



FACS Plan to Enhance Prestigious External Faculty Awards

September 21, 2017

Preamble

In 2017, Foods and Nutrition Department Head, Dr. Lynn Baily, and others served on a university committee charged by the Provost's Office to investigate various external faculty prestigious awards to enhance UGA's deliberate efforts and success in this arena. All colleges were asked to develop and submit a plan to increase the number of external awards received by the college faculty, by answering the following questions:

1. *What strategies will you use to increase the number of faculty in your unit who are nominated each year for external awards?*
2. *How will your school/college recognize or reward individuals who take the time to nominate faculty for external awards?*
3. *Over time, how will you determine if your efforts have been successful?*

In Family and Consumer Sciences, the dean charged the departments to review the National Research Council http://sites.nationalacademies.org/PGA/Resdoc/PGA_044718 Lists of Highly Prestigious Awards and make recommendations for awards in the disciplines of the college but which are nationally highly prestigious and prestigious. We respectfully submit a list of 61 awards, primarily in the social sciences, to augment the NRC list. This list will be posted to college awards web site and used by the department heads, directors and dean during annual performance review consultation with faculty.

Department	Number of Additional Awards Submitted	Page numbers in Appendix
Foods and Nutrition	21	Pages 1 - 4
Financial Planning, Housing & Consumer Economics	14	Pages 4 – 6
Human Development & Family Science	9	Pages 7 – 8
Textiles, Merchandising and Interiors	10	Pages 8 – 9
College-wide multi-disciplinary	7	Pages 10 - 11

1. *What strategies will you use to increase the number of faculty in your unit who are nominated each year for external awards?*

First, enhance the faculty success in college, university and advancement to external awards. Since 2012, the college has made great strides in growing internal faculty awards endowments, streamlined the instructions, built a web site, reduced the number of college level committees and annual review the instructions and processed. The college awards are combed into one process stewarded by the Faculty Advisory Committee (FAC) convened by the dean and associate deans. Three sub-committees review and make recommendations for the eight (8) college awards. Several college awards now have a

monetary component (noted by * asterisk below), thanks to the generous support of Dr. Bill Flatt and his late wife June Flatt who established an awards endowment for faculty excellence in research, teaching and outreach. Additional endowments support faculty excellence in the Chris Todd Outstanding Outreach Award and the Thomas Rodgers Outreach County Agent Award in FACS. All college awards are on the web site http://www.fcs.uga.edu/faculty_staff_resources/awards and have a common application process and due date each year, February 15. College level faculty awards:

- [Bill and June Flatt Outstanding Extension and Outreach Faculty Award*](#)
- [Bill and June Flatt Outstanding Faculty Research Award*](#)
- [Bill and June Flatt Outstanding Teacher of the Year Award*](#)
- [Dr. Chris Todd Outstanding Outreach Award*](#)
- [Early Career Faculty Research Award](#)
- [Faculty Mentoring Undergraduate Research Award](#)
- [Outstanding Undergraduate Faculty Advisor Award](#)
- [Thomas F. Rodgers Outreach County Agent Award*](#)

Departments with awards committees seem to be functioning better than departments without, and if the committee is given clear instructions and expectations, e.g. see to the entire process of getting names of nominees, through the process of high quality completed packets turned in by deadline.

Recommendations to enhance college awards quantity and quality of submissions:

