Raising Faculty Profiles: Best Practices

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Proactive Steps for Departments

- Recognize and work to reduce implicit bias in nomination and selection
- Carefully consider committee composition
- Appoint/elect an awards committee
  - Establish guidelines and goals
- Develop an inventory of awards
  - Where are the solicitations for nominations?
    - President’s Office: Welch, Wolf?
    - VPR: Sloan, Dreyfus?
    - Dean of Faculties: DP
    - College Dean: Trotter, Ethel Tsutsui, others?
    - Department: AFS, professional societies, journals, international prizes
- Position/groom faculty
  - Lower-level awards often lead to higher-level awards
  - Faculty who have awards, win awards
Proactive Steps for Faculty

• Do excellent work
• Market yourself
  – Have an elevator speech describing their area of expertise and major contributions
• Be assertive
  – Need culture change and be upfront
• Awards aren’t just for you
  – They impact the Department/College/University
• Help prepare nomination packets
  – Time consuming
Proactive Steps for Faculty

- Maintain updated and concise description of contributions and how they fit into broader professional goals of research and teaching
- Track highlights of publications and successes
- Maintain up-to-date, informative, and appealing websites
- Be aware of potential letter writers such as seminar speakers, visiting scholars; network*
- Ensure news is posted to departmental/college websites/TV monitors
- Feed news to professional journals
- Participate in regional, national, international meetings
- Encourage senior faculty to help network junior faculty in broader professional society
Mentoring

• Offer avenues for discussion of results among colleagues
  – Help faculty identify key unique results
• Critique creative ways of expressing new results in thumbnail sketches
• Offer opportunity for faculty to host key players in field as seminar speakers
  – Show visitors exceptional hospitality and appreciation for their time spent with us
• Promote collegiality as it impacts process
• Address awards during annual evaluation
Barriers

• Lack of self-promotion
  – Culture, gender, personality
• Procrastination
  – Next year’s package would be better
  – Ignorance of suitability or eligibility
• Quality of letters
  – Choice of letter writers
  – Lack of clear instructions to letter writers
• Bureaucratic requirements (e.g. AFS nominations)
• Insufficient lead time (favors established faculty)
Implementation

• Inventory of awards
  – Criteria, deadlines
  – ADVANCE Brochure

• Selection of nominees
  – Faculty/student input

• Letters
  – Solicit more than needed
  – Give clear instructions
  – Customize letters for a given award
  – Ask for letters as early as possible