

# **Investing in Our Faculty: Creative Virtual Recognition Ideas for Leadership**

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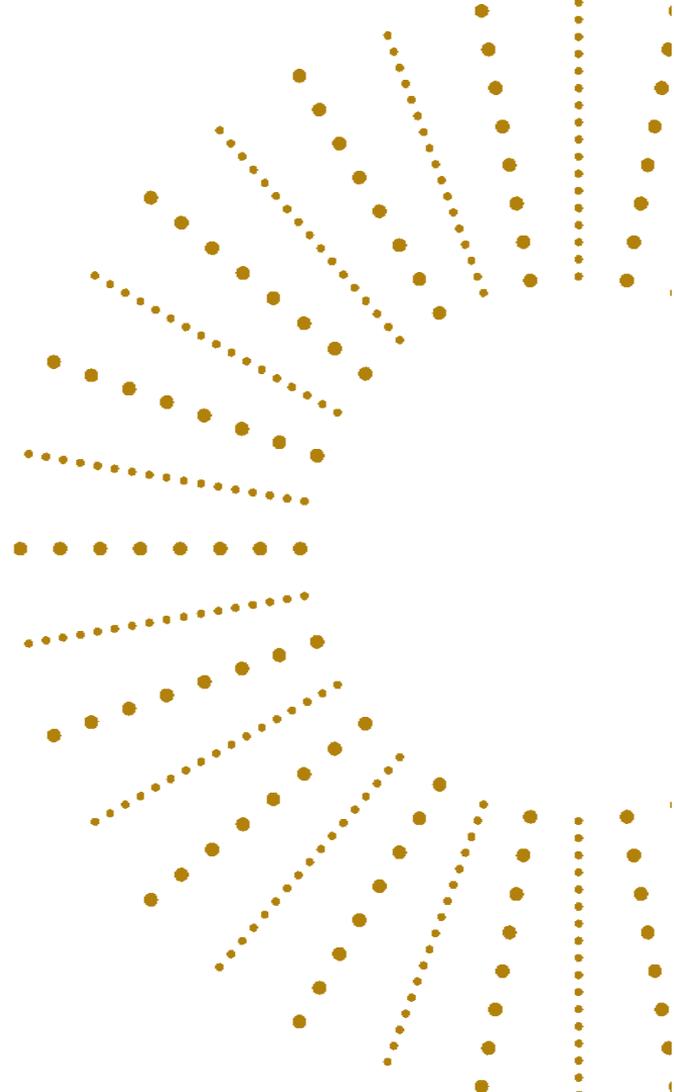
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School of General Education



# AGENDA



# Faculty - Our Greatest Asset

The role faculty play is very important.



Image credit: <https://www.dreamstime.com/stock-photo-you-important-paper-bubbles-clip-hanging-line-against-purple-background-image57245938>

- Promote student success and persistence.
- Bring higher values, standards and worth to schools.
- Should never be taken for granted.

# Benefits of Recognizing Faculty

It is critical to recognize the hard work, success, and accomplishments of faculty.

- Creates a sense of belonging,
- Encourages faculty engagement,
- Makes faculty feel valued,
- Improves faculty performance,
- Contributes to faculty growth and development,
- Aids in retention efforts,



# Recognition Challenges

- Financial costs.
- Determining what warrants recognition.
- Determining how faculty prefer to be recognized:
  - Privately, in front of peers, etc.
- Physical barriers:
  - Employees are home due to COVID-19.

# Positive Recognition

- Must be distinguished from Performance Appraisals.
  - Praise should not be paired with criticism.
- Must be timely.
  - Ineffective if not done in “real-time.”
- Frequency matters.
  - Too little - low morale.
  - Too much - loses its impact.
- Must be attainable to everyone.
- Recognition must be a *PRIORITY!*



Image credit: <https://wooboard.com/>

# Poll Questions



Have you surveyed your faculty to see how they want to be recognized?

# Poll Questions



How often do you recognize faculty in your department?

