
**Faculty Award Nominations
Norman Campus**

February 2019



OFFICE OF THE

Senior Vice President & Provost

The UNIVERSITY of OKLAHOMA

Background

In December 2016 Norman Faculty Senate Executive Committee (FSEC) asked the Provost's Office for help with analyzing the diversity of the candidate pool for faculty awards. One of the first recommended steps in this process was baseline data collection about the nominations.

The Provost's Office worked with FSEC to determine the awards and years to review and the desired demographic information. The Provost's Office collected this information and then anonymized it before sharing it with FSEC in spring 2017.

Following that initial pilot, FSEC and the Provost's Office expanded the project in Fall 2018 to include more awards and analysis. The results of that expanded project are presented here. To ensure the confidentiality of the nomination process and to protect personally identifiable information of the nominees, all results have been aggregated.

Scope

This project examined nominations submitted for faculty awards that are evaluated annually by the three University Committees charged with this responsibility: Research Council, University Council on Faculty Awards and Honors (UCFAH), and the Presidential Professorship Selection Committee. The project was limited to Norman campus.

Nomination data was reviewed for the last seven academic years (2012-13 through 2018-19). Nominations were counted in the category for which they were received, regardless of any actions taken after submission. For example, if a College withdrew a nomination because the nominee left OU mid-year, the nomination was still counted.

Nominee information for this project included gender, self-reported IPEDS race/ethnicity, rank, research area, and years of service at OU.

The pool of nominations comprises those received for the following awards. The total number received for each is noted beside it:

Research Council (45)	University Council on Faculty Awards and Honors (235)	Presidential Professorship Selection Committee (135)
George Lynn Cross (GLC) Research Professorship (35) Henry Daniel Rinsland Memorial Award for Excellence in Educational Research (10)	David L. Boren (DLB) Distinguished Professorship (12) David Ross Boyd (DRB) Distinguished Professorship (31) Regents' Professorship (0) Regents' Award for Superior Teaching (37) Regents' Award for Superior Research and Creative Activity (38) Regents' Award for Superior Professional and University Service and Public Outreach (42) Good Teaching Award (52) General Education Teaching Award (9) Merrick Teaching Award (14)	Presidential Professorships (135)

Results from 2018-19

Although information about 2018-19 nominees is aggregated with other years below, the data from this year shows marked progress in the gender balance of nominations:

- Two-thirds of nominees for the GLC Research Professorship were women, compared to 16% collectively in previous years.
- More than half of the nominees for Presidential Professorships were women.
- Women made up 47% of the nominees for Regents' and Teaching awards.

