

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



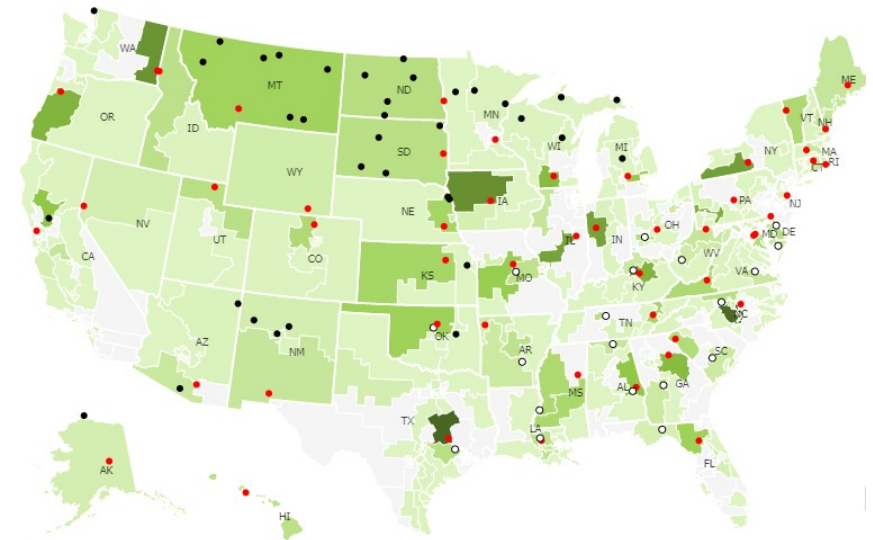
NSF HERD – R&D expenditures in the agricultural sciences and natural resources and conservation, ranked by FY 2020 total (out of 311 total)

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)



<https://portal.nifa.usda.gov/web/maps/nifa-funding-by-congressional-district/>

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



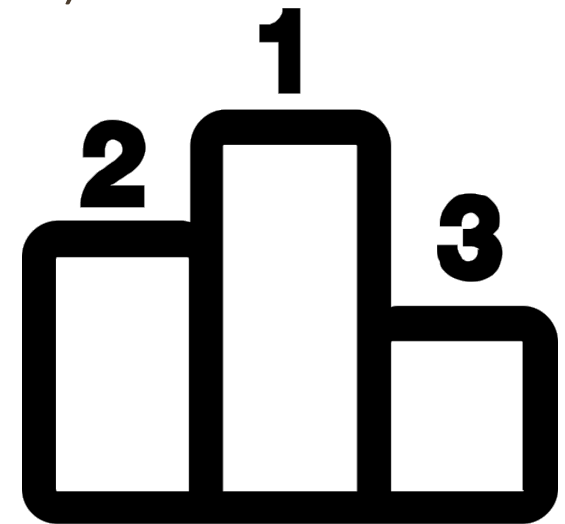
Animal Sciences

- 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)