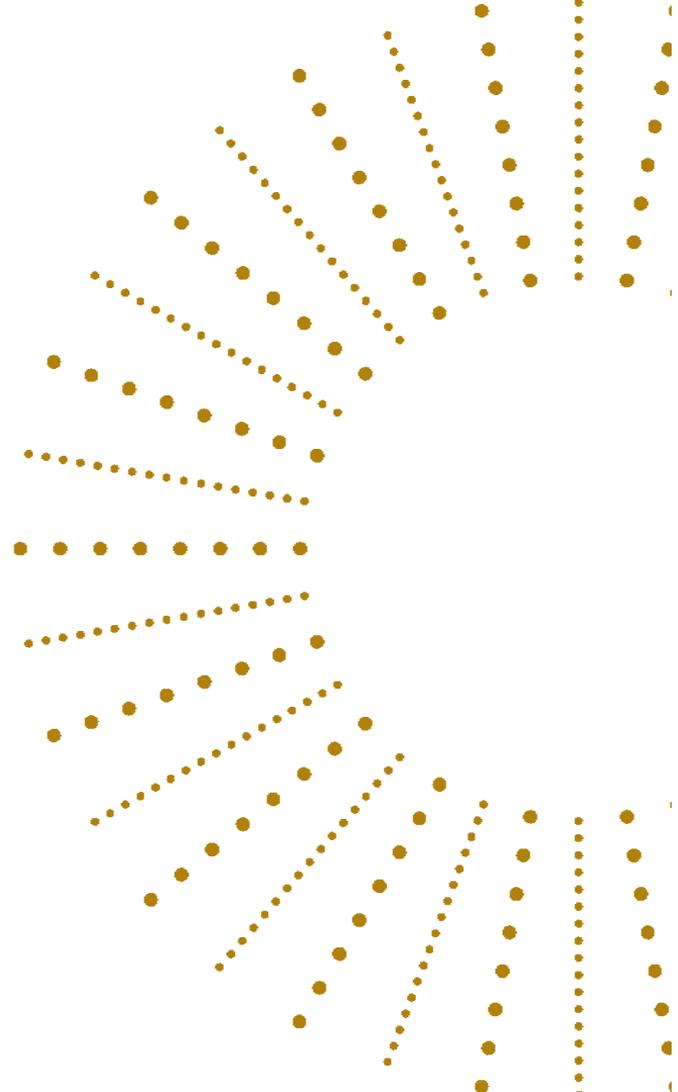
- a. Monthly,
- b. Quarterly,
- c. Bi-annually,
- d. Annually.

# Poll Questions

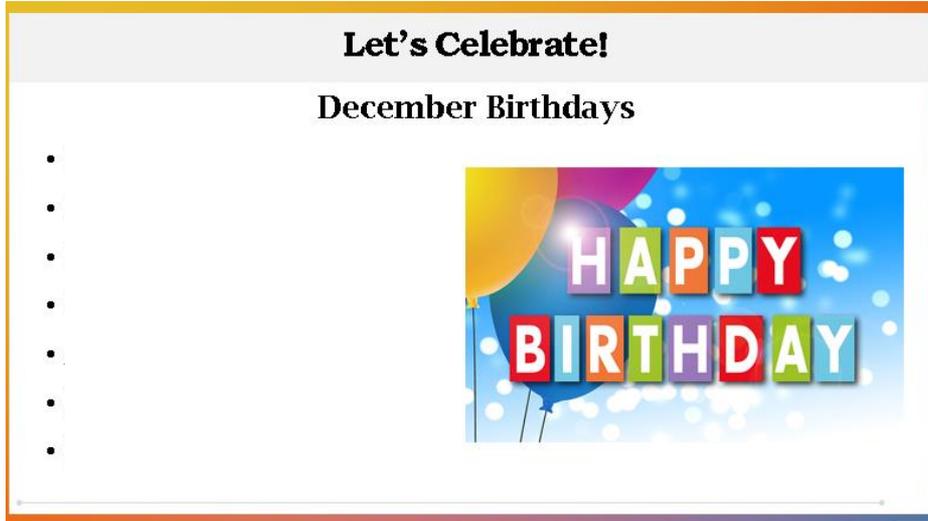


What type of recognition opportunities do you currently have in place?

# Faculty Recognition by Leadership Examples



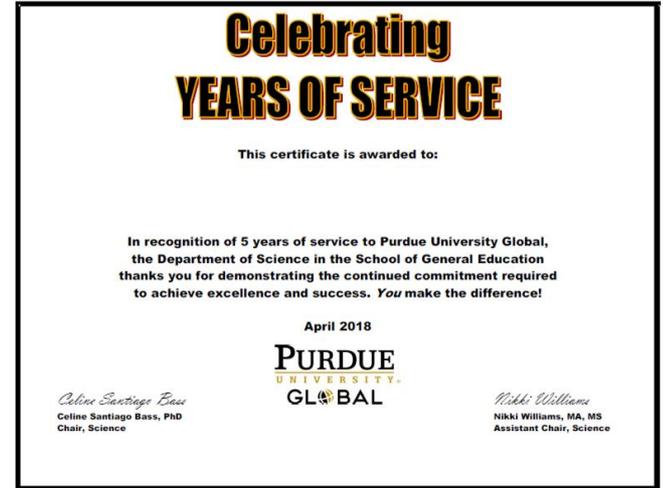
# Recognition Opportunities



- Birthdays:
  - Ecard
  - Inclusion on faculty meeting deck

# Recognition Opportunities

- Career Milestones:
  - Ecard
  - Email certificate for years 1, 5, 7, 13, etc.
  - Inclusion on faculty meeting deck
  - For 15+ a spotlight slide in the faculty meeting deck



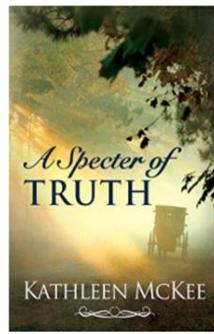
# A Little Recognition Goes a Long Way!

