GRAC Proposed Enhanced Recognition Initiative

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Modifications based on feedback from EAC & EFC

The GRAC proposes that the CoE through EFC initiate additional avenues to recognize faculty and staff accomplishments in research and graduate education. While there are current avenues available to recognize accomplishments in these areas (e.g., the CoE Research Award), we feel that there is room for additional forms of recognition. GRAC has developed the following proposal, which identifies several categories of recognition, with suggested milestones. Many of these fall into categories that represent accomplishments that require productivity over a significant period of time, and beyond the norms for promotion and tenure. Other categories represent new recognition areas (e.g., patents, textbook authorship, and editorial and conference leadership). These ideas have been shared with EAC and EFC and this document reflects those discussions.

Purpose: To recognize faculty and staff accomplishments in research and graduate education.

Proposed recognition areas: Below are the recommended categories, with suggested milestones. We also indicate how the quantities could be determined.

- Publication milestones: 50; 100; 200 (based on Section 7.2 FAS – published, not in press)
- Mentoring milestones:
  - PhD students graduated: 10; 20; 30; 40
  - MS students graduated: 10, 20, 30; 40
  (based on FAS)
- Patents:
  - Milestones: 1; 2; 5; 10 (no one in CoE has ten yet, highest is 7)
    First year anyone who holds one
    Then on, any new patents in that year
    (from FAS)
- Research $$ milestones: (Based on SPRIE reports by faculty name, last 8 years …this is the consistent on-line data base, we would need to consider that we may miss a few by this approach, i.e., those accomplishments prior to 1999 so need someway of extending this …): $1M, $5M, $10M
  (25 total (22:2:1 low to high) faculty would qualify for this recognition)
- Textbooks and monographs:
  - first year all who have published
  - then each new book
  (Section 7.1 FAS)
- Editorial leadership: defined as editor level (not editorial board) (FAS)
- Symposium leadership: organizer of major conferences and symposium (not session chair) (FAS)
Process: GRAC discussed possible process. Our thoughts are as follows. An email could be sent to all faculty and staff announcing the plan to recognize these areas. Ask faculty to self report, based on definitions used in the FAS for the various categories, and on the content of the FAS. Some of these could be generated in the Dean’s Office (e.g., research $$$-related). This information would be passed through the DEOs and on to the Dean’s office. We suggest recognition at an appropriate function (perhaps in the Fall). At this time persons who have newly reached a milestone will be recognized (in some manner, not $$$s, perhaps only by name). An on-line booklet could be kept with a listing of individuals who have met milestones (with a persons name only under the highest level of milestone - i.e., a person with 200 publications would have their name only under one publication milestone not under 50, 100 and 200…).

Notes: GRAC also discussed additional possible categories: - but based on feedback it may be best not to include these at this time. Suggest that we wait for feedback after initiating the above categories. They would need to be discussed further and could be included later.

- Rate based recognitions:
  - Publication rate: 10/yr, 20/yr; (based on 3 year running average)
  - Funding Rates: $1M/yr (based on SPRIE awards, FY, not based on single award)

- Highly-cited papers was another suggested category (e.g., a most-cited paper award, or papers with over XX citations...).
- Establishment of a new Interdisciplinary Research Award, given to a research group in recognition of their combined efforts. Details need to be defined, but propose to initiate this at a later time.