- Clarity and transparency of the nomination and award process start with a clear set of guidelines on the College web site, adding other resources described below related to university and external awards.
- Provide clear guidelines and checklists as to the specific role of the chair of the committee, conflict of interest when a committee members has applied for an award, how to determine if nomination eligible for resubmission from prior year if not selected, for example.
- The college selection committee should provide concrete feedback to nominators to enable successful resubmission of a nomination.
- Part of the problem with this process appears to be that worthy nominees are not always nominated. While the college selection committee cannot be involved in seeking nominations, it may work closely with department committees on awards with distinction in this regard.
- More transparency in general in the selection process for internal awards.
- To streamline application process in the college, in 2017 the Faculty Advisory Committee (FAC) agreed the nomination packet to have:
 - a. One internal letter of support. From either dept. head or other nominating faculty in the department or unit.
 - b. Also one external letter of support. From someone outside the unit and logical for the award, e.g. student letter for teaching or advising award or mentoring undergraduate research; alumni letter (former student); constituent or beneficiary for a public service program award; peer or colleague researcher for research award; etc.
 - c. Recommend it is the responsibility of the nominator's letter to draw attention to the significance of the individuals work as relates to the award criteria
 - d. Updated and current curriculum vitae. No page limit.
- Continue a page limit of the size of nomination packet, e.g. number of pages maximum for each support letter to two pages.
- Provide a page limit for the Outreach awards as packets if too large are not value added.

- Nominations can roll over up to 3 year's total. The nomination letters do not have to be updated each year. However, the department/unit must confirm the request of the roll over for consideration the 2nd and 3rd year and the department/unit determines and replaces or not the nomination letters.
- The FAC members are to be divided into review/selection committees and should rotate among the committees each year, not serving on the same teaching, or research, or outreach oriented awards committee consecutive years.
- Some, but not all, departments have identified an awards committee and chair. Provide clear job description and tasks.

Second, advance FACS faculty for university awards. It is recommended the college:

- Be proactive in identifying faculty candidates for university awards, starting with the department heads and unit directors in the spring of each year during annual review process.
- Provide support in development of application packets to enhance their success.
- Deliberately have the dean and associate deans reach out to relevant individuals to apply, as opposed to via mass emails.
- Clarify and focus on prestigious awards in all venues at UGA, e.g. teaching, service-learning, public service and outreach, and research. Pinpoint nomination efforts towards those awards.
- Systematize the process for gathering/announcing names of award winners, keeping an intelligent database for mentoring purposes.
- Give departments/units more support throughout the entire process and provide incentives for their success.

Third, advance FACS faculty for prestigious external national and international awards.

Recommendations include:

- Get the information out to our department and unit heads and faculty. It is critical to optimize the dissemination of information. The website listing the college awards submissions is a valuable resource but lacks all the awards by unit and college multi-disciplinary as identified in the Appendix. Also add direct links to university awards and NRC prestigious awards.
- Information and resources should be strategically consolidated, in order to make the information most accessible.
- Early career faculty should be targeted by department heads during annual performance review, and time spent with them to determine how to optimize their potential for success.
- Encourage units to identify nominees eligible for the awards in the Appendix. The college does not have an Awards Committee but has utilized the Faculty Advisory Committee as a review and selection committee. Perhaps it is time to spin-off these tasks from FAC and establish a legitimate Awards Committee. Provide clarity of roles, term, and recognition for service.
- Involving faculty as reviewers prior to submission. Often the faculty in given departments and colleges know the specifics of an award and can be valuable resources in guiding and advising new applicants. This can be accomplished through setting up an internal review process in which faculty preview proposals and offer critiques.
- Central accountability and recognition is sought. OIR could be involved in helping college with relevant data in order to have the information and report on awards applied and won. These data are critical to metrics used in assessing our relative standing as a Research I University.

There are many reasons for monitoring faculty awards, including “bragging rights”, comparisons to our peers, identification of successful practices and professional stature in general.

