

Alvers,Susan M

From: Kwolek-Folland,Angel
Sent: Tuesday, January 07, 2014 7:59 AM
To: Koro-Ljungberg,Mirka Elina
Cc: Alvers,Susan M
Subject: RE: January SCORS meeting
Attachments: Proposal for DP Process draft 10-17-08.doc; DP Comparisons.xlsx; Distinguished Professor memo 2013-14.docx

Mirka—

Attached are some resources that might be helpful for the Council's discussion. (1) A report issued by a working group of Distinguished Professors done in 2008. It was not issued formally because, after discussion with the President, he determined not to make any changes to the DP procedures at that time. (2) A listing of comparisons of other universities and how they handle their equivalent of distinguished professors; I put that together in 2008 to inform the DP's discussion. (3) The latest announcement memorandum for 2013-14.

Here is the wording from the Regulation 7.003(1)(a)(4) describing the title "Distinguished Professor":

"Distinguished Professor (Faculty Title) - This title is granted to tenured faculty holding the rank of professor or its equivalent to recognize a distinguished and exceptional record of achievement beyond the level of professor that is recognized both nationally and internationally. An exceptional record of achievement is one that places the candidate at the top of the discipline in research, as defined in University of Florida Regulation 7.019, with distinction in the areas of teaching and service as also defined in that regulation. Distinguished Professor shall not be considered a promotional rank. Recommendations for the award of the title of Distinguished Professor are processed under the same procedures used for the recommendation for promotion under University of Florida Regulation 7.019, except that nomination for this award is to be initiated by the appropriate college dean or equivalent administrator. Candidates may not be self-nominated."

Let me know if there's anything else I can do to help. I will be at the meeting if there are any questions about current processes.

Best,
Angel

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From: Koro-Ljungberg,Mirka Elina
Sent: Monday, January 06, 2014 5:29 PM
To: Kwolek-Folland,Angel
Subject: RE: January SCORS meeting

March 22, 2013

MEMORANDUM

TO: Deans, Directors and Department Chairs

FROM: Joseph Glover, Provost and Senior Vice President

SUBJECT: Distinguished Professor Awards Nominations 2013-2014

This is a reminder that Deans or appropriate Directors may nominate Professors for the award of Distinguished Professor for the 2013-2014 awards cycle. These nominations follow the same timeline, forms, and process as for promotion (including the solicitation of external letters of evaluation) except that candidates cannot nominate themselves.

Candidates with appointments in non-college units with a direct report to a Vice President must be evaluated by the unit and by the college where their tenure is located or by a college closest to their discipline (if their tenure is in a center). In addition to the Director's letter of nomination, the dean should provide a letter of assessment, including the numerical assessment of the college committee.

The title of Distinguished Professor acknowledges an exceptional record of achievement in the areas of teaching, research and publication, and professional and public service that is recognized both nationally and internationally. An exceptional record of achievement is one that places the candidate at the top of the discipline in at least one area with a record of significant distinction in the other two areas. National and international recognition are much more important than a variety of activities. The title of Distinguished Professor is a rare and special achievement.

The candidate must complete, sign, and date her or his nomination packet to indicate the packet is complete before departmental or unit review and voting occurs. Nominees must organize their packet according to the University Template, including the order of documents, and numbers and titles of sections. For additional information on the process and relevant forms, see the University's "Guidelines and Information Regarding the Tenure, Permanent Status and Promotion Process for 2013-2014 (found at <http://www.aa.ufl.edu/tenure/>). All nomination dossiers must be in the Academic Personnel Office, 903 West University Avenue, by January 10, 2014. Please schedule college/unit meetings to ensure this deadline is met.

