The MIT Excellence Awards + Collier Medal: Institute-wide Awards

The MIT Excellence Awards acknowledge the extraordinary efforts made by MIT staff toward fulfilling the goals, values, and mission of the Institute. The awards are among the highest honors awarded to staff by MIT. Professionalism, commitment to best practices, and high standards of excellence are at the heart of these awards. MIT staff at all employment levels are eligible to receive an Excellence Award in one of the six categories, and anyone may submit a nomination for an MIT staff member.

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The MIT Rewards and Recognition program was designed to recognize important contributions and exceptional work from MIT staff. The program includes all levels of employment and all Departments, Labs, and Centers. MIT uses a three-tier model to deliver recognition: the MIT Excellence Awards, department Infinite Mile Awards, and department Spot Appreciation awards. The program is managed by a central program manager, and administered by 24 R&R Key Contacts across the 10,000+ staff at the Institute. This structure allows for continuous improvement, cross-program communication, and close alignment with the multiple work cultures that can be found across the decentralized MIT community.

MIT understands the value of recognition as a part of the positive, proven way to reinforce attitudes and behavior that support a successful, dynamic organization. Included in the MIT mission is “We seek to develop in each member of the MIT community the ability and passion to work wisely, creatively, and effectively for the betterment of humanity.” To this end, recognition activity is performed often and regularly, in public and in private, and with clear information about the benefit to the Institute. All three tiers of the recognition program, recognition can come from peers, direct reports, or managers. The MIT Rewards & Recognition program goals are:

- Recognize individuals and teams, in a timely and effective way, for their exceptional contributions to their office, their department or school, or to the Institute as a whole.
- Provide a continuum of opportunities to acknowledge and recognize members of the MIT community.
- Help MIT foster an environment of shared success and commitment.
- Recognize that each individual can make a difference.
- Highlight behaviors and activities that have benefited MIT and showcase employees as role models.
- Be a fair and flexible practice that is woven into the fabric of the MIT culture.

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Rewards & Recognition at MIT: General Information

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http://hrweb.mit.edu/rewards/excellence

The Infinite Mile Awards: Local Awards

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The second tier of the recognition program is The Infinite Mile award. These are annual department-centric awards intended to support the objectives and strategic goals of each organizational area within the Institute. These are awards given to teams and individuals for significant accomplishments in their DLCs, and the event includes a lunch or reception. Criteria for receiving the awards are determined locally and may be different from department to department. The Infinite Mile awards are intended to support the objectives and strategic goals of each organizational area within the Institute.

Each area has designed a unique program which suits its culture and strategic goals. Typically, Infinite Mile Awards come in the form of cash award and a social event. These are events where members of the department can come together and celebrate the accomplishments of their colleagues. Infinite Mile awards