

Nautilus Excellence Award

Criterion	Needs Improvement 1 point	Developing 2 points	Meets Expectations 3 points	Exceeds Expectations 4 points	Outstanding 5 points
Operational Impact	Minimal influence on operations, limited or no contributions to improvements or efficiencies.	Occasionally contributes to operations but lacks significant influence on improvements or outcome enhancements.	Supports operational goals, contributes to moderate improvements, efficiencies, and positive outcomes.	Regularly enhances processes, improves efficiencies, and achieves better outcomes, often exceeding goals.	Implements exceptional process improvements and efficiencies, significantly enhances outcomes, setting benchmarks for others.
Service to Campus Community	Limited engagement with students, faculty, and staff; inconsistent or minimal impact on campus life.	Provides basic service but lacks consistent or meaningful engagement with students, faculty, or staff.	Engages regularly with students, faculty, and staff, providing reliable service that positively impacts the campus community.	Exceeds service expectations, frequently enhancing the experience of students, faculty, and staff, contributing to campus life.	Provides exceptional service to students, faculty, and staff, deeply committed to enhancing campus life and supporting community members.
Professionalism and Integrity	Displays minimal professionalism, occasional lapses in integrity or respect.	Generally professional, but with areas needing improvement in integrity or conduct.	Consistently professional and upholds ethical standards, showing respect and integrity.	Highly professional, a model of integrity and ethical behavior, inspiring trust among colleagues.	Exemplifies the highest standards of professionalism and integrity, serving as a role model and consistently inspiring others.
Inter-departmental Effectiveness	Limited interaction or effectiveness in collaborating with other departments.	Collaborates occasionally, but often requires guidance to be effective across departments.	Works well with other departments, contributing to shared goals and effective teamwork.	Frequently promotes inter-departmental cooperation, actively driving collaboration and synergy.	Demonstrates outstanding inter-departmental collaboration, fostering strong partnerships and significantly enhancing organizational effectiveness.
Community Involvement	Limited or no involvement in community initiatives or activities.	Sporadically participates, but with minimal community impact.	Engages regularly in community activities, making positive contributions.	Actively participates in community initiatives, often taking a leadership role and making a notable impact.	Shows exceptional commitment to community involvement, with a profound impact on community well-being, setting an example for others.