- National Employee Appreciation Day - First Friday in March.
- Department Meeting Perfect Attendance.
- Participation Recognition.
  - Helps promote acceptance of change.
  - Community Building Activities, STEM Journal Club, Speaker Series.
- Regional meet-ups.

# We Celebrate YOU!

2017 March for Science

attended the March for Science in Phoenix, AZ.



## Faculty Achievement Site

- Certifications
- Degrees
- Completed Screenplays
- Authors
- Grant Awards
- Publications
- Conference Presentations
- App Development
- And much more!

### Congratulations

A big shout out to our FTA is one of the recent Purdue GOK (Gift of Knowledge) graduates. The virtual commencement was held on Saturday, December 5. Even though we could not celebrate in person we were with you virtually and want you to know that your hard work did not go unnoticed.



# School & Department Recognition

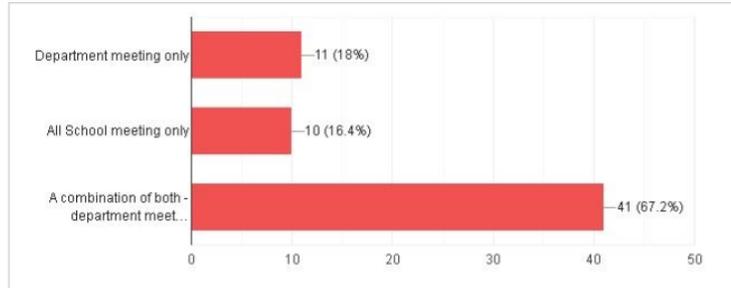


- School of General Education Recognition Program:
  - Created a team with members from each department.
  - Survey sent to determine *how* faculty wanted to be recognized.
  - PT, FT, Service Recognition.
  - Recipients recognized at department meetings and school digest.

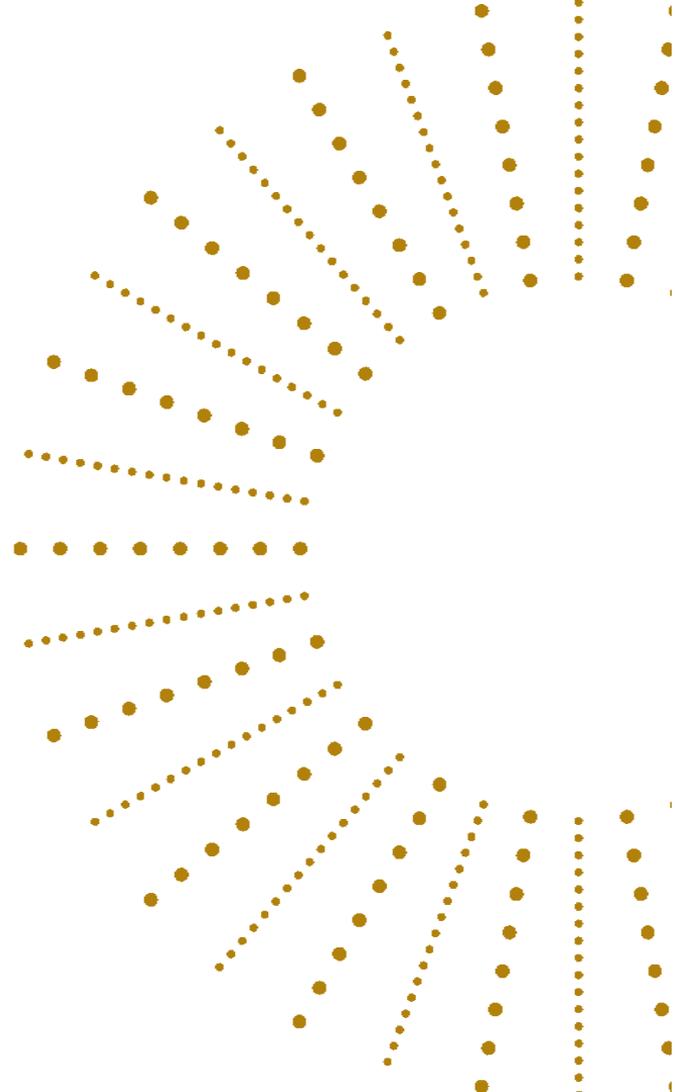
## Survey Question:

Should recognition awards be presented in department meetings, at a larger SoGE All School meeting, or both?