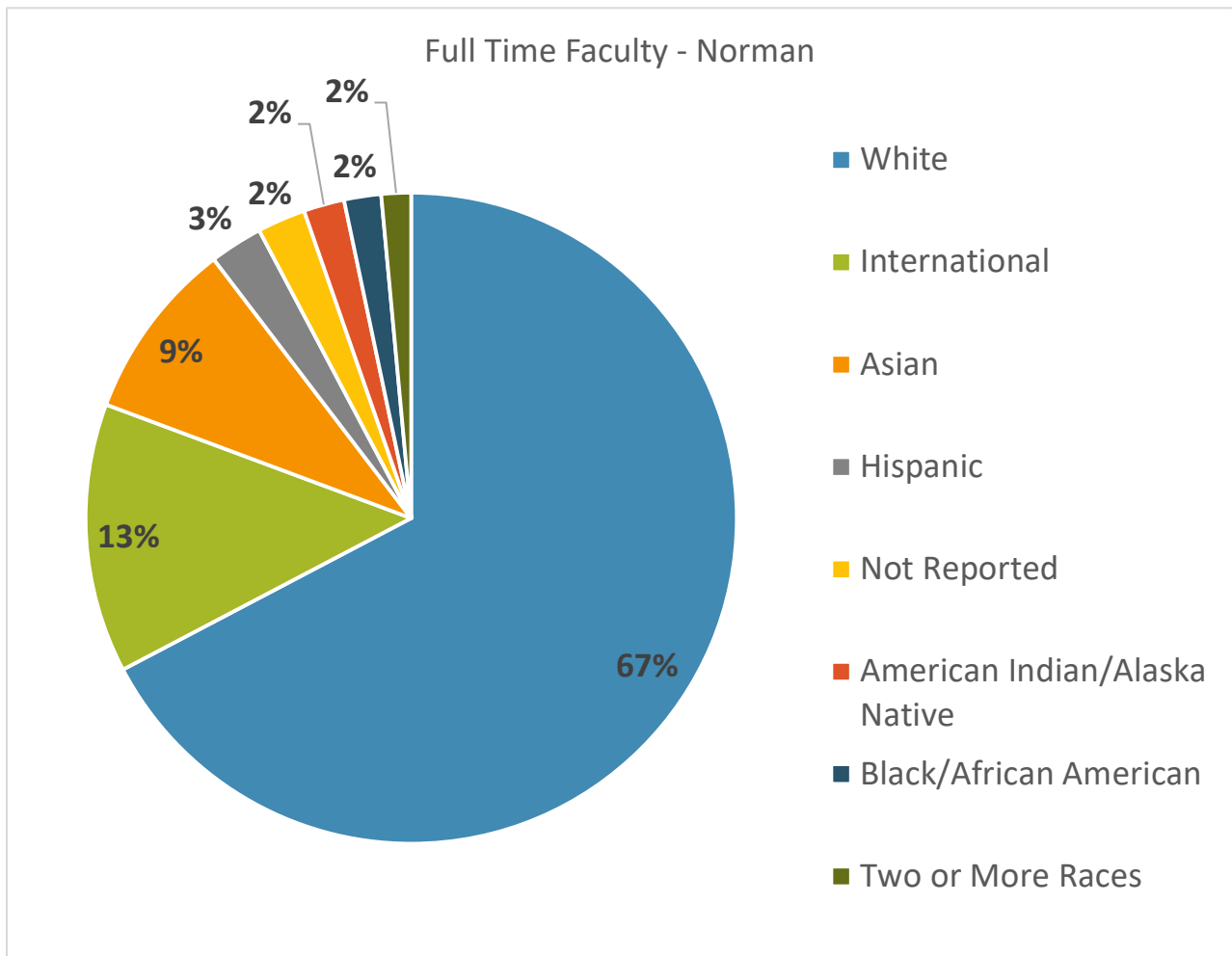
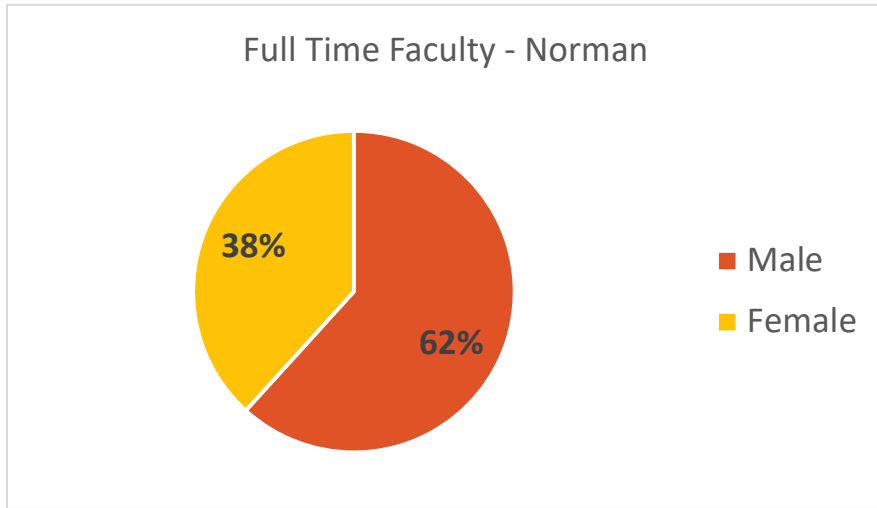
There is room for improvement: Although 25% of faculty with the rank of Professor are women, no women from Norman were nominated for DLB or DRB awards this year.

