

## Fellow of the Chartered Professionals in Human Resources (FCPHR)

### Purpose:

**The Fellow CPHR Award** is a prestigious award that recognizes Chartered Professionals in Human Resources (CPHR) who have made exemplary contributions to the HR profession. Recipients of the award are granted recognition as a Fellow of the Chartered Professionals in Human Resources (FCPHR).

### Criteria:

Eligible nominees for the Fellow CPHR should have demonstrated leadership in at least three of five key areas:

1. Strategic positioning of the Human Resources profession
2. Development, sharing and promotion of innovative HR ideas, policies and practices
3. Advocacy on behalf of the HR profession to government policy makers
4. Service to local, provincial and/or national HR associations
5. Service to the broader community/social responsibility

A nominee will also have exemplified the values in the CPHR code of conduct (fairness, justice, dignity, respect, and integrity) and have shown adherence to the statutory acts, regulations and bylaws of CPHR Canada and their provincial HR association.

### Eligibility:

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| 1. Must have held the CPHR for a minimum of five (5) years and be a current member in good standing;  |
| 2. Is nominated through a supporting letter that outlines significant achievements/impact on the profession, evidence of how the nominee has contributed to at least three of the five criteria, and underscore the specific contributions made and their impact on advancing the profession. |
| 3. Must not have any Code of Conduct violations in the past ten years.  |

## Review Process:

A Provincial Fellowship awards committee, composed of senior HR members, some who currently hold the FCPHR, reviews each nomination. After analyzing eligibility and criteria, the committee will recommend selected nominees for the FCPHR. This recommendation is reviewed by the Board of the Provincial association who will either accept or reject the recommendation.

The Fellow CPHR is not a competition in which nominations are measured against each other, but rather, it is a process by which each nomination is measured against the criteria in place. An unsuccessful nomination can be re-submitted in a subsequent year especially if the individual has added significantly more contributions along the five criteria identified for the FCPHR.

## Nomination Submission Checklist:

- ✓ Completed nomination form, with consent from the nominee.
- ✓ Confirmation that the nominee has been a CPHR member in good standing for a minimum of five (5) years.
- ✓ A supporting letter (one page maximum).
  - The letter should underscore the specific contributions made by the nominee and their impact on advancing the HR profession and must include contact information.
  - Examples that cover at least three (3) of the five (5) key contribution areas indicated above. This information must be verifiable by the Committee
- ✓ Nominations must include a current resume and the submission must address the five criteria above with specific examples supporting each criterion.
- ✓ A biography of the nominee including academic degrees and professional certifications, work history, and volunteer activities.

## Recommendations of the Fellowship Awards Committee may:

- **Approve** – the nominee will be recommended to the Board of Directors for the FCPHR designation
- **Reject** – when the committee concludes the nominee does not adequately meet the criteria, the nomination is rejected. Nothing prevents nominators from re-nominating a rejected nominee in future years.

## Notification to the Nominee and the Nominator:

- Successful nominees will be notified by the Chair of the Provincial Association Board of Directors.
- Unsuccessful nominees and their nominators will be notified in writing within several weeks of the decision being made by the committee.

## CONFIDENTIAL NOMINATION FORM

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### Supporting Nominator:

Name	Position	Organization	CPHR (yes/no)	Relationship to nominee

### Nominee:

Name	Position	Organization

### Nominee's Biography

### **Academic Degrees and Professional Certifications:**

Degrees/Certifications	Institution (if applicable)

**Work History:**

Employer	Position	Dates

**Volunteer History:**

Organization	Position	Dates

**Other Examples of Exemplary HR Leadership.**

## Details of Exemplary Contributions

Please present compelling evidence for the strength of the nominee you are nominating with respect to three or more of the major contribution areas noted below.

