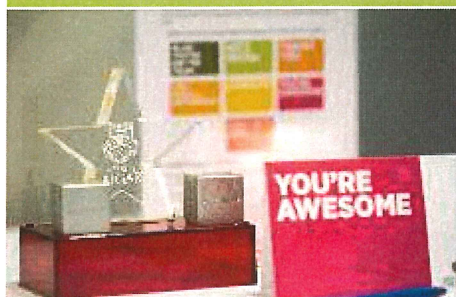


EMPLOYEE RECOGNITION CHAMPIONS NETWORK: UMATTER NEWSLETTER

January-February, 2019



“A lot of people receive recognition within their own departments, units or faculties, but it’s important to remember – we belong to a bigger community here at the university.”

~ Dr. Kelly Burak

Professor, Cumming School of Medicine, 2016 “U Make a Difference” recipient

HEADS UP



The 2019 **“U Make a Difference” awards** nomination period is just around the corner! The program recognizes individuals and teams who exemplify excellence and the ability to reach above and beyond the expected to “make a difference” in our university community, those who make the university a great place to learn and work.

Nominations will be accepted from **February 12** until **March 15, 2019**. Find more details about eligibility, criteria, and effective nomination letters writing on the **recognition website**. The committee will adjudicate nominations using the “U Make a Difference” award **assessment rubric**.

Do not miss this opportunity to recognize your peers, colleagues, or team!

RECOGNITION IN NUMBERS

In 2018, **Recognize Team** surveyed over 1,000 employees across industry, pay-scale, gender, and age on their employee recognition and rewards preferences. The research showed that:

- Employees want regular recognition mostly quarterly (37%), monthly (27%), or yearly (19%);
- Employees self-report a similar motivation when recognized by peers, managers, or executives;
- 76% of employees prefer to experience less frequent recognition with higher value;
- 35% of the surveyed employees have never experienced an employee recognition program;
- If employees had to choose, they prefer work anniversaries over birthdays at work.

RECOGNITION AROUND THE WORLD

Employee Appreciation Day is a secular holiday celebrated on the first Friday in March in Canada, the United States, and the United Kingdom. In 2019, it comes with the first day of the calendar spring, **March 1st**.

This day brings additional opportunity for managers and leaders to remember the importance of appreciating employees. Organizations often celebrate this day by offering fun contests, team meetings, or special recognition events for their employees.

Get more ideas you can use to salute your colleagues from the Haskayne School of Business and Active Living recognition committees or reach out to the recognition team at **recognition@ucalgary.ca**.

