

## **Finance Recognition Program**

**Objectives:** Provide awareness, incentives, and recognition to individuals and teams that support the finance strategic initiatives while serving the finance mission and working in a manner consistent with the finance values. Design recognition awards to align the right behaviors and actions that promote finance division success.

**Quarterly Individual Awards:** First level is **Key Contributor Award**. These personnel demonstrate support of key finance success criteria such as improved customer service, increasing revenue and expense savings or avoidance, improvement of financial processes, partnering to develop innovative solutions, teamwork, collaboration, and cross functional or divisional leadership.

Key Contributors Award: \$100, a framed award certificate, and recognition at a Finance Division Quarterly meeting.

Second level is the **Annual Bluejay Champion Award**. These winners are chosen from existing Key Player/Contributor awardees. These personnel go above and beyond in creating success in Finance through innovation, significant cost savings and or highly successful results, process re-engineering excellence, outstanding teamwork, and a strong mission focused attitude.

Bluejay Champions Award: \$250, eight hours of paid time off, a personalized engraved plaque, and recognition at a Finance Division Quarterly meeting.

**Quarterly Team Awards:** Finance Team Awards are based upon team or department success in furthering/supporting the finance strategic initiatives. Winning teams implement process improvements that provide Creighton University with new revenue, cost savings, increased quality, or improved services to students, patients, faculty, and/or staff. These teams demonstrate collaboration, teamwork, and commitment to the finance mission and values in their project work.

Finance Team Award: \$50, a framed award certificate, and recognition at a Finance Division Quarterly meeting. Note: Maximum of ten awardees per team, each team member is individually awarded. Finance Team awardees may be Creighton University personnel from outside of the Finance Division.

### **Team and Individual Award Conditions:**

- Taxes will be applied to awards if required
- No self-nominations
- Finance leadership committee determines winners