

Community:

Northern has a distinctive sense of place – some refer to it as the upper hand. We are a warm, friendly, caring and helpful university. We are collaborative, on campus and off, valuing partnerships and service to each other, the community and the region. Our focus is always on students.

Opportunity:

Like Lake Superior's vastness, there is depth and breadth to Northern's wide range of academic, research and scholarship, international travel and student service programs. We are affordable and accessible. We use our many resources to achieve deep personal and professional growth in ourselves and provide it for others.

Rigor:

A Northern education is like the black rocks that protect Gichigami's* (Lake Superior) shores – a solid foundation that will endure the waves of time and change. We achieve academic excellence through top-caliber teaching, learning, research and service. Our work ethic and integrity are powered by discipline, courage, pride, sisu# (determination), perseverance and the desire to help others succeed, in and out of the classroom.

Environment:

The unparalleled rugged beauty of the physical environment at our campus doorstep is something we admire, study, learn from, strive to protect and enjoy year-round. And like the Anishinaabe, we see a responsibility to plan for sustainability seven generations into the future.

Inclusion:

Northern is a safe and welcoming place. We aspire to learn from and encourage each other as global citizens, neighbors, colleagues and family. We desire to be a role model in embracing all types of diversity and diverse points of view, engaging in civil society and governance, protecting human rights and promoting social justice.

Connections:

At Northern, we make connections in dynamic ways, creatively using resources and technology to link people, ideas and projects. We nurture strong ties to the environment, community, disciplines, and our rich history and traditions. Like the northern lights (Aurora Borealis+), these connections are often luminous and inspiring.

Innovation:

Michigan's Upper Peninsula has always been home to bold, creative risk-takers and problem-solvers. Here, we excel at being inquisitive in looking beyond what is to what could be. We believe exploration unleashes and builds strength of mind and character. We endeavor to be entrepreneurs, discoverers and the best within our chosen fields.

Wellbeing:

We bring our whole, authentic selves to everything we do at Northern. We celebrate the strength we find in each other, and understand that in life, biidaashkaa* (waves come here) for all of us. Together, with care and attention, we persevere and grow into our full wellbeing.

*Anishinaabe
#Finnish
+Latin

"Thanks and appreciation can make a day, change a life. Your willingness to put it into words is all that is necessary."

-Margaret Cousins

Let a fellow faculty or staff member know their contributions are appreciated by giving them a Northern Star Award star card.

Honorees will be recognized in Campus Connect, entered for a quarterly prize raffle and have the award added to their personnel file.

Look for the cards in your department or at nmu.edu/hr/northernstar.

- Tell them!
- Handwritten notes or cards
- Anticipate a need and help in return
- Notify supervisors of a job well done
- Kind words and encouragement
- Smile! It's contagious

EMPLOYEE RECOGNITION

Everyday ways to show

Core Values Thanks

NMU is an Equal Opportunity Institution.



NORTHERN MICHIGAN
UNIVERSITY

RECOGNITION PROGRAM

Northern Michigan University recognizes the collective contributions of each employee to the overall mission and commitment to the core values of the university. The Recognition Program is designed to encourage opportunities for efforts to be acknowledged on a regular and ongoing basis.

Every day is an opportunity for colleagues, coworkers and supervisors to recognize employees for their service and dedication to the university. Recognition makes people feel good and energizes them throughout the day. Together we make NMU a great place to work.

Read on to learn more about the Recognition Program, NMU core values, and specific ways to show appreciation.

nmu.edu/hr/employee-recognition-program
Visit here to see past award recipients and make your own nominations.

FOR MORE INFORMATION CONTACT:

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DISTINGUISHED TEAM

ELIGIBILITY:

Nominated teams may include members of faculty and/or staff. Teams may include students, however, the team membership must consist of substantially more members of faculty and/or staff than students.

AWARD:

NMU considers nominations and recognizes up to four university work teams for their exceptional contribution to the university on annual basis.

INNOVATION

ELIGIBILITY:

Individuals and/or University teams who demonstrate innovation through risk taking, problem solving, creativity and/or discovery.

AWARD:

NMU will consider nominations and recognize up to four innovative individuals or teams.

HOW TO MAKE A NOMINATION:

Visit nmu.edu/hr/staff-awards-program to make a submission.

EXCELLENCE IN SERVICE

ELIGIBILITY:

Have at least two years of service at NMU as a full or part-time employee. Have at least one year of service in their current assignment.

Have a positive employment record during the past two years. Cannot have received an Excellence-in-Service award in the past five years.

AWARD:

Annually, NMU will consider nominations and recognize up to two individuals from each employee group for their exceptional contribution to the university.

FACULTY AND STAFF CELEBRATION

Held annually in April

Recognizing retirees, milestone years of service, distinguished team, innovation, and excellence in service award winners.