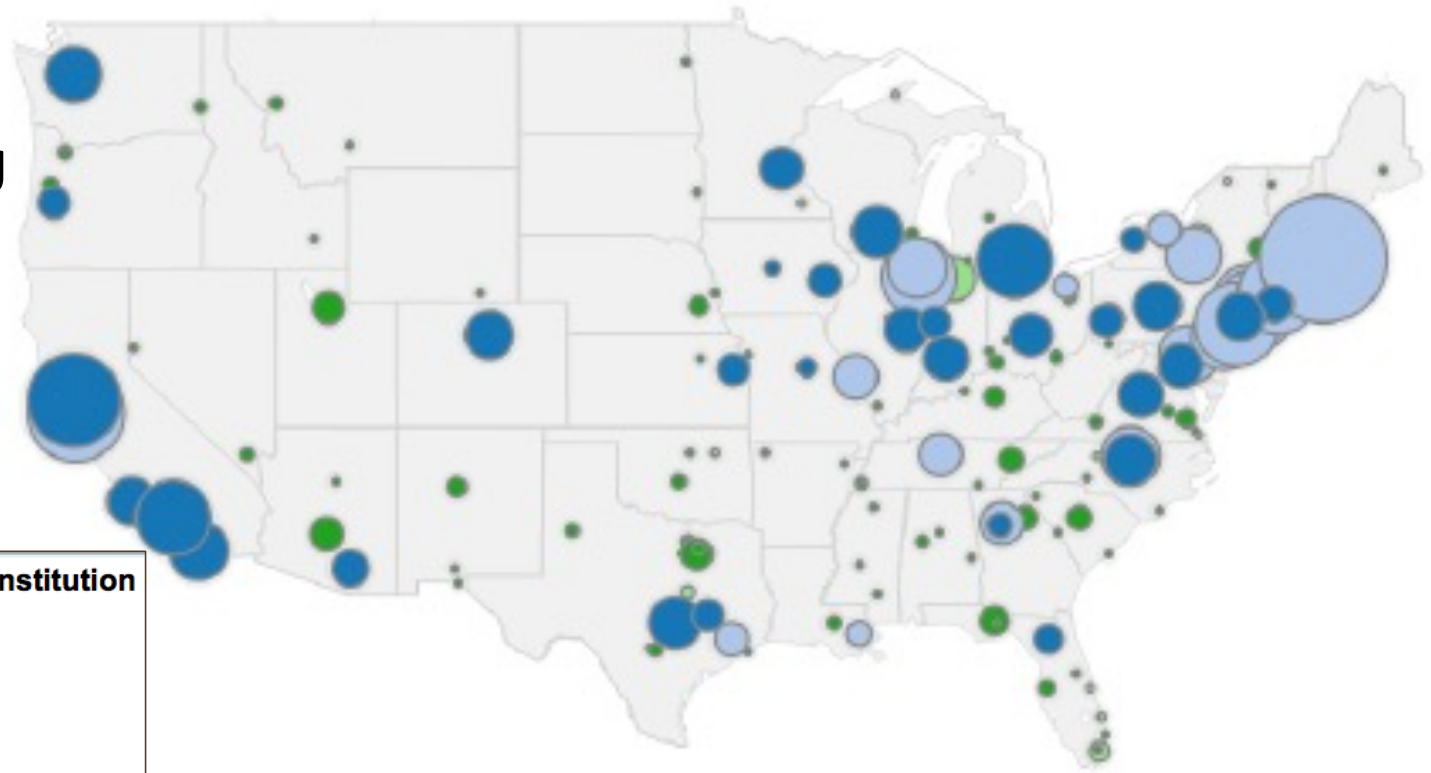


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Honorifics Overview



Awards by AAU Membership and Sector

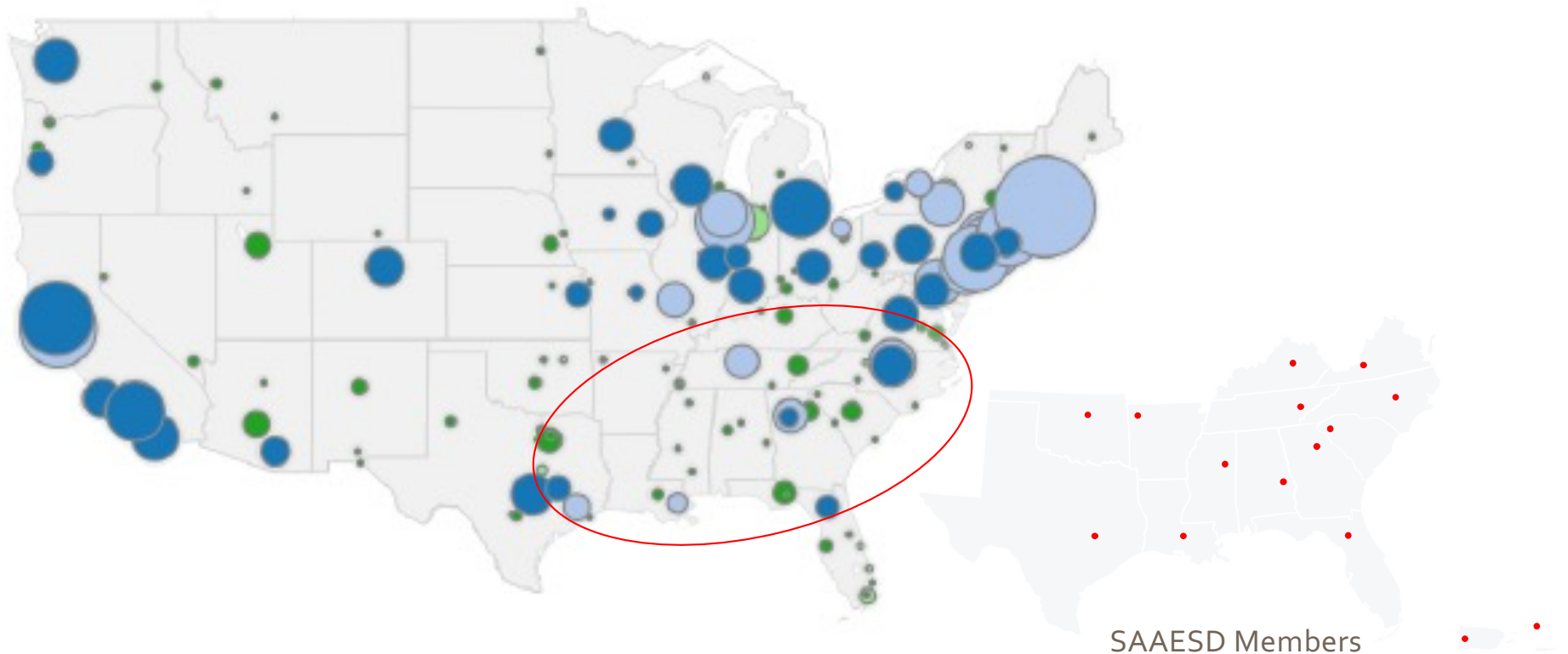


AAU Membership and Sector of Institution

- 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



A Foundation to Build Upon



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

NCSU	8	VT	2
U Florida	7	LSU	2
TAMU	7	MSU	1
U Tennessee	6	U Arkansas	1
U Georgia	3	U Kentucky	1

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

Helpful Groundwork



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

Maintain a Culture of Nomination



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.**”

Publication Metrics



Disciplines Vary Widely – consider stratified sampling

Name	Tenure Home	Citations	h index	i10 index
Hansen, Peter J	Animal Sciences	23513	84	340
Havelaar, Arie H	Animal Sciences	21504	80	255
Santos, Jose E	Animal Sciences	17422	71	219
Capua, Ilaria	Animal Sciences	14067	65	219
Dahl, Geoffrey E	Animal Sciences	7817	48	119
