

HRIA Awards of Excellence

Selection Committee Purpose

A committee composed of HRIA members that promote the HRIA Celebrating Excellence Awards and select the recipients of the Award of Excellence, Distinguished Career Award and Rising Star Award.

Selection Committee Responsibilities

- Representatives on the committee serve a minimum one (1) year commitment.
- Increase awareness of the Celebrating Excellence Awards.
- Coordinate with the Editorial Committee to advertise the awards in Network and HRIA E-source.
- Meet or participate in Awards Committee conference calls with the other committee members to evaluate the nominations and select the award recipients.
- Review nomination applications and follow up with Nominator(s) for further information, if necessary.
- Recommend award recipients to the Board of Directors.
- Participate in post-award meetings to evaluate the nomination, evaluation, and selection process to identify improvements.

Nomination Process

Members or non-members must submit the applicable Nomination Form explaining why they believe the Nominee deserves to be recognized with a Celebrating Excellence Award. The Nominator(s) must describe how the Nominee meets each of the nomination criteria. Eligibility criteria for the specific award must be met. E.g. nominations for non-HRIA members are not accepted and nominations must be submitted by 5:00 pm on the deadline day.

Award Committee members are **not** eligible to nominate HRIA members for an award.

Awards Selection Process

Awards recipients are nominated by HRIA members and non-members and are selected by the Board of Directors based on a recommendation from the Celebrating Excellence Awards Selection Committee. The selection committee will use a criteria-based rating system to identify the successful award recipient.

Evaluation Process

Each of the nomination criterion are weighted. Nominations are reviewed by the committee and evaluation scores for each criterion are assigned. The nomination achieving the highest total score is recommended to the Board of Directors to receive a Celebrating Excellence Award.

To avoid any potential bias an Awards Committee member will recuse themselves from the evaluation process if a nominee is employed by the same employer as the Committee member.

Selection Process

The awards selection committee recommends award recipients to the Board of Directors.

Awards Presentation

The Awards of Excellence are presented at the annual Alberta HR Conference Celebrating Excellence Dinner.