is displayed in the Ira H. Rubenzahl Student Learning Commons (B19). This will be the sixth year that the recipients will be so honored thereby leaving a demonstrable imprint on the people and infrastructure of the STCC community.

AWARDS:

The three categories of awards are Diversity and Inclusion, Individual Contributor Award, and Community Champion Award. The criteria for each award demonstrate a commitment to enhancing the culture, work, and learning environment for the entire STCC community.

STCC Diversity and Inclusion Award

Award	**The President's Award for Innovation in Diversity & Inclusion**
Purpose	Recognizes the accomplishments of any STCC employee who has promoted inclusion through equity and/or diversity for the betterment of the college community. Nominee should demonstrate a dedication to the success of our student population, especially those who experience significant barriers.
Criteria	Nominee demonstrates ongoing involvement in the efforts toward increasing the inclusiveness of the campus environment. Encourages honesty, openness, and collaboration for all. Nominee has made significant contributions toward achieving the Student Success Plan goals and advancing the mission of the College by promoting diversity and inclusion on campus.
Eligibility	Must have completed one year of service at the time of nomination. Open to any full or part-time STCC employee. Assistant Vice Presidents, Vice Presidents, and the President are not eligible. Nominees whose job description includes these duties are not eligible.
Nomination	May be submitted by any member of the College community or community at large. Self and/or immediate family member nominations are prohibited. Anonymous submissions are invalid.

STCC Individual Contributor Award/Star Award

Award	**STCC Star Award**
Purpose	Honors a non-faculty staff member who exceeds performance expectations.
Criteria	Nominee exceeds performance expectations within the department, while interacting and providing outstanding service. Creates positive impression of their department. Excellence in overall job performance. Willingness to go beyond their job description. Outstanding service to both internal and external customers. Assists in advancing the mission of the College through teamwork. Makes a positive impact on the culture of the College and/or his/her work environment.
Eligibility	Must have completed one year of service at the time of nomination. Open to any full or part-time STCC employee. Assistant Vice Presidents, Vice Presidents, and the President are not eligible. Nominees whose job description includes these duties are not eligible.
Nomination	May be submitted by any member of the College community or community at large. Self and/or immediate family member nominations are prohibited. Anonymous submissions are invalid.

STCC Community Champion Award

Award	**STCC Community Champion Award**
Purpose	Recognizes the accomplishments of any STCC employee who has promoted opportunities for intellectual, cultural, and economic engagement while assisting in enhancing a culture for our students to become thoughtful, committed, and socially responsible individuals.
Criteria	Nominee has made significant contributions toward achieving the Student Success Plan goals and advancing the mission of the College through his/her community engagement and citizenship. Nominee must have a consistent internal and external community service record measured by way of community support of events, committees, and engagement.
Eligibility	Must have completed one year of service at the time of nomination. Open to any full or part-time STCC employee. Assistant Vice Presidents, Vice Presidents, and the President are not eligible. Nominees whose job description includes these duties are not eligible.
Nomination	May be submitted by any member of the College community or community at large. Self and/or immediate family member nominations are prohibited. Anonymous submissions are invalid.