- Awardee Database. This type of database in the college would enable department heads to identify previous awardees, and go to them for advice and model proposals.
- Encompassing all disciplines, regardless of size of awards. In the social sciences and design orientated disciplines, the size of awards may be lower, but these awards are critical to the professional development and success of the faculty. It is important to take steps to identify awards for FACS faculty and in the professional colleges.
- Proposal review and mentoring by Emeriti Professors. Emeriti Professors are a tremendous resource to young researchers and scholars because they have the experience to provide direct and valuable advice on proposals. Further, there is a good probability that they are have insight into specific awards and accordingly will provide very pertinent and helpful guidance.
- Determining best practices by asking departments. Many units and departments have now established an Awards Committee. This committee provides key recommendations for nomination of faculty and staff for fellowships and awards at appropriate career stages and achievement. Additionally, there are often awards and fellowships available through professional societies and discipline-related organizations. An Awards Committee at the department/unit level will have more comprehensive information about the availability of a range of fellowships and awards appropriate for their faculty and staff.
- Academic Analytics Databases have become valuable tools to assess our stature and progress. In the case of assessing our standing relative to peers, it becomes important to have objective criteria as well as measures of success. This and other data will provide sound information upon which to base our next steps.
- The alumni involvement should be further explored. As with the Emeriti Professors, these individuals have a wealth of information at their disposal that would be extremely valuable for preparing highly successful nominations for fellowships and awards.

2. *How will your school/college recognize or reward individuals who take the time to nominate faculty for external awards?*

Two groups of individuals play a key role in the success of identifying, supporting nominations and advancing faculty for external awards spanning the faculty member’s tenure at UGA, from early career through promotion in rank, a) administrators and colleagues, and b) the individual faculty nominee.

a) Administrators and colleagues

- Encourage and reward administrators and faculty for nominating colleagues.
- Offer unit-based incentives on a per-person basis tied to number of successful external faculty awards akin to the monetary incentives at department and college levels offered for participation in the new Double Dawgs program.
- At the college event, *Celebrating Excellence* held in the fall to honor faculty, staff and student award and scholarship recipients, include recognition of nominators.
- Set goals in strategic plans for number of awards nominations for department per year.
- Add the professional service category such as chairing awards committee or nominating others for awards in the faculty Elements reporting system.

- Provide staff and administrative support in identifying awards, bringing to the attention of faculty much as the college grants coordinator brings to the attention of faculty grant funding opportunities. Provide assistance in getting quality letters of support which is often required.
- Provide staff and administrative support in identifying awards, bringing to the attention of faculty much as Michael McGough, grants coordinator, brings to the attention of faculty grant funding opportunities. Provide assistance in getting quality letters of support.
- National awardees come through a developmental process, from local (department and college), to university, then on to national awards. Can we provide a visual presentation (schematic) of this process over years? Have department heads/directors use as a tool for deliberate planning of annual progression of faculty from early career over time through stages.
- Provide a data bank of prior successful awards submissions. Provide access across the university, not limited to faculty within a college. Often the national awards are across disciplines so having access to this data bank of successful awards packets is important.
- A college level review committee to provide feedback on the quality of the narrative of the faculty achievements and fit with the award, much alike a review panel.
- Have a very robust university web page for faculty, a one-stop-shop to both the NRC lists but also the discipline specific awards being identified now by the various units and colleges.

b) Individual faculty as nominee

- One incentive is to stress to faculty that this is a priority for the University and College.
- Provide an incentive to apply! For example, if faculty received this highly prestigious award, provide the one semester development leave, devoted to research 100% of his/her time. And, require this awardee to mentor next applicant(s) from the university for the award received.
- Encourage faculty award recipients to track award nominations and success in Elements and acknowledge in annual review.
- Build a cohort of UGA faculty who are national awardees. The UGA Lilly Fellows recruit the next group of Lilly Fellows, for example. Have the same expectation for the national awardees.
- Engage the cohort at the Provost's house when she invites successful researchers to network. Make it more deliberate that they as past/current awardees they are to network, recruit, establish a mentor/mentee relationship for the potential next applicants.

3. Over time, how will you determine if your efforts have been successful?

Faculty awards are often used as benchmarks for faculty and department excellence, rankings, recruitment of graduate students, to showcase excellence and accomplishments at national and international venues, and overall enhance prestige and organizational pride and commitment. Faculty monetary reward and advancement in rank and distinguished professorships should also result over time. Quantitative and qualitative evidence of awards applied for and received, and publicity garnered by the department or unit, college and university will all benchmark success of our efforts.

Respectfully submitted with input from Department Heads and Faculty Advisory Committee,
Linda Kirk Fox, Dean