Understanding how STAR Award Levels are Determined

The Nomination Wizard is designed to take the guesswork out of recognition. These eight questions help to determine what the right size recognition is for the event. Answer the questions with the honoree and the honoree’s job responsibilities in mind. Below are the current Nomination Wizard questions and response options.

1. Does the recognition event or values related behavior fall within the nominee’s major job responsibilities (MJR)?
   a. Within role - reasonable to expect highly patient centered employees to exhibit this action or behavior
   b. Outside of typical role - the individual is professionally responsible but it is not part of their MJR
   c. Significantly beyond normal role expectations - the task is not part of their professional responsibility or MJR

2. How was the recognition event or values related behavior initiated?
   a. The task or objective was assigned
   b. The individual volunteered
   c. The individual volunteered outside of work time
   d. The individual proactively identified an opportunity and initiated effort without being prompted

3. How long did the event, work or behavior last?
   a. One day to one week
   b. One week to six months
   c. Six months to one year
   d. Greater than one year or the resulting event/behavior can be repeated indefinitely

4. How does the recognition event or behavior align to the DIReCT values?
   a. It does not align to one of the five UK HealthCare values
   b. It aligns to one of the UK HealthCare values
   c. It aligns to two of the UK HealthCare values
   d. It aligns to three or more of the UK HealthCare values

5. To what degree does the behavior align to the value?
   a. Somewhat aligns to a value(s); it doesn’t meaningfully represent the UK HealthCare value(s)
   b. Easily identified as one of the DIReCT values
   c. Behavior serves as a model for others

6. How did the event or behavior affect the work and/or patient-care environment at UK HealthCare?
   a. Impacts one or more individual patients
   b. Impact one or more team members
   c. Impacts a department as a whole
   d. Impacts both team members and patients
   e. Made a lasting impact on all of UK HealthCare

7. How did this event/behavior benefit the organization??
   a. Safer
b. More efficient
c. Cost savings
d. Improved patient experience
e. More than one
f. None of the above

8. How did this individual cultivate relationships to achieve a positive outcome?
   a. Functioned alone
   b. Collaborated with colleagues within their department
   c. Collaborated with colleagues within their department and others across the enterprise

**Potential Bronze, Silver and Gold responses**

*Each question is weighted and used to determine the right level recognition. Here are some examples of possible answers to the different award levels.*

**Possible Bronze answers:**
- Outside of typical role
- One day to one week
- It aligns to three or more of the UK HealthCare values
- Impacts one or more individual patients
- Impact one or more team members

**Possible Silver answers:**
- Significantly beyond normal role expectations
- One week to six months
- It aligns to three or more of the UK HealthCare values
- Impacts a department as a whole

**Possible Gold answers:**
- Significantly beyond normal role expectations
- Greater than one year or the resulting event/behavior can be repeated indefinitely
- It aligns to three or more of the UK HealthCare values
- Made a lasting impact on all of UK HealthCare

*Note: When submitting an award the description (text box) is where the nominator can add specific details of the recognition event. For best practices on how to create a strong recognition story see resource “How to Building a Strong Nomination Story”. This information is reviewed when the award goes through the approval process.*

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