



TEXAS TECH UNIVERSITY SYSTEM
Values Culture™

Challenge Coin Procedure Update

Topic: The Rewards and Recognition team is updating the process of awarding Challenge Coins to employees.

Proposal: The Rewards and Recognition team will oversee the distribution of Challenge Coins, as well as increase the frequency of coins being awarded. Currently, Chancellor Mitchell is the only person who awards Challenge Coins and will award Challenge Coins during Town Hall meetings to recipients of either his own choosing or those who have been recommended to him by the R&R team.

Criteria for receiving Challenge Coin:

- If an employee is nominated 2 times for the same value
- If an employee is nominated for all 5 values
- If an employee is nominated by someone outside of their department
- Chancellor Mitchell can still award coins based on his own criteria

When will Challenge Coins be awarded:

- The R&R team will deliver Challenge Coins at the end of every month to those who have met criteria.
- Chancellor Mitchell will announce those who have been awarded at the following Town Hall.



People First



Integrity



Community



Respect



Exemplary Service