

## Flinders Impact Awards – Rules and Eligibility

### 01 Overview

The Flinders Impact Awards recognise and celebrate individuals and teams whose work demonstrates outstanding impact aligned to the University's Agenda 2035 strategic priorities. These awards are intended to reinforce the behaviours, outcomes and ways of working that shape culture and success at Flinders.

### 02 Purpose

The Flinders Impact Awards aim to:

- Recognise exceptional contributions that demonstrably advance Agenda 2035 priorities
- Strengthen visibility of impactful work across the University community
- Showcase role models whose behaviours reflect the University's values and desired culture
- Highlight examples of excellence aligned to strategic drivers and core enablers.

### 03 Award categories

The Flinders Impact Awards comprise eight (8) categories, aligned to the Agenda 2035 strategic drivers and core enablers:

- **Students First:** We put students at the heart of everything we do. Our flexible, future focused education is purposefully designed to empower students and accelerate careers.
- **The University for Industry and Enterprise:** We build close partnerships with business, industry, and the professions to deliver shared value and meaningful impact.
- **Research that Matters:** We value innovative research, focused in key areas of strength, tackling questions that matter and delivering solutions that work.
- **Vibrant culture:** We cultivate a thriving community where ideas ignite and individuals flourish. A friendly, supportive, and inclusive culture - combined with an inspiring sense of place and shared connection to Country - brings out the very best in people. Our superpower is having the confident humility to listen, learn, and grow.
- **Fast and flexible:** Agile by design, we move quickly and with purpose, always ready to embrace change, rise to challenges, and seize opportunities. We aim to be first but will settle for best.
- **Ethical tech:** We embrace advanced technologies and apply ethical data insights to enhance student learning, drive impactful research, and deliver operational excellence.
- **Here for good:** We are committed to building a fairer, healthier world for generations to come. We champion equity, sustainability, and wellbeing in all that we do, and make responsible decisions that will serve the long-term needs of students, our community, and society at large.

## IMPACT. WITH PURPOSE

- **Stronger together:** We get more done by working together – with industry, community, and each other. We're proud to learn from Indigenous knowledge holders, who make our university stronger and our impact greater.

Up to one award per category may be awarded to either an Academic or Professional staff member or team.

The Selection Committee may shortlist up to five finalists per category.

### 04 Eligibility

#### 4.1 Eligible nominations

To be eligible for a Flinders Impact Award, nominees must:

- Be employed by Flinders University on a continuing or fixed-term contract, and
- Be employed by Flinders University at the time of nomination and award presentation

Each award category is open to both academic and professional fixed term and continuing staff.

Any member of the Flinders University community may nominate any eligible individual or team for a Flinders Impact Award.

#### 4.2 Ineligible nominations

Nominations that fall within the following categories are deemed ineligible:

- Self-nominations
- Casual staff, contractors, and consultants
- Members of the Senior Executive Team
- Nominees who are the subject of active performance management or disciplinary processes
- Members of the selection panel are ineligible to receive a nomination
- Nominations made where the nominee and person submitting the nomination have a close personal relationship.

#### 4.3 Multiple nominations

Individuals or teams may be nominated in more than one category.

Previous award recipients remain eligible in subsequent years, where the nomination relates to new or substantively different activity or impact.

### 05 Nomination process

Nominations must be submitted using the approved online nomination form and provide responses to questions below

**Summarise the reason for the nomination (100 words)**

*In plain language, explain what the nominee(s) did.*

**What was the challenge, opportunity or need that was addressed (300 words)**

*Describe the strategic, operational, cultural, or external context for the nomination. What problems, opportunities or strategic priorities are being addressed.*

**What changed, and what impact resulted from this change? Who benefited? (300 words)**

*Describe the impact and change observed and detail who benefited (e.g. students, staff, community etc). Provide details of impact, outcomes and benefits.*

**How does this work demonstrate the intent of the nominated Agenda 2035 core enabler or strategic driver? What makes this contribution worthy of University-wide recognition? (300 words)**

*Explain how the work aligns with the aim of the nominated core enabler or strategic driver and overall Agenda 2035. Explain why this contribution stands out. Consider scale, sustainability, influence etc*

Up to three pieces of supporting evidence may be provided in addition to the nomination. While supporting evidence is not required, strong and credible evidence may assist to demonstrate the impact and alignment to Agenda 2035. Supporting evidence is limited to no more than five (5) pages and may include reports, examples, evaluations, testimonials or data (please be aware that size limits may apply).

Nominations will be accepted during the advertised nomination period. Late nominations will not be accepted.

Nominees and their immediate supervisor will be informed of the nomination. They will receive a summary of the nomination details, and the name of the person who submitted the nomination. Finalists will be notified in advance of the awards ceremony, with winners for each award category announced at the event.

Up to five nominations may be shortlisted per award category.

**06 Selection committee and assessment process**

Nominations for the Flinders Impact Awards are assessed via two mechanisms:

01. An evaluation and shortlisting panel to conduct an initial shortlisting process of all nominations, making recommendations on finalists per award category; and
02. A selection committee of SET members to make the final decision on winners for each category.

Committee membership may be periodically reviewed to ensure appropriate representation and diversity of perspectives.

Applications will be assessed using the [Flinders Impact Awards Assessment Matrix](#), based on the nomination. Supporting evidence is not required but may assist to demonstrate the impact and alignment to Agenda 2035.

Each Selection Committee member will assess nominations independently before participating in moderated discussion to determine the finalists.

Where a member of the Selection Committee is the direct line manager of a nominee, or has a close personal relationship with a nominee, that member will declare a conflict of interest and recuse themselves from assessment and discussion of that nomination.

A People and Culture representative will undertake a preliminary assessment to confirm eligibility and completeness of nominations prior to panel assessment.

### **07 Flinders Impact Awards celebration**

The University will host an annual Flinders Impact Awards celebration to recognise the excellence, impact and achievements of staff.

Finalists will be invited to attend the awards ceremony, at which winners will be announced.

Nominators, supervisors and selected supporters may also be invited to attend, subject to venue capacity and event design.