Adesogan, Adegbola T	Animal Sciences	6603	45	109
Arthington, John D	Animal Sciences	5598	40	103
Oltenuacu, Pascal A	Animal Sciences	5584	40	78
Binelli, Mario	Animal Sciences	3486	31	83
De Vries, Albert	Animal Sciences	3055	29	60
Irani, Tracy A	Family Youth & Community Sciences	3311	31	85
Diehl, David C	Family Youth & Community Sciences	2649	13	14
Simonne, Amarat	Family Youth & Community Sciences	2149	25	45
Gutter, Michael S	Family Youth & Community Sciences	1963	22	29
Forthun, Larry F	Family Youth & Community Sciences	1856	20	25
Shelnutt, Karla P	Family Youth & Community Sciences	1462	19	31
Lynne, Sarah D	Family Youth & Community Sciences	1056	14	16
Doty, Jennifer L	Family Youth & Community Sciences	834	12	14
Diem, Keith	Family Youth & Community Sciences	468	11	14
O'Neal, LaToya J	Family Youth & Community Sciences	332	7	7

Higher citation discipline

Lower citation discipline

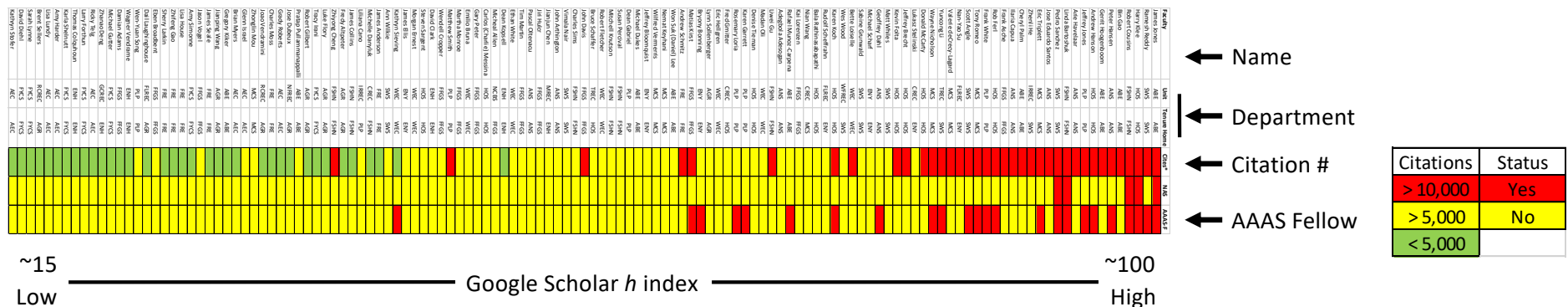
To adjust for disciplinary bias, we include 7-10 faculty from each of our 15 tenure homes in our roster (N=125, or ~20% of our total # of faculty)

