

# Faculty Senate

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## Faculty Recognition & Awards Committee

### Annual Report 2008-2009

To : Paul Doescher, Faculty Senate President  
Date : June 29, 2009  
From : Maggie Niess, Chair  
Subject: Faculty Recognition and Awards Committee Annual report

The members of the 2008-2009 Faculty Recognition and Awards Committee were Maggie Niess (Chair), Steven Ortiz, Michelle Mahana, Mark Needham, Alex Sanchez, David Stone, and Henry Gillow Wiles (Student Member).

This year FRAC was charged with reviewing and completing the recommendation for two new awards: OSU Impact Award and the Promising Scholar Award. The awards were forwarded to the Provost in October with a recommendation that these awards be offered for 2009; the awards were approved in December with changes to the honoraria to be consistent with other award honoraria. The committee did request that the Provost conduct a review of all honoraria to better reflect a consistency in OSU's commitment to the recognitions of the various awards. No results were re-turned to the committee on this request. We recommend that the committee continue to work with the Provost and encourage a review of the award honoraria.

FRAC was charged with communicating with OSU leadership units (Deans and other administrators) to encourage broader participation in the nominations for faculty awards. Niess met with 10 of 14 leadership groups to gather information and encourage submission of nominations. A summary of the keys to successful nominations for faculty awards was developed and sent to the leadership groups (see Appendix for these suggestions).

In 2008-2009, the committee saw a 100% increase in submissions since 2006-2007 (from 21 in 2006-2007 to 42 nominations this year for 11 different awards - considering only the awards that FRAC reviewed); the increase from 2007-2008 to 2008-2009 (from 34 to 42) was ~24%. With the addition of the new awards, FRAC reviewed in total 60 nominations (including the Honorary Doctorate and Distinguished Service Awards or 16 different awards). The committee did note an increase in 2009 in the nominations from a wider diversity of leadership units at OSU. Some units were not represented with nominations across the three years indicating that some faculty are being disadvantaged in being recognized through this nomination process.

FRAC is responsible for selecting the recipients for the Honorary Doctorate and Distinguished Service Award. We forwarded names to the Provost after extensive review. Unfortunately, the nominees recommended this year for the Honorary Doctorate Award were unable to attend Commencement; the committee requested that these nominees be recommended for 2010. The Provost is considering the request. Next year's committee needs to follow up on this action with the Provost.

The committee also requested that the Faculty Senate President, the Executive Committee, the Provost, and President convene to identify the policy and process for making recommendations for Honorary Doctorates in order that Commencement speakers can be appropriately considered for the Honorary Doctorate award. Niess met with the Executive Committee to encourage their continued discussion with the Provost. The process may require that the timeline for the review of nominees is shifted to a two-year process or are considered twice each year, with one review at least a year prior to Commencement in order to adequately review the President's nominees and make timely recommendations for invitations to be made for speaking at

Commencement.

The Committee completed the review of the nominations for the awards this year.

<b>Award</b>	<b>Number of Nominations</b>	<b>Recommendation</b>
Richard M Bressler Senior Faculty Teaching	4	Shoichi Kimura
International Service	4	Sunil Khanna
Curtis Mumford Faculty Service	5	Sally Bowman
OSU Academic Advising	4	Polly Jeneva
OSU Alumni Association Distinguished Professor	7	David Williams
OSU Distinguished Service	3	Ralph Peterson
OSU Extended Education Faculty Achievement	3	Melodie Putnam
OSU Faculty Teaching Excellence	6	Sarah Henderson
OSU Honorary Doctorate	5	Nichols Kristof, Frederik Bolkestein
OSU Impact Award for Outstanding Scholarship	2	David Kim & David Porter
OSU Professional Faculty Excellence	2	Joey Carson
Outstanding Faculty Research Assistant	4	Brian Arbogast
Promising Scholar	4	Jamie Kruzic
Dar Reese Excellence in Advising	2	James Kiser
Elizabeth P. Ritchie Distinguished Professor	3	Bradley Cardinal
Student Learning and Success Teamwork	2	Foreign Language Faculty

Upon completion of the reviews, letters were sent to all unsuccessful nominators to assist them in their decision-making of whether to resubmit the nominations for the following year. The committee recommended that specific nominations be resubmitted. Some nominations did not meet all the criteria for the awards and were recommended to consider another award where all criteria are met. Nominators were reminded that for each award the committee is required to select from nominees that meet all the award criteria.

