



Recognition Bonuses

Recognition of a job well done can be a powerful motivator. To recognize contributions that support the university's overall objectives, JMU offers monetary bonuses to acknowledge the success, exceptional performance, special acts, or innovative ideas of employees.

Classified & Wage Employees

Total monetary awards for classified and wage employees cannot exceed \$5,000 per employee per fiscal year and require approval from the respective vice president. Supervisors wishing to acknowledge the contributions of a classified or wage employee must do so by using the [Employee Recognition Nomination Form](#) and may choose from two bonus types:

- **Individual Impact Bonus:** Recognizes exceptional performance on short-term tasks; may be awarded for performance or the completion of a project or event.
- **Customer Service Bonus:** Recognizes individuals or groups who have contributed to exceptional customer service.

Instructional Faculty, A&P Faculty, TNT, RNT & Adjunct Faculty

Bonus requests for other non-student employee types may be submitted using the Supplemental Pay ePAR.

Important

Departments wishing to award bonuses during the current fiscal year must ensure Employee Recognition Nominations or Supplemental Pay ePARs are received in Human Resources no later than **Friday, May 26, 2023**.

Did you know

Student wage employees who will continue working after the end of the semester may need to transfer to general wage employment status. To determine if this applies to your student employees, please refer to the Student Handbook.



Providing Positive Feedback

Recognition of a job well-done can be a powerful motivator for your employee. The university offers many ways to acknowledge an employee's success throughout their career.

Duke 2 Duke

Peer recognition program that allows any faculty or staff member to acknowledge behaviors and actions of their peers that align with the university or an individual's departmental Mission, Vision and Values.

Individual Impact Bonus

Awarded for performance, completion of a project or event.

Staff Emeriti Status

A retired staff member is eligible for appointment to emeritus staff status if the individual:

- Has been an active, full-time classified employee for a minimum of 10 years at James Madison University
- Has retired in good standing
- Has a record of noteworthy contributions throughout his or her JMU career

Customer Service Bonus

Presented to individuals or groups who have contributed to exceptional customer service at JMU.

Purple Star Award

To recognize an employee's outstanding efforts and achievements that contribute to the success of the university during the prior year.

Awards & Recognition!

Faculty Emeriti Status

A retired instructional faculty member is eligible for appointment to emeritus status if the individual has served full-time for a minimum of 10 years on the James Madison University faculty; has attained the academic rank of Lecturer, Assistant Professor, Associate Professor or Professor; and has retired from James Madison University in good standing.

Informal Recognition

Includes unscripted and spontaneous recognition. It can be a powerful motivator for employees. It is given regularly and can include words of praise, gratitude, encouragement or a handwritten 'thank you' note.

Academic Affairs Awards

There are nine different faculty awards. Click the title for more information on each.

