



Recognizing

FACULTY

ACCOMPLISHMENTS

RECOGNITION MATTERS

- ★ **Informal recognition**, including meaningful comments from students and colleagues, is an important part of faculty life that may benefit departments and institutions by boosting faculty morale.
- ★ **Formal recognition**, such as national and international publications, grants, and awards, can boost faculty morale while providing the added benefits of spreading knowledge, promoting innovation, and bringing prestige to individuals and their universities.

IS IT EQUITABLE?

NOT ALWAYS, AND THERE ARE CONSEQUENCES.

- ❖ Unequal distribution of recognition causes harm to university culture and faculty morale.
- ❖ Underrepresentation of White women and people of color at prestigious institutions makes work go unrecognized.

WHAT CAN BE DONE?

RECOGNIZE FACULTY INTERNALLY

1. Create a climate of informal recognition of faculty accomplishment by:
 - ❖ Naming specific contributions.
 - ❖ Thanking individual faculty in writing or orally for their contributions.
 - ❖ Holding leaders accountable for identifying faculty contributions of various kinds.
2. Create formal recognition for many kinds of faculty contributions; seek funding.
3. Create procedures that allow many faculty to nominate, and engage diverse faculty in the selection process.



RECOGNIZE FAULTY EXTERNALLY

1. Nominate diverse faculty for disciplinary and meta- disciplinary awards. The more awards faculty have:

- ❖ The better known their department/institution will be.
- ❖ The more likely it is for them to receive grants.
- ❖ The more likely it is that their letters of recommendation for students will count.

2. Develop committees to identify potential awardees and match them with potential awards. Committees:

- ❖ Ensure all faculty's work is known.
- ❖ Increase the likelihood that helpful ideas will emerge.
- ❖ Increase everyone's knowledge about awards.



PROVIDE NOMINATION SUPPORT

1. If nominators are not knowledgeable about potential nominees' work, ask them for names of external people who might nominate the person.
2. Consult letters of recommendation that were written when potential nominees were hired or promoted; writers may be willing to nominate.
3. A department chair, dean, or school provost can nominate, using the draft of a letter that someone else at the institution has written; the imprimatur will help.
4. Help nominators write letters, and help provide them constructive critiques from others both inside and outside the institution.

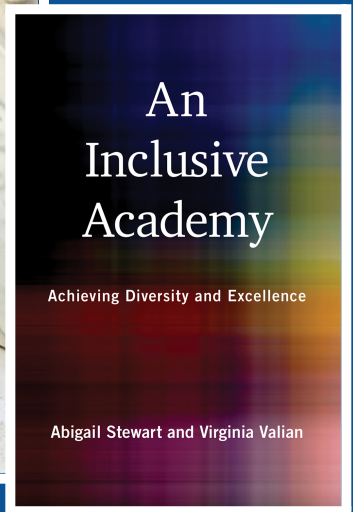
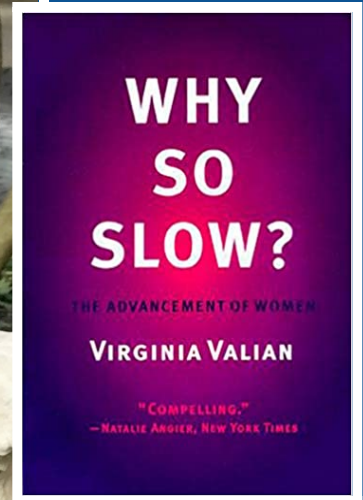
TRACK WHO IS NOMINATED

Track the distribution of informal and formal awards and nominations by gender, race-ethnicity, and field. Regular data review can identify unequal distribution and prompt corrections.



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