

Committee on Faculty Awards, Professorships, and Prizes (CFAPP)

Final Report - April 27, 2015

To: Dean Conley, Faculty Affairs Committee and Faculty of Arts and Sciences

From: CFAPP 2014-15

Maryse Fauvel, chair (Modern Languages and Literatures, Area I)

Gina Hoatson (Physics, Area III)

Robin Looft-Wilson (Kinesiology & Health Sciences, Area II)

Heather Macdonald (Geology, Area III)

Charles Palermo (Art History, Area I)

Robert Trent Vinson (History, Area II)

CFAPP celebrated its second birthday!

The Committee would like to wholeheartedly thank Kathy Morgan (from the Dean of Arts & Sciences Office) for her very generous contributions: she has provided an amazing amount of support which has made the committee's work much easier.

The committee consists of six voting members (two from each area). In addition, Kathy Morgan served as an ex-officio representative from the Dean of Arts and Sciences Office, in an advisory role. All voting members of CFAPP must be tenured, they are elected by the Faculty of Arts and Sciences and serve for three years.

This year two members of the 2014-15 ad hoc CFAPP were reappointed for one year (Fauvel and Palermo, Area I, for 2014-15.) In September two colleagues were elected for a two-year term: Robin Looft-Wilson (Area II) and Gina Hoatson (Area III) and two for a three-year term: Robert Trent Vinson (Area II) and Heather Macdonald (Area III). There will be staggered elections - each for three years. Two new people for three-year terms have recently been elected this spring. Next year there will be elections for two 3-year terms, and the following year there will be elections for two 3-year terms. In addition to those, there are replacements for those committee members who will be on leave next year (a one-semester replacement for Heather, and a one-year replacement for Gina). These staggered elections allow the carryover of knowledge and principles defined in the committee, therefore allowing a more efficient and transparent award process that facilitates fairness, equity and broad participation.

In 2014-15 CFAPP met three times, and each member also chaired several review committees for awards, professorships and prizes. The list of the committees as well as the name of the recipients is submitted at the end of this report.

CFAPP uses a Blackboard site that includes all founding reports and procedures since 2014-15.

CFAPP would like to recommend some modifications to existing Solicitation, Nomination and Selection Processes.

Call for nominations

1. CFAPP could not start early in the Fall semester because four members had not been appointed. CFAPP hopes that because elections are happening this spring, the committee will be able to start its work earlier than late November.

2. We recommend that the Dean's office sends all deadlines as early as possible in the Fall semester because the nomination and selection processes are very costly for nominators and for the review committees.

3. The calls for nominations

- should clearly state who is eligible: NTEs? TEs? tenured faculty? all of them?
- should be clearer and give more guidance on what really counts for each award/professorship/prize (Teaching? Research? Service? All three?) The criteria for evaluating nominees are not always well specified, esp. for the Plumeri Award. For that award should teaching count as much as research or should research have more weight? This will help not only the nominators, but the review committees as well.
- Each call for nominations should include an exact checklist of required materials in order to avoid huge discrepancies between the submitted dossiers: should course evaluations scores be included or not? a class visitation report or not? a letter from a non WM evaluator or not? what is the maximum number of allowed support letters? But we should also keep in mind that nominations can come from various people (department chair, department award committee, colleague from the same department or not, self-nomination). All these people do not have access to the same materials (for example all chairs have access to colleagues' course evaluations, but not all colleagues have access to them)
- They should also specify the length of the recommendation letters, and what should be addressed in these letters.
- They should mention that in case of self-nominations, the required materials can not be reviewed by the nominator/nominee, they should be sent to the Dean and the nominator should waive access to the recommendation letters
- Nominators should be reminded that faculty reviewing the nominations are not specialists in the nominee's field ; they should therefore avoid using their professional jargon and make their letter accessible to non-experts.
- At least one support letter from within the department or program of the nominee is required.

Nominations for Awards, Professorships and Prizes

1. CFAPP would like to reiterate last year's recommendations: departments and programs should develop procedures for selecting and nominating faculty for awards, professorships, and prizes, and these should be included in the department or program policies.

