



Association of International Education Administrators
Leaders in International Higher Education

AIEA Rewards and Recognition E-mail Responses

The listserv prompt:

Here at the University of South Florida we are looking to accelerate the faculty engagement in global scholarship, research and service. We know many of our excellent faculty are already globally engaged and others are philosophically supportive but we are keen to explore the ways in which we can **recognize and reward** faculty involvement through university systems and initiatives so that faculty see internationalization as a “value proposition” for their career development. We have some ideas that are being put in place but wonder how other AIEA member institutions have tackled this issue. We would appreciate hearing your suggestions and successful efforts, all the way from individual recognition events through to specific changes in T&P! We will summarize the responses and share the suggestions with all our AIEA friends as we all seek to internationalize our campus cultures. Many thanks,

The responses:

“We use Phi Beta Delta as one way to recognize international education achievements. Of course, the RT&P process is THE currency!”

“We use Phi Beta Delta to recognize our faculty and we give the Best Program and the Best faculty awards during International week.”

“We introduced two awards last year:

1. Departmental award for excellence in global learning. Awards one department that has done exceptionally well in articulating global learning outcomes for their majors, implementing creative strategies to help their students realize these learning outcomes and have articulated assessment protocols to assure that students are in fact realizing these learning outcomes.
2. Faculty award for excellence in global learning. Awarded to two faculty members who are able to convincingly demonstrate changes made in the courses they teach or academic experiences they facilitate to ensure that their students have multiple and substantial encounters with global perspectives.

These awards are part of the President's awards given to faculty close to the end of the academic year, and by being part of these awards, is view as fairly prestigious.”

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“At **** university, in about 2001 we created a Provost Award for Leadership in International Education, funded it with a \$1000 cash award (split between the Provost Office and International Programs) and featured it at the annual faculty awards (research, teaching, etc.) dinner – not just in the context of International Program or PBD awards – and thus tried to give the award greater visibility.”

” This is a key issue, but there’s a very simple solution: change the policies on recruitment, tenure and promotion, so that they recognize international activity as worthy of consideration. This lets faculty position themselves along a continuum from “I’m going to make an international perspective part of everything I do,” to “I couldn’t care less,” while keeping the meta-rules about academic rigor and peer review in place.

Absent these kinds of changes, all of us are pushing against a pyramid. We can move it an inch or two, but not much further. Having policies with support international will save our universities (and our students) enormous amounts of time, money, and energy.

It has always been a deep mystery to me why almost no universities have done this. A few have, of course. But in most places, the suggestion to change policy is equivalent to someone standing up in church and asking that the Book of Genesis be rewritten.

So I think, rather than trying to “incentivize” faculty, we need to be talking to presidents, provosts, trustees, and whoever runs our faculty senates. Those are the people with the power to effect change. Anything else is just nibbling at the margins, and, in most cases, temporary and unsustainable.”

“Roger, having been a senior international officer (for the **** system) and now a Vice Provost for Faculty Affairs who works closely with the tenure and promotion process, I have come to the conclusion that the best way to ensure that international activities can be recognized in tenure and promotion reviews is not to create a new “category” within the criteria but to include international activities as among the ways that faculty can achieve the standards within the categories of teaching, research and service. International activities are and ought to be part of a faculty member's regular responsibilities usually evaluated based on these three categories. So, conducting a study abroad program, research involving work abroad or with an international partner, and service activities in support on international programs should be counted as evidence of achievement in those areas.

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in the universities where I have worked the departments largely determine what is appropriate evidence within their disciplines/departments. It is often easier and more effective to work on getting international activities recognized within the three areas at the department level that to add a new criterion to the tenure and promotion policy. And of course, no matter what the institutional policy says it is usually the case, as a colleague of mine says, that "the rules don't vote"--colleagues do."

"We find that competitions work as great incentives to promote international work among faculty. The attached have pretty high price tags but much smaller amounts work so long as the level of funding is sufficient to be useful (airfare and a few nights stay to the farthest place imaginable as a bottom line) and it's clear that there's prestige and, ideally, publicity with the award. You can't get away with \$500 but \$2-3000 really goes a long way. Anyone who wins one of these grants/awards, also is automatically made a 'research fellow' or our center (Sr. for tenured prof's and no adjective for untenured but tenure track faculty.) Having a very senior, high profile selection committee ensures the stamp of quality on the competition and the award. Naming the award for a high profile, super-respected academic in the target area is also very useful (e.g. we chose former **** faculty Directors for our book prizes, not the donor but the kind of academic we aspire to support).

Individual units within the **** Center also make that size award competitively (or by nomination) for research that contributes directly to the interdisciplinary curriculum of the sponsoring unit, e.g. African Studies or genocide studies. These awards are only open to tenure track faculty, not adjuncts or term-appointed lecturer kinds of posts."

At University ****, our office holds an annual "Faculty appreciation reception" and we make a number of awards. Nominations for these awards are solicited from the entire university community, and a small in-house group makes the decisions. The awards are:

Richard Reiff Internationalization Award

This award is given in honor of Dr. Richard Reiff, former executive director of the Office of International Education, past president of NAFSA: Association of International Educators, founding executive director of Phi Beta Delta International Honor Society, creator of the universities study abroad fair, and former chair of the international committee of the University System. The Reiff Award honors a tenured or tenure-track faculty member who has made major contributions to the overall internationalization of the University. These could include, for example, advancing education abroad opportunities for students, enriching the experiences of international students and scholars, engaging in significant research of

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international scope, advancing the university international partnerships and engagement, and promoting campus internationalization.

OIE Study Abroad Award

The University is among the top institutions in the United States in the number of students studying abroad and a national leader in the number of in-house study abroad programs. This distinction is possible only through the efforts and dedication of faculty and staff that direct the programs, teach on the programs, administer programs, and advise students about their study abroad option. The OIE Study Abroad Award honors a faculty or staff member who has made major contributions to the study abroad effort at the University by working directly with a study abroad program and/or contributing to the infrastructure that advances the overall study abroad effort. Faculty at all ranks, as well as professional staff members (e.g. academic advisors, program coordinators) are eligible.

Mary Ann Kelly Open Arms Award

The Open Arms Award is given in honor of Mary Ann Kelly who played a leadership role in the International Student and Scholars and Immigration Services unit of OIE. Over the years, Ms. Kelly worked tirelessly on behalf of international students, scholars, and faculty on the university campus. She opened her home regularly to those who were far from their homes during the holidays and school breaks. Her dedication and hospitality serve to inspire all of us to welcome the international students and scholars with “open arms.”

The Open Arms Award honors faculty or staff that that have gone above and beyond their formal duties in facilitating the presence of international students and/or scholars at the University and making their experience while at the university productive and positive.

Next year we are going to add an International Research Award, and a Diversity Award.

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