

August 8, 2022

To: Deans

From: Heather C. Lench
Associate Vice President for Faculty Affairs

N. K. Anand
Vice President for Faculty Affairs

Subject: Amplifying External Awards

The Amplifying External Awards Program is part of elevating our faculty and their impact on society, the world, and our students. Supporting faculty award nominations and recognitions communicates to faculty that they can be successful at Texas A&M University and is part of a broader emphasis on faculty retention and development across campus. For FY23 and FY24, the VP for Faculty Affairs will allocate a sum of \$500,000 for the external awards program, which will be held centrally and available to colleges/schools in proportion to their number of T/TT faculty. These funds are available for three categories of award support: 1) recognition for highly prestigious awards, 2) recognition of prestigious awards that position faculty for highly prestigious awards, and 3) relocation/travel expenses required as part of receiving awards in one of the preceding two categories. All fund allocations require a 50/50 match from the college/school.

Highly Prestigious (HP) Awards are those classified by the National Academies and recognized by the AAU/NRC (see dropdown list). Pathways Awards are those classified as Prestigious that more than 25% of the recipients of Highly Prestigious Awards have received (see dropdown list). Awards can be added to these categories by colleges/schools based on evidence that 1) the award is highly selective, and 2) the award brings broad national/international recognition to the faculty member and university (for HP) or is a step in attaining HP awards (for Pathways).

Faculty Receiving Highly Prestigious and Pathways Awards

The eminence of faculty members who receive Highly Prestigious awards will be recognized through a one-time net award the fiscal year following receipt. The award amount will be cost shared between Faculty Affairs and Colleges/Schools (50/50). Colleges/schools and Faculty Affairs will work together to set the amount associated with highly prestigious awards. In some cases, a merit or equity increase in base salary as part of proactive retention might be justified.

YMCA 108
1126 TAMU
College Station, TX 77843-1126

Tel. 979.845.4274
facultyaffairs@tamu.edu
facultyaffairs.tamu.edu

Pathways Awards position faculty to be competitive for Highly Prestigious Awards and are also strongly encouraged. Faculty members who receive these awards will be recognized through a one-time net award the fiscal year following receipt. Colleges/schools and Faculty Affairs will work together to set the amount associated with pathways awards, and to ensure that the amount recognizes the relative impact of highly prestigious versus pathways awards. The award amount will be cost shared between Faculty Affairs and Colleges/Schools (50/50).

Faculty Receiving Highly Prestigious and Pathways Awards that Require Relocation and/or Travel

There are a subset of Highly Prestigious and Pathways Awards that require relocation to a specific location for a specific period of time, or that require the faculty member to propose a location and period of time. Those awards are eligible for the incentives above if they meet criteria. In addition, they are eligible for an expedited FDL process and/or relocation/travel expenses.

Faculty are encouraged to use the FDL process to support release time to focus on the development or project involved with the award. Faculty Affairs will facilitate an expedited FDL review process for faculty who receive these awards. To be eligible for this expedited process, faculty members must notify their Department, College/School, and Faculty Affairs when they apply for the award and state that they intend to apply for expedited FDL if awarded. They must also notify their Department, College/School, and Faculty Affairs when they receive the award to initiate the process.

Faculty can receive financial support for demonstrated relocation/travel expenses associated with receipt of a Highly Prestigious or Pathways Award. Upon receipt of the award, faculty must notify their Department, College/School, and Faculty Affairs and submit a maximum one-page budget and justification for expenses. Relocation expenses will be cost shared between Faculty Affairs and Colleges/Schools (50/50). Note that relocation expenses are treated as taxable income.

Additional Faculty Recognition and Support

Recognition within our campus community of faculty who are demonstrating excellence is a critical part of amplifying faculty awards and impact. Faculty receiving Highly Prestigious and Prestigious awards will be annually recognized through a ceremony for Faculty Excellence and Impact. Faculty Affairs will also provide support to faculty members during the processes leading up to the award receipt. This includes hosting four annual workshops focused on faculty paths for awards and best practices for Fulbright, humanities fellowships, and professional science organization elected fellows. Staff support will be dedicated to working with faculty and awards committees to develop nomination materials for awards, and to proactively identify faculty who are competitive for awards, their award pathways, mentors, and letter writers.