Additional Observations about Nominations

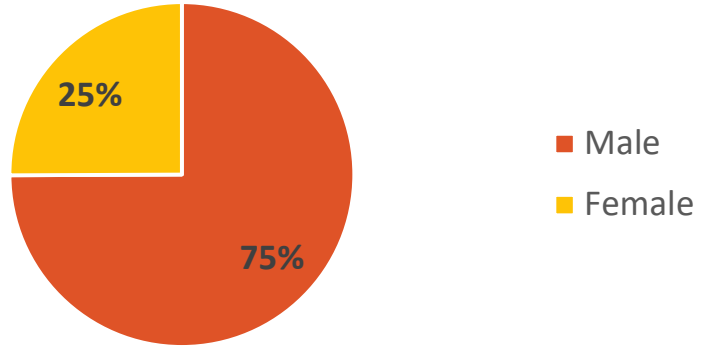
- Regents Professorship nominations submitted on the Norman campus are non-existent. Unlike other Distinguished Professorships, the policy for this award suggests nominations to be submitted to the President.
- Although Regents' policy calls for the majority of the Regents' Awards to be given in the category of Superior Teaching, that category received the fewest nominations of the three (37 of 117) during the period examined.
- Of the 235 nominations received by UCFAH since 2012-13, 52 were received for the Good Teaching Award; only 9 were received for the General Education Teaching Award.

Benchmark Data for Faculty – Norman Campus

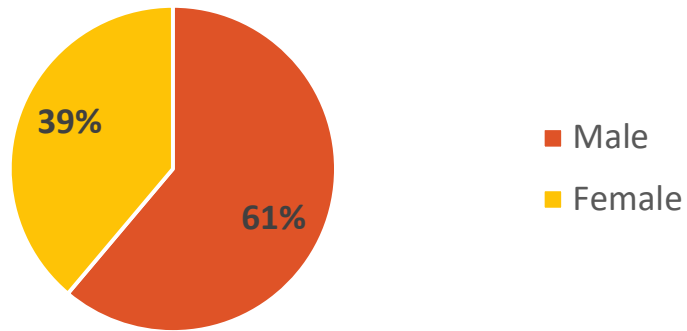
The following reflects the composition of full-time faculty as of Fall 2018.



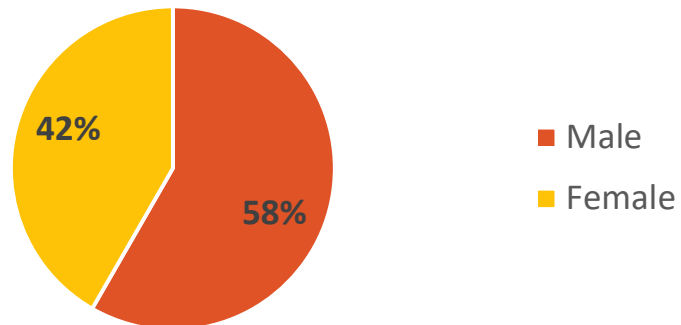
Full Time Faculty: Professor



Full Time Faculty: Associate Professor



Full Time Faculty: Assistant Professor



Research Council – Norman Campus

The Norman and HSC campuses have separate Research Councils. They oversee the evaluation of nominations for the George Lynn Cross Research Professorship (GLC) from their respective campus. The Research Council at Norman also evaluates the Henry Daniel Rinsland Memorial Award for Excellence in Educational Research (Rinsland). In the last seven academic years, Research Council received 45 nominations total for both awards.

George Lynn Cross Research Professorship

The GLC is a Distinguished Professorship that was first established in 1943 by action of the University Regents. Upon President Cross's retirement from the University in 1968, the Regents renamed this Professorship from the "Regents Professorship" to the "George Lynn Cross Research Professorship."

Regents' policy 2.5.1 codifies the criteria for selection, nomination procedure, selection procedure, perquisites, and term of the award.

Since 2012-13, Research Council received 35 nominations for this award.

