

## Frequently Asked Questions

### **What is the Excellence in Diversity Awards Program at MSU?**

The *Excellence in Diversity Recognition and Awards Program* (EIDA) was designed in 1990 to support Michigan State University's achievements in the area of diversity and pluralism. Through special efforts demonstrated by members of its student body, faculty and staff, MSU continuously strives to be a more diverse and connected community. These efforts should not be confused with or defined as affirmative action programs. Instead, the "*Excellence and Diversity Recognition and Awards Program*" supports efforts that develop a culture and environment in which diversity is valued and pluralism is achieved.

### **What is meant by diversity and pluralism?**

The EIDA program is designed to focus on the unique differences among people that are reflected in our society. The term "diversity" is used to describe these differences which include such characteristics as age, class, ethnicity, gender, physical and psychological characteristics, race, sexual orientation, religious beliefs, and other human qualities. Pluralism is an organizational culture that incorporates mutual respect, acceptance, teamwork, and productivity among people who are diverse in the dimensions of human nature. The *Excellence in Diversity Recognition and Awards Program* recognizes innovative and outstanding efforts which serve to help achieve excellence in our diversity.

### **What are the award conditions?**

Up to three (3) \$2,500 cash<sup>1</sup> awards will be given to awardees in the *Individual* category who have demonstrated "*Excellence in Diversity*". Up to three (3) \$2,500 cash awards will be given to awardees in the *Team* category that have demonstrated "*Excellence Within Community*". Up to three (3) \$500 cash awards will be given to students in the "*Students Making A Difference Through Artistic Expression*" category. Up to three (3) *Units/Organizations* that have demonstrated "*Excellent Progress Toward Achieving Diversity and Pluralism*" will be recognized with a plaque.

### **Who can nominate or be nominated?**

- Nominees for individual and team awards must be enrolled students, current faculty/academic staff or support staff.
- Nominators may be members of faculty/academic staff, students, support staff of the University, other members of the University community (e.g. a student or faculty/staff organization), or people external to the University (e.g. community groups).
- Organizations must be registered at MSU.

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<sup>1</sup> Cash awards are taxable income and are subject to withholding tax and FICA.

- Individuals cannot be nominated for more than one EIDA program category, i.e., "Individual", "Team", "Students Making A Difference Through Artistic Expression."
- In the event a nominated individual or unit/group/team is a previous recipient of one of the awards, the nature of the contribution for which the individual, team, unit has been nominated for the current program must be significantly separate from the previous award.

### **How do I submit a nomination?**

To nominate individuals, teams and/or units/organizations, a Nomination Form must be completed according to the instructions and the entire packet must be submitted by the specified deadline. Self-nominations are also acceptable. The appropriate form can be retrieved from the EIDA website at [www.inclusion.msu.edu](http://www.inclusion.msu.edu). If you want to nominate someone other than yourself, we recommend that you inform the nominees of their intentions, prior to submitting the packet to the EIDA office.

### **What should be included in a Nomination packet?**

A complete nomination packet should include a nomination statement not to exceed three (3) typed pages. Three (3) support letters, not to exceed more than one (1) page each must be included with the nomination packet. At least one (1) support letter **must** be from someone currently employed at MSU, e.g. administrator, faculty or staff member. Current vitas or resumes must be submitted in the packet for anyone nominated for the "Individual" category." "Team" nominations must include a list of **all** team members. Supporting documentation may improve the quality and substance of your nomination. It is "optional" to include any additional documentation to support your nomination. The completed nomination packet and 12 copies must be submitted to the Excellence in Diversity Program Office by specified deadline.

### **What activities are suitable for a nomination?**

Nominations must demonstrate the significant contribution that the individual, team, unit/organization has made toward advancing human rights, equity, diversity and social justice at Michigan State University or MSU and the broader community. Nominations will be accepted for initiatives/programs that promote access, equity or social justice in relation to gender, race, ethnicity, cultural and linguistic diversity, marital status, age, family responsibilities, disability, sexuality, political persuasion, religious belief, or other aspects of diversity within the University or broader community.

### **How do I enter the art contest?**

Students with a valid MSU ID are only eligible to enter the art contest. An application must be completed and submitted along with eight copies of the artist's statement with the original artwork by the entry deadline. Only art that is manageable in size/weight i.e., paintings, sculptures, etc., should be submitted to the EIDA Office. For larger pieces, please submit high resolution pictures in either CD-ROM or DVD format.

### **What are the art award conditions?**

Up to three \$500 cash awards can be given to winners. Cash awards may impact a student that receives financial aid. Cash awards are taxable income and are subject to withholding tax and FICA.

### **Who can participate in the art contest?**

Anyone entering the Artistic Expression contest must be currently enrolled as an undergraduate, graduate or graduate professional student at MSU. Students that enter the contest may not serve on either selection Team A or Team B at the time that they become a contestant. A contestant cannot be considered for more than one (1) EIDA category, e.g., "Individual", "Team".

### **What can I enter and how many pieces can I enter into the art contest?**

Entries must be the original art of the contestant and should artistically express a concept of diversity.

A maximum of three (3) entries per contestant may be entered in any of the following four (4) categories. See the contest application for a complete description of these categories:

1. Visual
2. Written
3. Performance Art
4. Electronic Medium

### **How are winners of the art contest and the EID awards selected?**

Special selection teams comprised of MSU faculty, support staff and students will receive and review nominations for the EID awards. A word of caution: incomplete submissions **will not** be reviewed. Winners of the art contest are also selected by a group of individuals from among the MSU faculty, student body and support staff many of whom are professionals in the fields of music, theatre, art, and telecommunications.

### **How and when are the Awards distributed?**

The awards will be conferred at the annual *Excellence in Diversity Recognition and Awards Program*. See the [invitation](#) for exact details.

For more information or assistance, call 353-3922 between 8:00 a.m.-12 Noon or 1:00 p.m. - 5:00 p.m., Monday through Friday.

Artistic Credit: Images by Jamie Lynn Szymczak, former MSU Studio Art major