xc: Angel Kwolek-Folland, Associate Provost

Fall 2008
Comparison of Procedures for Distinguished Professor

Institution	Title	Nomination	Approval	Term	Funding	Criteria	Other
Virginia	Eminent Scholar/Endowed Chair	Dean	college cmte of chaired professors; Provost; BOT	?	Endowment	Varies: can be solely research, or research, teaching and service	
North Carolina	Distinguished Professor		APB and BOT	Permanent or Term	Salary or endowment		
Michigan	Distinguished University Professor	Dean	Graduate School selects members of Selection Advisory Committee on DUP (senior faculty); Provost; president; Regents	Permanent	Salary and stipend	Superior research, teaching and service	Includes special responsibilities to University; state limited number
Indiana	Distinguished professor	Faculty, students, alumni, "other knowledgeable persons"	DP Committee (consults widely); president; BOT	3 years; can resubmit		Distinction, areas can be inclusively defined	Includes guidelines for nominators
Irvine	Distinguished Professor		Faculty Distinctions Committee; Provost; Chancellor	5-year renewable	Stipends, salary or endowment	Highest levels of scholarship; includes research, teaching and service	Can't exceed 2% of filled faculty lines
UCLA	University Professor	Department	APB equivalent; Provost, President; President appoints ad hoc faculty review committee (5 members) composed of full Professors	Indefinite	Salary	Must excell in research, teaching and service	Includes special responsibilities to home campus and others
UCLA	Distinguished Professor	Department	Same as above	Time-limited	Endowment	Distinguished scholars and teachers	Responsible to campus mission
Penn State	Distinguished Professor	Faculty, department or program	Dean appoints college cmte; recommend to president; pre s decides on recommendation of provost	5 years w/ poss of renewal	None; deans encouraged to provide \$	3 internal letters; professor; not in endowed chair, acknowledged leaders in field of research or creative activity; significant leadership activity; excellent teaching skills	Max 10% of faculty in Prof rank

DRAFT

15 October 2008

From: Distinguished Professors

To: Provost Joe Glover

Re: Proposal for Nomination and Evaluation Process for Distinguished Professors

This proposal emerged from work done by the Distinguished Professor Working Group Subcommittee (Ben Dunn, Sheila Eyberg, Bob Zieger) and discussion by UF's Distinguished Professors. The task was to respond to two questions posed to the group:

(1) Should there be some step between the recommendation from a chair or unit director to the dean that a faculty member be nominated for a DP award and the formal presentation of the faculty member's full credentials to a University-wide selection committee? (2) Can we better define the criteria and process for nomination, evaluation, and award of Distinguished Professorships?

PROPOSAL:

1. The process of nominating candidates for Distinguished Professor will begin in the college with a nomination by the dean.

2. The President will establish a University-wide committee consisting of seven (7) – twelve (12) members, all of whom are Distinguished Professors. *[Comment: The size of the committee should be large enough to be representative but small enough to be able to be manageable.]* It is preferable that at least some of these will have served previously on the Academic Personnel Board. The committee will have two functions: (a) to be available to advise deans on the likelihood that nominations will be successful; and (b) to make recommendations to the President on nominees for the award. *[Comment: Perhaps use the APB model for selection—i.e., election of half by the Faculty Senate with half appointed by President?]*

(a) The committee will consist of representatives from all areas of the campus: the arts, humanities, social sciences, biological sciences (non-medical), biomedical sciences, physical sciences, and engineering. *[The issue is representativeness; the categories could be defined in a variety of ways. At present, there are no Distinguished Professors in the Fine or Performing Arts.]* Distinguished Professors willing to serve on the committee will determine which category best fits their disciplinary area prior to committee selection. The Provost's office will administer the process and provide staff support, and an associate provost will convene the committee and serve as secretary.

(b) The committee will be available each fall to advise deans on candidates, and will convene each spring to make recommendations to the President about nominees.

If the college chooses to make use of the university vetting committee, candidate dossiers are due in the Provost's office for that purpose by October 1st. The committee will report their

recommendations back to the deans by November 1st. Final dossiers for each nominee, including outside letters of evaluation, are due in the Provost's office by March 15th. The committee will make its recommendations to the President, who will announce the award recipients by June 1st.

(c) Deans may decide to put candidates forward after vetting by a college committee, if one exists.

3. All evaluations should be conducted according to criteria for Distinguished Professor established by departments, the college, and the University that explain what "distinction" means within the context of various fields and disciplines. All accomplishments will be considered, but the committee will give special weight to those occurring since promotion to full professor.

4. Administrators below the level of dean may apply, but their accomplishments as administrators will have less bearing on the award than those in research/creative activity, teaching, and professional service.

5. At the University level, successful Distinguished Professor nominees should be able to demonstrate evidence of sustained, transformative intellectual and professional leadership in the candidate's field, both nationally and internationally, and in the University. Demonstrating "significance" will vary by discipline. Letters of recommendation from chairs and deans need to clearly state the kinds of achievements relevant to distinction in the nominee's field (see Appendix A).

