



TEXAS HIGHER EDUCATION HUMAN RESOURCES ASSOCIATION

ANNUAL INNOVATION AWARD

I. Purpose

The award honors a team or individual's demonstrated human resources innovation. Innovations can be technological, based in process improvement, a novel partnership that advances the profession or a new approach to an HR department's current challenge; but most importantly, they must advance the human resources profession or contribute to the overall excellence of the HR profession.

II. Guidelines

One award will be designated annually. The selected individual or team will be recognized with an engraved plaque. In addition, a cash donation of \$500 will be donated to the winning institution to be used for future human resources professional development. The donation payment cannot be made to an individual, but must be written either in the name of the winning university or its human resources department. Acceptance of the donation will be certification that the funds will be used for the benefit of the university's human resources employee(s) development.

Recipients must be willing to share information about their innovation on the THEHRA website and/or as a THEHRA conference presentation, as requested.

Preference will be given to achievements that have become or have the potential to become models for best practices in the HR higher education profession.

Consideration may be given to the nominees' institutional size and available resources when evaluating the scope of the innovation.

The THEHRA officers shall set the nomination deadline and appoint the selection committee consisting of not less than 3 or more than 5 THEHRA members. Members affiliated with a nominated institution may not serve on the selection committee. The Past President shall serve as committee chair unless his/her institution has been nominated for that year.

III. Eligibility

The nominees (individual or team members) must be members of THEHRA in good standing.

Nominations may be submitted by a THEHRA member, by an employee of the member's institution, or by self-nomination.

The innovative practice must have demonstrated success in practice for at least 6 months and the initial implementation may not have been more than 3 years prior to the nomination deadline.

IV. Committee Guidelines

In accepting a nomination and selecting a recipient for the Innovation Award, the committee shall consider:

- Eligibility criteria
- Specific examples of how the nominee has met the criteria for innovation
- The size and resources of the nominee's institution and HR staffing

V. Innovation Criteria

- **Quality** –There is evidence that the innovation increases the quality of the human resources management function.
- **Efficiency** – There is evidence that the innovation contributes to a more efficient way of doing things. The innovation has led to improved performance of the department or institution.
- **Added Value**– There is evidence that the innovation adds a value to the human resources function.
- **Replication** –The innovation can be replicated in other institutions with minimum of difficulty.
- **Creativity** – The innovation should be as original as possible or the adaptation should be creative.
- **Effectiveness** – The innovation must have been in existence long enough to be tested and proven to meet the criteria. The innovation is in practice and has been received in a positive manner.