Publication Metrics



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



Celebrate Successes, Set Goals

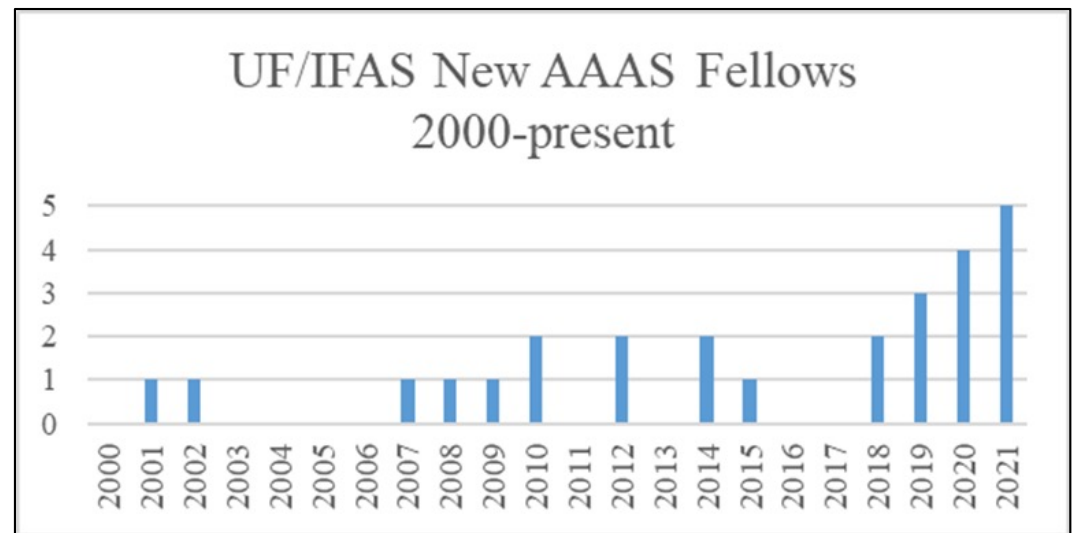


Set realistic goals

- 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



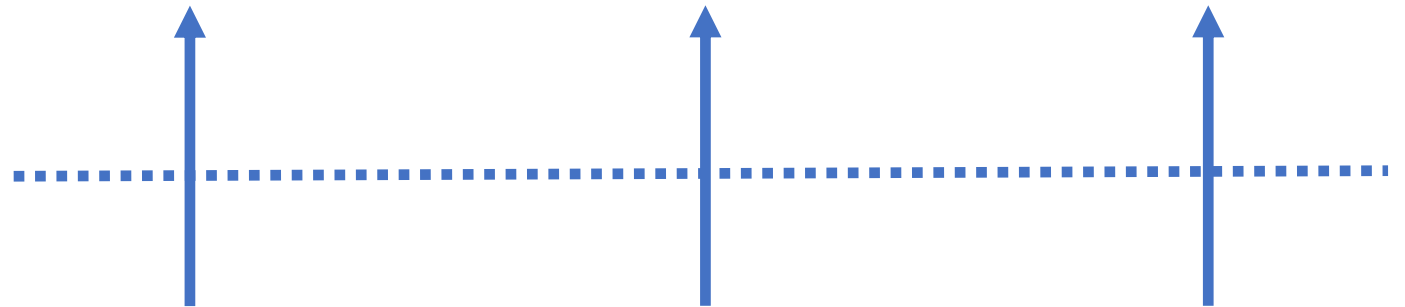
Outputs

Papers

Grants

Honors

Peer Review



Faculty Teams



Enhancing Honorifics Success



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!

Your Primary Contacts at SAAESD



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