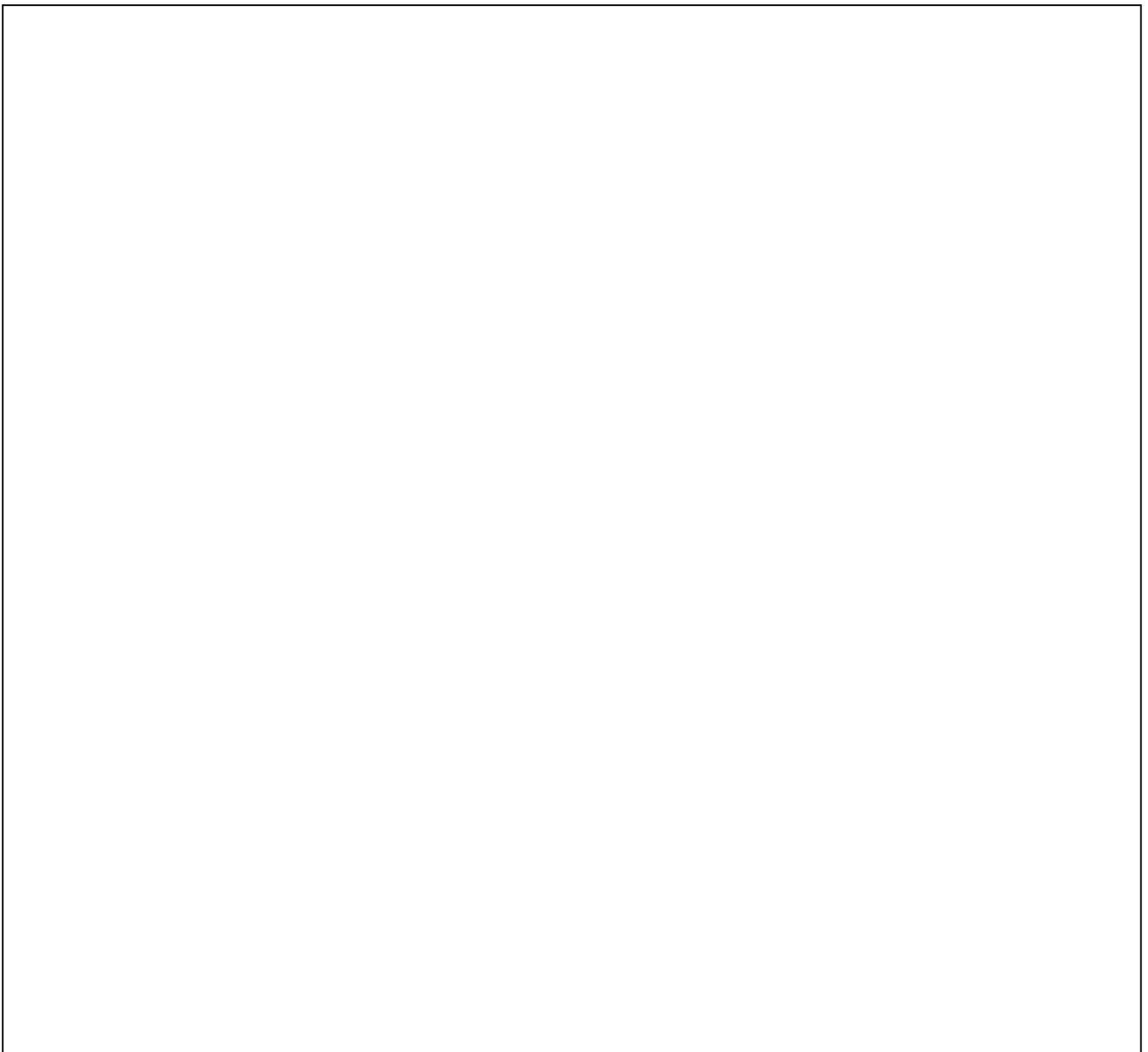
Kindly restrict each section to 500 words. In addition to having made exceptional contributions in at least three of the five areas below, a nominee will have exemplified the values in the CPHR code of conduct (fairness, justice, dignity, respect and integrity) and have shown adherence to the statutory acts, regulations and by-laws of the CPHR Canada and their provincial HR Association.

### 1. Strategic Positioning of the Human Resources Profession

Has been instrumental in raising the profile of the human resources profession as a vital strategic partner to senior leaders of organizations. For example: has led and directed development or change in broadly based human resources philosophies, policies or practices having impact in one or more organizations in the public or private sector; has influenced key stakeholders to raise the stature of HR as a senior strategic partner in organizational leadership; has fostered strategic partnerships with other professional groups outside of HR.

## 2. Development, Sharing and Promotion of Innovative HR Ideas, Policies and Practices

Has a strong and notable history of developing, sharing or promoting skills and knowledge of the HR profession, including keynote addresses, publications, media, mentoring, coaching and/or teaching. For example: has authored or co-authored publications which are industry standards for disseminating HR knowledge; has a notable history of involvement in teaching HR and/or development of HR curriculum and has received special recognitions for this; has initiated, cultivated, developed and managed relationships affecting the HR profession and other professional, educational bodies; has been active in advocating on behalf of the HR profession – through job talks, speaking at educational forums, the media, developing internships or co-op placements for students.



### 3. Advocacy on Behalf of the HR Profession to Government Policy Makers

Has a solid history of strong advocacy of the HR profession among government agencies and policy makers. For example: has influenced government in developing and implementing new regulations, policies and/or credentialing with regard to the HR profession; has been often called upon by government bodies as a recognized authority in one or more functional areas of HR; has served as expert witness on judicial tribunals; has successfully advocated/lobbied on HR issues with government (e.g. workplace accommodations for older workers; paternity leave; etc.) at the Provincial and/or National level.



#### 4. Service to Local, Provincial and/or National HR Associations

Has exemplified leadership as a member of a local, provincial and/or a national HR association. For example: has introduced practices of good governance; new programs, concepts, policies, recognition programs, etc. at the level of local, provincial or national HR associations; has shown leadership in developing, maintaining and expanding strong linkages with CPHR Canada, other CPHR Canada member associations and/or international HR associations; has demonstrated leadership on HR association boards/task forces/ committees; has fostered and supported expansion of the CPHR designation; has a history as a volunteer in planning, organizing and administering HR conferences or other forums at local, provincial or national levels.



## 5. Service to the Broader Community/Social Responsibility

Drawing on professional knowledge, skills and experiences, has consistently provided exemplary volunteer service to the broader (Non-HR) community in a way that recognizes and promotes social responsibility. Has contributed to improve society in the broadest terms (i.e. human rights, the abilities and potential of others, particularly the disadvantaged, improvements for children, the environment, health, education and work for not for profit organizations). For example: has shown leadership on task forces, think-tanks, committees and boards sharing knowledge, expertise and time to make the world a better place

