

Newcomer Excellence Award

Criterion	Needs Improvement 1 point	Developing 2 points	Meets Expectations 3 points	Exceeds Expectations 4 points	Outstanding 5 points
Adaptability and Learning	Struggles to adapt to challenges, limited learning progress.	Shows some adaptability and learning, but with noticeable areas for growth.	Adapts well to new challenges, showing steady learning and improvement.	Frequently demonstrates strong adaptability, quickly learning and adjusting to new situations.	Outstanding adaptability and eagerness to learn, seamlessly adjusts to challenges and rapidly acquires new skills.
Early Contributions and Impact	Minimal impact, limited contributions since joining.	Shows some early contributions, with moderate and sporadic impact.	Solid contributions, with a noticeable positive impact on role and environment.	Frequently exceeds initial expectations, making a significant early impact.	Outstanding early contributions, consistently making a positive impact and setting high standards for new employees.
Engagement with Campus Community	Limited or no engagement with students, faculty, or staff on campus.	Shows some engagement, but lacks consistency or depth in interactions.	Regularly engages with the campus community, building positive relationships.	Frequently interacts and contributes to the campus community, building strong connections.	Exceptional engagement with campus community, fostering meaningful relationships and actively contributing to campus life.
Initiative and Innovation	Rarely takes initiative or demonstrates innovative thinking.	Occasionally shows initiative or new ideas, but with limited impact.	Regularly takes initiative, bringing fresh ideas that positively impact their role.	Frequently demonstrates innovation, proactively seeking ways to improve processes or outcomes.	Outstanding initiative and innovation, driving positive changes and setting a high standard for creativity.
Professionalism and Potential for Growth	Limited professionalism and growth potential, with occasional lapses.	Generally professional, but with areas for improvement and moderate potential.	Consistently professional, showing a strong foundation for future growth and development.	Frequently demonstrates professionalism, showing high potential for leadership or advanced responsibilities.	Exemplifies the highest professionalism, showing exceptional promise for future growth and leadership.