2. To encourage more nominations and to facilitate multiple pathways to nominate worthy colleagues, nominations could come from a department chair, a program director, a personnel committee, a department award committee, a colleague from the same department or program, or a colleague from another department or program.

3. In order to avoid duplication of effort all nominations should be shared with the people in charge of nominating their colleagues (department award committee, or chair or program director) who will keep track of who has been nominated.

Best Practices for Review Committees

1. Members of CFAPP *can* be nominated for professorships and awards, but *cannot* serve on the selection committee for an award or professorship for which they are nominated.

2. A member of a committee who has nominated a colleague should not serve on the review committee for this award/prize/professorship, or -if s/he can not be replaced on the review committee- should abstain from voting for that nominee.

3. A member of a committee that receives nominations for candidates from that member's own department or program should recuse him- or herself from the committee or -if s/he can not be replaced on the review committee- should abstain from voting for that nominated colleague.

4. Members of committees should rank candidates, then meet with the rest of the committee to deliberate. After deliberating, and in session, the committee should finalize its choices.

5. All former recipients of awards/prizes/professorships should be willing to serve on review committees if asked. The lists of eligible faculty members submitted by the Dean's office should be more inclusive and refer to awards/professorships/prizes given in the last ten years.

6. All nominations as well as all recommendation letters are confidential and so are all deliberations.

7. This year, area I faculty did not get as many awards, prizes and professorships as faculty from the other two areas. Some of the awards/professorships are restricted to areas II or III: nothing can be changed for those. But otherwise a fairer distribution should be discussed at the first CFAPP meeting in the Fall of 2015.

PROFESSORSHIPS:

46 nominees for 10 professorships. Professorships and recipient(s):

- Margaret Hamilton Professor (Andrew Fisher, History)
- Chancellor Professors (Dan Cristol, Biology; Suzanne Raitt; English)
- Class of 2018 Student Fee Professor (recipient not in A&S)
- Term Distinguished Associate Professors (3)
 - Class of 1953 (Catherine Forestell, Psychology)
 - Adina Allen (Hannes Schneipp, Applied Science)
 - Dorman Family (Matthew Wawersik, Biology)
- Weingartner Professor (Joel Schwartz, Govt & Dean of Interdisciplinary Studies)

- McLeod Tyler Term Professorship in Health Sciences (Michael Deschenes, Kinesiology)
- Hyman Eminent Scholar Professorship (not yet announced)

17 faculty served as reviewers (CFAPP members typically served on more than one review committee)

AWARDS & FELLOWS:

70 nominees for 31 Awards and Fellowships (some awards have multiple recipients):

- Jefferson Award for Service (David Aday, Sociology)
- Jefferson Award for Teaching (John Riofrio, Modern Languages and Literatures)
- Jefferson Prize in Natural Philosophy - student (William Bergan, Physics/Math)
- Plumeri Award (13) Listed on Provost's web site/W&M News – Corney, Hahamovitch, Harris, Hinkle, Jenkins, Joyce, Lockwood, Martin, Panoussi, Vinroot, Wheatley, Yu, Zhou.
- English-Stonehouse Fellows (2): Elizabeth Harbron, Chemistry; John Swaddle, Biology.
- A&S Faculty Governance Award (2): Tuska Benes (History); Larry Ventis (Psychology).
- A&S Faculty Award for Teaching Excellence (3): Anne Charity Hudley (Engl); Danielle Dallaire (Psyc). Rowan Lockwood (Geol);
- Alumni Fellows (4): Eric Han (History); Neil Norman (Anth); Jonathan Scheerer (Chem); Maria Swetnam-Burland (Clst)
- Coco Faculty Fellow: Jonathan Allen (Biol); Alison Scott (Kinesiology).
- Shirley Aceto Award: Eric Bradley (Biology)
- Graves Award: Jonathan Arries (Modern Languages and Literatures)

30 faculty served as reviewers. Some awards have multiple levels of review (e.g. Plumeri, A&S Faculty Gov) which may include Deans and Faculty Affairs Committee (FAC). A few awards (e.g., Jefferson Awards) have all nominees endorsed to the Provost's office.