Henry Daniel Rinsland Memorial Award for Excellence in Educational Research

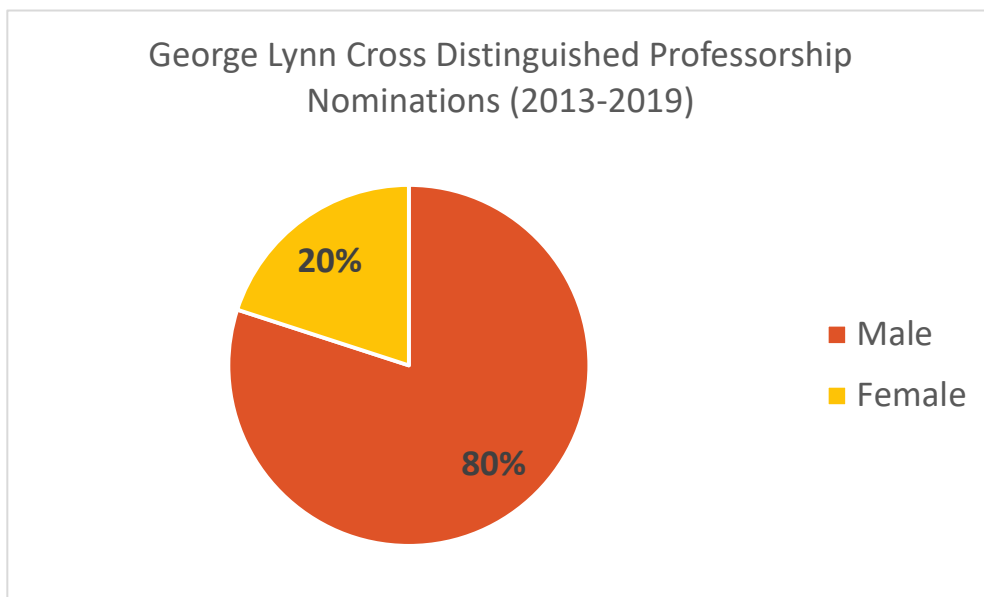
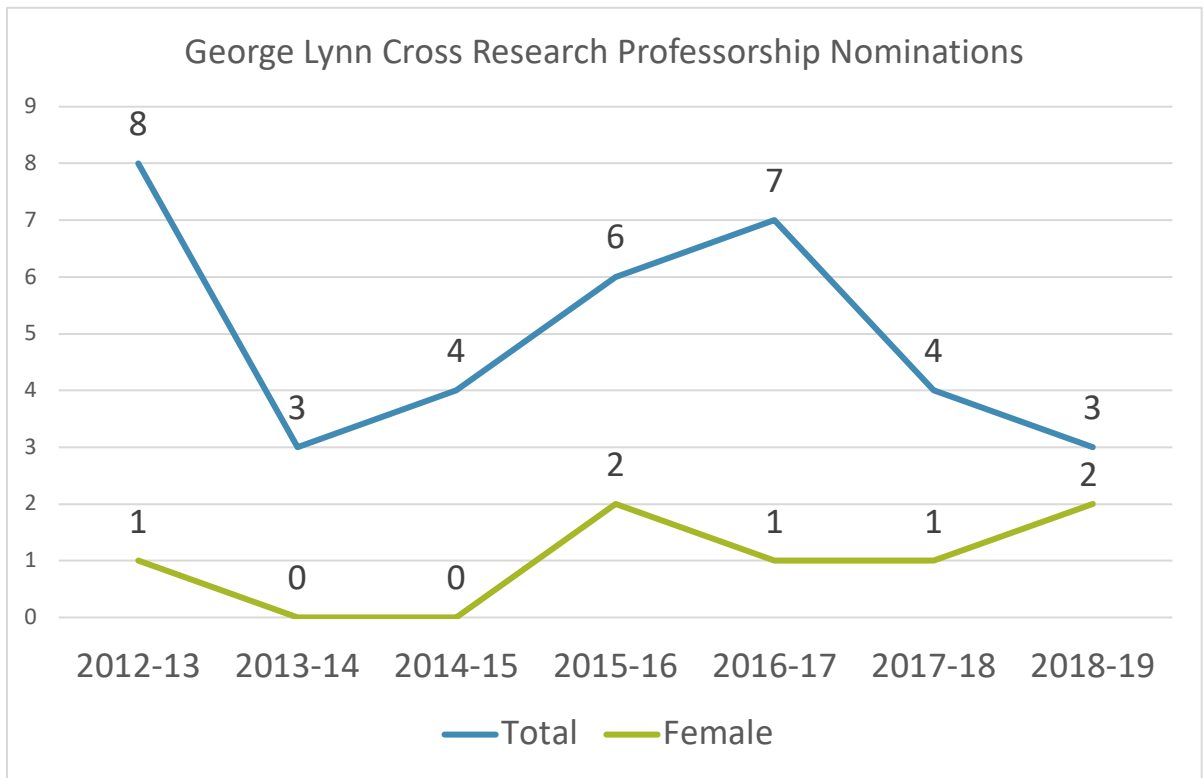
This award was established to recognize a faculty member who either played a central role in the accomplishment of an outstanding educational research project or demonstrates a distinguished record in educational research over time.

