Employee Recognition and Rewards

**BEST PRACTICES**
1. Define and approve key performance indicators
2. Understand what motivates employees to succeed
3. Discuss intrinsic versus extrinsic motivators
4. Understand the organizational situation: budget, performance, competing priorities
5. Determine and agree upon reward
6. Align with organizational objectives and agree upon specific, measurable, achievable, relevant and timebound outcomes

**INTRINSIC**
- Personal Growth
- Skill Mastery
- Purpose
- Accountability
- Sense of Choice
- Competence in work
- Progress of efforts

**EXTRINSIC**
- Compensation / Pay
- Perks
- Experience
- Recognition
- Professional Development

---

**DEVELOPMENT**
- Continuing education courses / certificate program with USF
- Professional Development opportunities
- Service Teaching Credits for Faculty
- Stretch Assignments – promote career growth

**WELLNESS**
- Wellness-massage offers
- Supplement gym membership
- Yoga/meditation apps subscription
- Passion passes (release time) - time to do things they are passionate about

**COMMUNITY ENGAGEMENT**
- Attendance at USF Foundation community event
- Placement on Recruiting committees
- Volunteer drives to promote the committee

---

**PRESIDENTIAL RECOGNITION**
- Personal note
- Meeting/lunch with President & Leaders
- University and Community wide recognition emails
- Certificate of Achievement

**MONETARY**
- Discount or gift card
- Dining dollars on campus
- Parking upgrade
- Tickets to USF Athletic Events
- Pay for Performance Bonus
- Spot Bonus

**OFFICE ENVIRONMENT**
- Office/desk improvements
- Flexible work arrangements

**TEAM BUILDING**
- Virtual Luncheon
- Team building exercises