## Recognition of Faculty Excellence – Science Course Leads



# Peer to Peer Recognition Examples



# Faculty are Recognized by Their Peers

WHY REINVENT THE  
WHEEL WHEN YOU  
DON'T HAVE TO?



- Tips and Best Practices.
  - No need to reinvent the wheel.
  - Presented to peers at monthly department meetings.

# Faculty are Recognized by Their Peers

- Nomination from colleagues:
  - The School of General Education Annual Awards Night,
  - Recognition Program (PT, FT, Service award categories),
  - STAR Hall of FAME Award (Science Teachers Achieving Results - Finest Adjuncts Maintaining Excellence).





# **Science Teachers Achieving Results (STAR) Hall of FAME (Finest Adjuncts Maintaining Excellence) Award**

**In 2018, we will recognize individuals from each category for the STAR Hall of FAME Award. The categories are as follows:**

- 1. General nomination (peer or self)**
- 2. Positive student feedback/comments**
- 3. Service (internal or external, including professional development & scholarship)**
- 4. Exceptional classroom facilitation**

# Effective Strategies for Recognition

- Recognition by both leadership and peers.
- Determine what warrants recognition (consider goals, mission, etc.).
- Avoid criticism.
- Be timely in your recognition and pay attention to the frequency.
- Ensure employees feel that they have an opportunity for recognition.
- Consider both individual and group recognition. Group recognition promotes teamwork.
- Understand that faculty will respond differently to each type of recognition, so be creative.
- Create polls or surveys for feedback and buy-in.

# Group Activities



# Group Activities

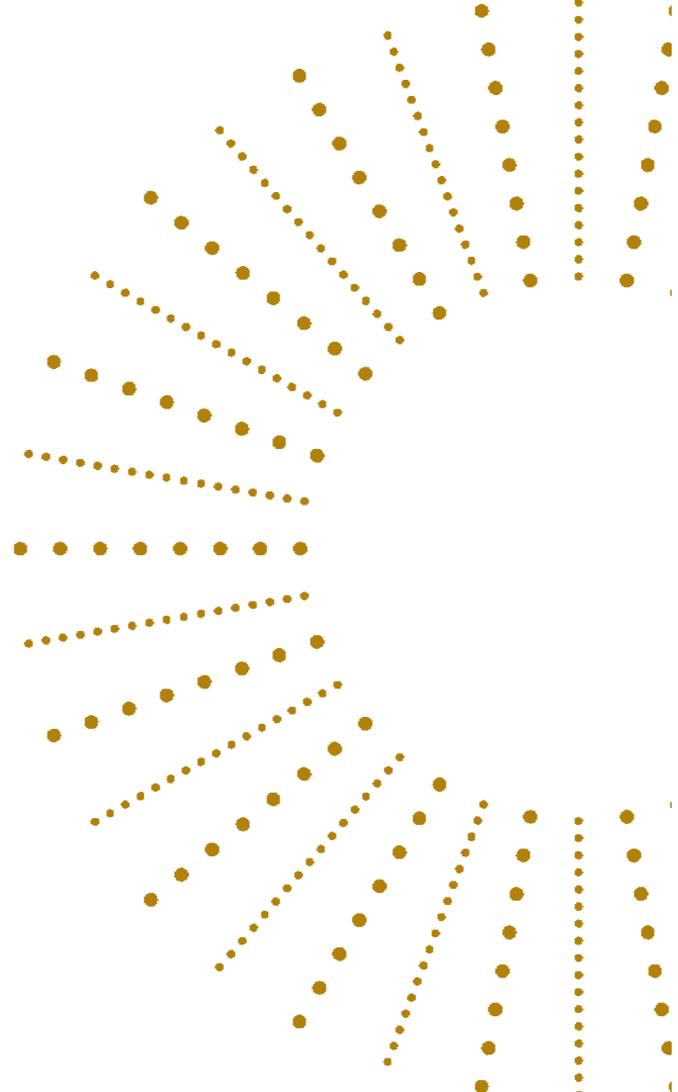
- Activity 1: Annual recognition is a great way to celebrate milestones, improvements, and innovation. Create award categories for your department. Be sure the categories allow recognition for employees on multiple levels.
- Activity 2: You are a new department chair and the previous chair used annual performance evaluations to recognize employees. The morale in the department is low. You decide to send out a survey to figure out how your employees want to be recognized for their work. What questions would you ask on the survey?

# Group Activities

- Activity 3: Consider the faculty in your department. What peer-to-peer recognition activities do you think would enhance faculty recognition?
- Activity 4: Community building is important in creating positive relationships throughout a department. What are some community building activities you could use to help strengthen rapport among your colleagues?

*BONUS!:* What activity seen today do you plan to implement in your department? How do you think your department will respond?

**Let's Share!**



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# Thank you!

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