6. When the Provost solicits nominations from the colleges, s/he will instruct deans to supply the following materials:

a) A nomination letter that specifically addresses the nominee's recent achievements in all three categories of evaluation (scholarship or creative work; teaching; service) and how the candidate has met the criteria of "distinction" in the department and college. (For candidates proposed to the vetting committee, the letter must specifically indicate the likelihood that it will be possible to obtain outside letters of support from leading scholars.) The dean's letter is a critical document that should succinctly cite the most telling and relevant evidence in all three categories on which the nomination is based.

b) A form designed especially for this process (i.e., focusing on recent major accomplishments) in all three areas of distinction. (See Appendix B for suggested items in the form.)

c) Copies of relevant departmental and college criteria for evaluating Distinguished Professors.

d) A copy of the chair's letter with the results of any departmental evaluation or vetting process.

7. The Provost will convey these materials to the DP committee. The committee will review all the pre-nomination files and report to the Provost, placing the pre-nominations in one of three categories:

- 1) Strong likelihood of success;
- 2) Likelihood of success; or
- 3) Little likelihood of success.

The Provost will convey these findings to the relevant deans, who will then follow college procedures for soliciting outside letters for all of those falling into category 1 and for those in categories 2 and 3 whom s/he deems appropriate for inclusion. The dean's office will manage the process of gathering the dossier and letters.

8. The DP committee will evaluate and make a recommendation to the President on those candidates who go forward as nominees,

APPENDIX A – Guidelines for Evaluation

These guidelines for evaluation of Distinguished Professor are meant to be illustrative, not exhaustive:

(a) Scholarship:

- (1) Articles published in high quality journals as recognized by the field and evidenced by journal impact statistics and/or by the number of citations of the work;
- (2) A sole-authored research-based book or books in peer-reviewed presses;
- (3) First-authorship of a book with significant impact on the field;
- (4) Significant performance or creative productions (recordings, public performances, juried shows, international performances or recognition);
- (5) Peer-acknowledged intellectual leadership in the candidate's field.

(b) Grants and Awards:

- (1) Significant grant awards from national or international organizations;
- (2) Significant patents brought to completion;
- (3) Elected membership in learned and scientific societies;
- (4) National or international recognition for creative work;
- (5) Leadership in development of research or creative teams, grantsmanship and awards.

- (c) Teaching:
- (1) Evidence of involvement (as appropriate) with multiple graduate and undergraduate student trainees, research trainees, post-doctoral fellows, or residents (such as graduation rates, senior theses, student publications, etc.);
 - (2) Evidence of distinction in teaching (teaching awards; publications in leading journals on teaching; national service in professional organizations specializing in pedagogy);
 - (3) Evidence of leadership in teaching excellence in the candidate's field.
- (d) Professional Service:
- (1) Evidence of leadership service at the national or international level in organizations at the top of the field (serving as an officer in or running a society's annual conference; receiving a public service or achievement award from a professional society; significant responsibilities as a reviewer for peer-reviewed journals, presses, or federal granting agencies; journal editorship);
 - (2) Outstanding leadership service, particularly to the University but also to the state, related to professional expertise, creativity, or pedagogy.
- (e) International:
- (1) International recognition as a leader in the candidate's field, demonstrated by invitations to provide plenary talks; lectures; publications in translation by peer-reviewed presses or journals; works translated by others in scholarly presses; collaboration on international grants or projects; international awards; collaboration in faculty or student exchange programs; or international teaching sabbaticals.

APPENDIX B – Form for Nomination of Distinguished Professor

All accomplishments after promotion to Professor will be considered, but the committee will give special weight to those occurring since promotion to full professor. The form for DP should include, since promotion to Professor:

- (1) Title and time in rank as Professor and at UF;
- (2) Listing of all published or completed creative work produced (for applicable fields, should include a journal impact number and current citation number); no "works in progress";
- (3) Information on completed and ongoing graduate student committees, post-doctoral fellows, and/or residents;
- (4) Standardized information on courses taught and teaching evaluations;
- (5) Awards, including election to learned societies and scientific academies, teaching awards, book awards, etc.;
- (6) Grants and fellowships received;

- (7) International recognition;
- (8) Chair's letter of recommendation;
- (9) Dean's letter of recommendation;
- (10) FOR FINAL PACKET ONLY: 5-8 outside letters attesting to the candidate's outstanding national and international reputation in their field.

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