

## **Standards: University of California - Employee Recognition and Awards Program (ERAP)**

As Implemented at UC Agriculture and Natural Resources (ANR)  
For Plan Year July 1, 2025 - June 30, 2026.

### **Performance Standards**

Under the Employee Recognition and Awards Program (ERAP), managers can recognize, acknowledge, and reward employees for exceptional performance and/or significant contributions related to and supportive of individual, departmental, divisional, and/or organizational goals and objectives.

Managers may acknowledge and reward individuals and teams demonstrating:

- **Exceptional performance:** Demonstrated and sustained exceptional performance that consistently exceeds goals and work expectations in quantity and/or quality.
- **Creativity:** One-time innovation or creation that results in time/dollar savings, revenue enhancement, and productivity improvement; and/or ongoing innovative/creative activities that benefit organizational systems, protocols, and/or procedures.
- **Organizational abilities:** Exhibiting extraordinary skills in leadership resulting in the accomplishment of significant departmental or divisional goals and objectives; effective project management, which could include developing a project and/or implementing a project with substantial success; and/or demonstrating organizational capability leading to a greater level of effectiveness.
- **Work success:** Significantly exceeding productivity, customer service, quality of care or similar goals, including demonstrating superior interactions with managers, peers, supervisors, subordinates, the University community, and/or clients and customers served.
- **Teamwork:** Acting as an exceptionally effective and cooperative team member or team leader for a team that has significantly exceeded the goals/objectives of the department/unit.  
(Required category for Team Awards)
- **Best of the Best:** The best individual award submission will use the same criteria as the individual awards but will have shown the most significant impact to the organization and will act as an example for all future awardees.
- **Staff Inclusive Excellence:** Significant contributions that continue to build a diverse, equitable and inclusive organization that strengthens community, promotes critical thinking, enriches the research, education, and extension experiences, and gives the university an intellectual and competitive advantage. (required category for Staff Inclusion Award).