

DATE: June 21, 2013  
TO: Florida State University Faculty  
FROM: Garnett S. Stokes, Provost  
RE: Rewarding Extraordinary Accomplishments

More than a year ago, I spoke with President Barron about creating a system whereby faculty members who received the highest levels of recognition in academia could be rewarded with permanent salary increases. He was enthusiastic, and we successfully bargained with the union to increase our flexibility in rewarding Administrative Discretionary Increases so that such a program could be developed. I charged a committee to develop and recommend a system to me for implementation this year with the following key purposes in mind:

- Reward and encourage research and creative excellence by high-achieving faculty
- Improve rankings of individual graduate programs and departments
- Contribute to AAU-readiness by helping FSU meet an AAU Phase 1 indicator
- Move FSU toward the strategic priority of becoming ranked as a Top 25 Public Institution

To achieve the goals that I outlined, the committee recommended that we base our system on the awards and honors established by the National Research Council (NRC). The NRC uses a two-tier system: "Highly Prestigious" and "Prestigious." The AAU relies upon the NRC "Highly Prestigious Award" category when it considers honors and awards as one aspect of assessing the distinction of an institution's faculty. Both the "Highly Prestigious" and "Prestigious" awards and honors cover a range of disciplinary areas in four categories (Physical Sciences and Engineering, Life Sciences, Arts and Humanities, and Social and Behavioral Sciences) and both also include multi-disciplinary awards. Below is a brief description of the awards in the two tiers:

Highly Prestigious:

- 213 awards, across all fields
- Includes Nobel Prize, Fields Medal, the NEH, Guggenheim, National Medal of Technology, National Medal of Science, American Academy of Arts and Sciences Membership, the Crafoord Prize, among others
- AAU-phase 1 indicator

Prestigious:

- About 1000 additional awards, across all fields
- Includes, among others, IEEE Medal of Honor, Fulbright Scholar Awards, NSF Early CAREER Awards, MLA First Book Prize, the Sverdrup Gold Medal
- NOT considered by the AAU, but still important and significant achievements and part of how the NRC ranks programs and departments

We have posted the NRC award lists on the Office of Faculty Recognition website at <http://ofr.fsu.edu/Award-Application-Information/NRC-Awards>. The awards are linked

separately on the website into the four general areas. Within each area, "Highly Prestigious" Awards, tracked by the AAU, are listed followed by the listing of "Prestigious" Awards.

#### Eligibility to Receive FSU Salary Increases:

All E&G and C&G faculty, tenured, tenure track or non-tenure track, are eligible for these awards and can receive multiple awards as a way of encouraging faculty to higher levels of achievement and national recognition. Beginning July 1, 2013, all awards will be automatic and will be made as soon as practical after receipt of the official award notification by the Office of the Vice President for Faculty Development and Advancement.

The award amounts will be a \$15,000 increase to the base salary for faculty receiving an award in the "Highly Prestigious" category with a \$10,000 increase to base salary for subsequent awards in this category. Any faculty member currently actively working at FSU who received an award in this category while at FSU will be recognized with an increase to base salary effective at the beginning of the current fiscal year (ending June 30, 2013).

Faculty receiving awards in the "Prestigious" category will receive an automatic increase of \$5000 to the base salary, with subsequent awards in this category also earning \$5000. Faculty members currently actively working at FSU who have received "Prestigious" awards in the last five years (since January, 2008) and who were employed at FSU when their award was received will be recognized with an increase to base salary effective the beginning of the current fiscal year.

#### Alternative Exceptional Award Category:

The NRC list of Highly Prestigious and Prestigious awards is nationally recognized and institutionally significant. However, I recognize that there might be a significant scholarly award, honor, or prize not included by NRC and that particular disciplines may be under-represented on the NRC lists. To compensate for this, I have included the "alternative exceptional award" category, so as to allow an award recipient to request consideration in such a circumstance.

To petition to have an alternative award recognized as an Extraordinary Accomplishment by FSU under this program, a faculty member, chair, or dean should submit the following to Vice President Sally McRorie:

- A letter requesting consideration that places the award (not the awardee) relative to other NRC recognized Prestigious or Highly Prestigious awards;
- A copy of the award letter from the sponsoring organization.
- The name and contact information of a professional colleague, at the sponsoring organization or elsewhere, qualified to speak to the caliber of the award being petitioned.

Faculty may petition to include awards won in 2008 or later.

Once an award petition is granted, that award will be added to the list of awards FSU will honor as Extraordinary Accomplishments.