

Raising Faculty Profiles: Best Practices

Marcetta Darensbourg, Distinguished Professor, Chemistry
Emile Schweikert, Former Department Head & Professor, Chemistry



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
 - The Raise Project: <http://www.raiseproject.org/>
 - 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