The committee made recommendations to revise its Standing Rules to include the new awards and to better represent the actions of the committee. The revision was forwarded to the Committee on Committees and then to the Faculty Senate for approval. The Faculty Senate approved the changes in its June 11 meeting.

The committee made recommendations for changes in the criteria and nomination materials for the Mumford Award and the Promising Scholar Award. These recommendations were forwarded to the Provost. The Provost approved these recommendations via email in June.

The committee also recommended the addition of position descriptions for all award nominations. This recommendation will be followed in the coming year.

The committee considered the challenge for updating the Extended Education Faculty Achievement Award to better represent the university's work in outreach and engagement rather than being limited to faculty whose work is primarily outreach. Scott Reed was asked to convene a group to make recommendations for changes in the award criteria to be submitted to FRAC for its review by August; the goal is to have a recommendation to the Provost for consideration for a 2010 change in the award criteria. The FRAC committee chair needs to make contact with Scott Reed in August.

The committee debated a request to consider 1039-hour faculty (retired) for consideration in the awards. The committee identified the logic used in the current decision that 1039-hour retired faculty members be restricted from nomination. The committee recognized the importance of the awards in encouraging younger faculty and in retaining faculty who are working fulltime. The committee also recognized that some faculty members are disadvantaged because their units fail to participate in the nomination process. The committee also recognized the growing numbers of 1039-hour retired faculty members and the societal redefinition of retirement as more and more citizens continue to work beyond retirement. The committee recommends that a new award be identified to specifically recognize the contributions of 1039-hour retired faculty members. The committee's recommendation was sent to the Executive Committee for review. Niess met with the Executive Committee in June. The EC recommended approval that the definition of faculty be changed to include 1039-hour appointments who were in employment the year of the award. The Faculty Senate President will meet with the Provost to confirm this change in the definition of faculty for university awards.

## Appendix

### Keys to Successful Nominations for Faculty Awards

1. Successful nominations are framed by the award's specific criteria and meet all criteria. Criteria are available [here](#). Click on the award name for the specific criteria, the nomination form, and previous recipients.
2. Leadership groups establish and maintain a culture of appreciation to recognize the efforts of the faculty. A member of the leadership group chairs these efforts to assure completion of the nominations. The group reviews the faculty with respect to the award criteria, identifies candidates, and distributes the nominator tasks.
3. Leadership groups use multiple strategies when identifying a deserving faculty member.
  - Nominate faculty for college/unit awards, university awards, and external awards. Some groups have a process of first nominating within the college/unit; in a succeeding year, the faculty member is nominated for a university award; then, the faculty member is considered and perhaps nominated for an external award.
  - Bundle the nominations for multiple awards (internal, university and external) during a single year.
  - When a faculty member does not receive the award, the nominator updates the nomination packet and resubmits the nomination a second year.
4. The nomination process is similar with all Faculty Senate awards. The nominator completes the nomination form. In addition to this nomination form, three strong letters that speak to the criteria of the award are sufficient. In most cases, the nominator is not one of the letter writers. Additional letters do not add to the nomination. Identify the three letter writers, providing them with the criteria for the award so that they are able to adequately respond to the purpose for the letter. It is acceptable if a letter writer is only able to speak to some of the criteria as long as the nomination as a whole clearly provides multiple evidences for all the criteria of the award. Electronic signatures are acceptable on these letters.

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