



## HRMN Super Hero of the Year Award

The purpose of the *Super Hero of the Year Award* is to annually recognize an individual who exemplifies HR-related super hero qualities. Super hero qualities may include but are not limited to:

- Volunteer
- Mentor
- Topic Expert
- Leader
- Change Agent
- Activist
- Role Model
- Contributor
- Sounding Board
- Motivator
- Activist
- Innovator
- Influencer
- Communicator
- Achiever
- Ethical
- Integrity
- Strategic Thinker
- Passion for Profession
- Knowledgeable
- Positive Go-Getter
- Diplomatic
- Inquisitive
- Promotor

### Eligibility Criteria

To qualify, a nominee must be

- A human resource professional for a minimum of one year. Students are eligible only if they meet the one year requirement.
- Working in the human resource field at the time of the nomination.
- Actively participating in local, regional, national and/or international HR-related activities.
- There is no limit to the number of times a nominee may be nominated.

### Nomination Submission

- Annually, the president solicits nominations by announcement at monthly programs, board meetings, social media, email, and newsletters. Directors and liaisons promote and solicit nominations in addition to the president.
- Nominations are accepted January 1 through December 31 with marketing and solicitation emphasis September – October. Only nominations received after awardee has been selected are carried over to the subsequent year for consideration.
- Nomination forms are available on the HRMN website at <https://www.hrmn-shrm.org>. Forms are also made available at monthly programs.
- Completed nomination forms are submitted by email to [hrmn.awards@gmail.com](mailto:hrmn.awards@gmail.com).
- Nominations may be made by a SHRM or HRMN member, peer, community member, colleague, supervisor, or subordinate.
- Self-nominations are highly encouraged.
- Nomination forms must be completed in full to be considered.
- There is no limit to the number of nominations a nominator can submit.

## **Nomination Review and Determination**

### Selection committee members

- The selection committee is comprised of the awardees from each of the previous three years. In the event a previous awardee is unable to serve, a selection committee member is then appointed by the president.

### Review and determination

- All nominations are reviewed by the selection committee for eligibility.
- Nominations are evaluated based on the extent to which the nominee has demonstrated super-hero qualities.
- The selection committee makes the final award decision but may seek input from the HRMN president, board members, general HRMN membership and/or the local community.
- All eligible nominees are informed by the selection committee that they are nominated.
- Nominees are not informed of any other nominee.
- The selection committee collects the following information from each nominee:
  1. Length of time in HR profession
  2. Length of time in current position/organization
  3. Full listing of current community involvement
  4. Current résumé
  5. Biographical information
- The selection committee keeps the awardee's name confidential until announcement and recognition at the designated monthly program, generally in December. The HRMN board of director's reserves the right to change the designated recognition program date.

## **Award Recognition**

- All nominees are encouraged to attend the designated recognition program.
- Awardee is presented with:
  - Award certificate;
  - Letter of award announcement/recognition for awardee to provide employer;
  - Complimentary one-year HRMN membership for the subsequent membership cycle (nontransferable);
  - Complimentary HRMN monthly program registrations for the subsequent year (nontransferable), including the HRMN annual program;
  - Complimentary registration to the Kansas SHRM state conference for the subsequent year (nontransferable).
- The awardee is announced via local/regional news outlets as well as social media after the designated monthly program.
- The awardee is automatically nominated for the Kansas SHRM *Trombold Achievement & Kansas HR Professional of the Year* award and will be recognized as a nominee at Kansas SHRM state conference the following year.