SAAESD Webinar

Honorifics:

Building Your Culture of Nomination

Your Co-Hosts:
Gary Thompson, SAAESD
John Davis, University of Florida
A Premise to Consider

Recognition of our Faculty is lagging behind the Excellence of our Faculty
Indicators of Excellence

• Expenditures / Grant Funding
• Publications
• Honorifics
Expenditures – We Are Top Tier

11 of our 15 SAAESD members are in the top 10% of institutions

# 1 – University of Florida
# 2 – Texas A&M University
# 10 – University of Georgia
# 12 – Virginia Tech
# 14 – NC State University
# 15 – Mississippi State University
# 18 – Louisiana State University
# 25 – Auburn University

NSF HERD – R&D expenditures in the agricultural sciences and natural resources and conservation, ranked by FY 2020 total (out of 311 total)
Grant Awards – We Are Top Tier

9 of our 15 SAAESD members are in the top 10% of Districts

#1 – Texas (District 17)
#2 – North Carolina (District 2)
#10 – Kentucky (District 6)
#12 – Georgia (District 10)
#14 – Alabama (District 3)
#18 – Oklahoma (District 3)
#19 – Florida (District 3)
#22 – Tennessee (District 2)
#26 – Mississippi (District 3)

USDA NIFA – Grant dollars awarded in FY 2021, sorted by Congressional District (out of 278 total Congressional Districts)

Publications – Bright Spots

**Animal Sciences**
- 9 SAAESD Departments
- Top 50% of Peers
- 60 Peers

**Entomology**
- 8 SAAESD Departments
- Top 50% of Peers
- 36 Peers

Academic Analytics (2021) Total Articles per Department

https://www.istockphoto.com/illustrations/scientific-publication
Overall Rankings – Bright Spots

Animal Sciences
- 12 SAAESD Departments (7 Members)
- Top 50% of Peers
- 60 Peers

Forest Science
- 7 SAAESD Departments
- Top 50% of Peers
- 37 Peers

Academic Analytics (2021) Scholarly Research Index (SRI)
Honorifics Overview

Awards by AAU Membership and Sector

AAU Membership and Sector of Institution
- Public AAU Institutions
- Private AAU Institutions
- Non-AAU Public Institutions
- Non-AAU Private Institutions

Courtesy of David Reed, University of Florida (2020)
Honorifics Dominated by Universities in the Northeast, Upper Midwest, West Coast
A Specific Honorific Example

American Association for the Advancement of Science (AAAS)

• **AAAS Honorary Fellow** is a benchmark faculty honorific
• **Other institutions** are finding success
• **New Fellows in 2021**
  - 20 - U Michigan
  - 13 - U Illinois
  - 12 - U Wisconsin
  - 12 - Rutgers
American Association for the Advancement of Science (AAAS)

- **SAAESD member universities** had limited success in 2021
- 38* of 564 (~7%) - most Fellows outside the AES

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SAAESD Objectives

- **Suggest strategies** to develop cultures of nomination in all SAAESD member institutions
- **Share best practices** in identifying nominators, and nominees
- **Provide assistance** to faculty who are nominating their peers
- **Celebrate successes** when SAAESD faculty are honored
- **Motivate intercollegiate teaming** so that all AAAS Fellows at your institutions are aware of one another, to promote collaborations as well as establish stronger honorific pipelines
Meet with your NASEM members, AAAS Fellows, if you have not done so recently, and get them on board

- We predict they will be very positive!
- They may be tired of serving only other institutions
- Reinforce to them that:
  - Your college’s interest is long-term
  - You will assist in several ways, including candidate lists
  - Faculty are the highest priority, not the dean’s office
Helpful Groundwork

Learn their motivations and value propositions – some examples

“I want to elevate us to be top-tier university”

“It’s important to increase diversity in my society’s leadership”

“I want to pay it forward to deserving colleagues”

“This is a core job duty – akin to writing proposals and papers”

“Crafting a powerful letter is an intellectual, creative process that I enjoy”

Understanding your faculty’s drivers will help you grow the culture
Annual meeting early each year (nominations due late April)
  • Consider inviting all AAAS Fellows, including retired
  • Consider inviting AAAS Fellows outside your college

Celebrate and welcome new AAAS Fellows

Coordinate nominations for the upcoming cycle
  • Discuss nomination pairings in play
  • Help ID external letter writers
  • Consider funding gift memberships
Strategies to Identify Eligible Faculty

**Past Awardees** provide a potential “search image” for nominees

**AAAS Fellows** criteria are broad and inclusive

“In a tradition stretching back to 1874, these individuals are recognized for their extraordinary achievements across disciplines. Examples of areas in which nominees may have made significant contributions are research; teaching; technology; services to professional societies; administration in academe, industry, and government; and communicating and interpreting science to the public.”
Disciplines Vary Widely – consider stratified sampling

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To adjust for disciplinary bias, we include 7-10 faculty from each of our 15 tenure homes in our roster (N=125, or ~20% of our total # of faculty)
Can Be Obtained from a variety of sources

- Academic Analytics, Google Scholar, ORCID, ResearchGate, Microsoft Academic, Scopus
- Example from Google Scholar data, sorted by $h$ index

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**Citations**
- > 10,000: Yes
- > 5,000: No
- < 5,000: No
Celebrate Successes, Set Goals

**Set realistic goals**
- Short- and long-term
- “Standing committee”

**Touch base** periodically
- Q1, Annual lunch
- Q2, Research forum
- Q3, AAAS gift memberships
- Q4, Press release preparation

Florida AES began discussions w/ AAAS Fellows
Honorifics as a Scholarly Activity

Outputs
- Papers
- Grants
- Honors

Peer Review

Faculty Teams
Example Best Practices for enhancing our success with developing competitive award nomination packages:

• **Encourage departments** to have active award nomination committees to identify deserving faculty and help with organizing nominations

• **Assign a point-person** in the College to assist with obtaining support letters from college leadership & external sources

• **Maintain an archive** of strong nomination/support letters and to share with nominators & nominees
There are Many Award Opportunities

We can support a culture of nomination for a variety of important awards that recognize our faculty excellence across a range of fields and disciplines:

- **Disciplinary society awards** that recognize contributions to a field (e.g. awards from APS, ASABE, ASAS, CSSA, PSA, SSSA)
- **High visibility national** agriculture research awards (e.g. NAS Prize in Food and Agricultural Sciences)
- **International agriculture** research awards (e.g. Borlaug Award, World Agriculture Prize, World Food Prize)
SAAESD Resources

**Honorifics Champions** at our member institutions – contact us!

Gary Thompson (HQ), John Davis (UF), Steve Lommel (NCSU), Michael Toews (UGA), Arthur Appel (Auburn)

**Directory** of key honorifics in the Southern Region

**Regional Honorifics Press Releases** to elevate visibility

**Discussion Forum** to share best practices at our SAAESD meetings
SAAESD Intends To

- **Reinforce strategies** at SAAESD meetings to develop cultures of nomination in all our member institutions
- **Share best practices** periodically in a variety of settings
- **Provide assistance** to faculty through an honorifics roster
- **Celebrate successes** when SAAESD faculty are honored
- **Motivate teaming** to build momentum in honorifics, and maintain momentum in the coming years, realizing that this is a long-term commitment by SAAESD
THANK YOU FOR ENGAGING WITH US!

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