

## Award Nomination Initiative

### Psychology Department

**Background:** The Psychology Department must increase the number of awards per faculty member to enhance the visibility and national ranking of the department. There are many individuals within the department who would be competitive for prestigious awards in their areas and the discipline. The Department will begin to make award opportunities more salient to Department members, and will also identify possible candidates for various awards during the annual evaluation process and during promotion reviews.

However, aside from being aware of the awards, nominating oneself or others for these awards involves time and effort (a minimum of preparing an informed and compelling description of the individual's qualifications and writing or recruiting letters of recommendation). The current proposal is designed to encourage individuals to self-nominate and to nominate other qualified individuals in the department.

**Proposal:** Faculty can receive an incentive for self or other nominations OR receive retroactive reimbursement for joining an organization that results in an award within a two-year time frame.

1. Faculty can nominate themselves or a qualified colleague within the department for prestigious awards, honors, and fellowships. Prestigious awards will be defined as those recognized in the Academic Analytics database or by the National Research Council (only additional award in the latter is APA fellow status) at the time of the nomination. Nominations will only be considered under this proposal for individuals who are qualified to receive the award (i.e., who meet the specifications or requirements set forth by the awarding organization). Faculty members who submit such nominations on behalf of themselves or others in the department will receive \$100 to be distributed to their departmental travel or research accounts. In situations where supporting documentation is required from several faculty members, only the primary nominator will receive funds. There is no upper limit on the number of nominations any one faculty member can submit. To receive the funds, a copy of the nominating materials and verification of the nomination should be submitted to the Associate Head within one month of the nomination. Funds can be rolled over for two years.
2. Faculty can receive retroactive reimbursement for a maximum of two years of their professional fees for joining an organization, if that membership results in the awarding of a prestigious award, honor, or fellowship within that two-year time frame. Prestigious awards will be defined as those recognized in the Academic Analytics database or by the National Research Council (only additional award in the latter is APA fellow status) at the time of the award. This reimbursement will be distributed to faculty departmental travel accounts, research accounts, or can be reimbursed directly to the faculty member (however, retroactive direct reimbursement has to be treated as taxable income). To receive these funds, verification of the award and evidence of paid dues should be submitted to the Associate Head within one month of the receipt or announcement of the award. Funds can be rolled over for two years.

**This Proposal will take effect September 1, 2014**, with the incentive structure available for nominations from that point forward. The incentives will be available until the end of the fiscal year (August 31, 2015) or until the allotted funds are spent.