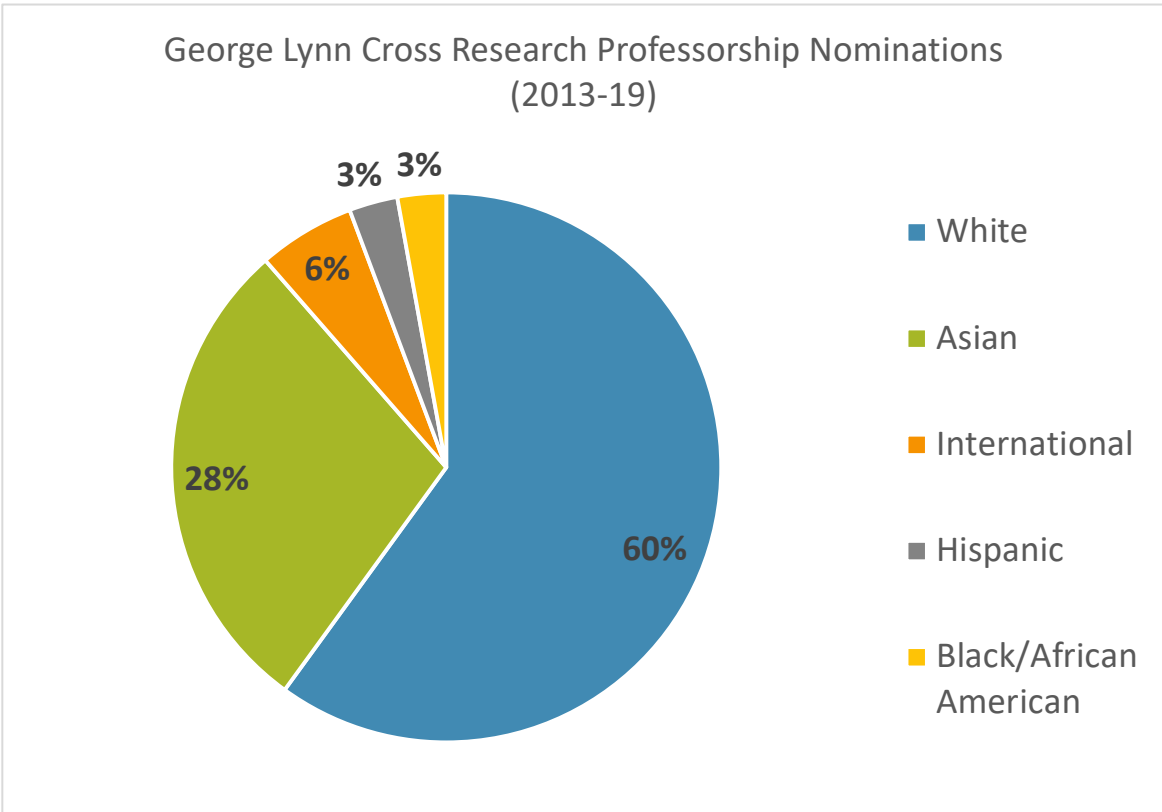
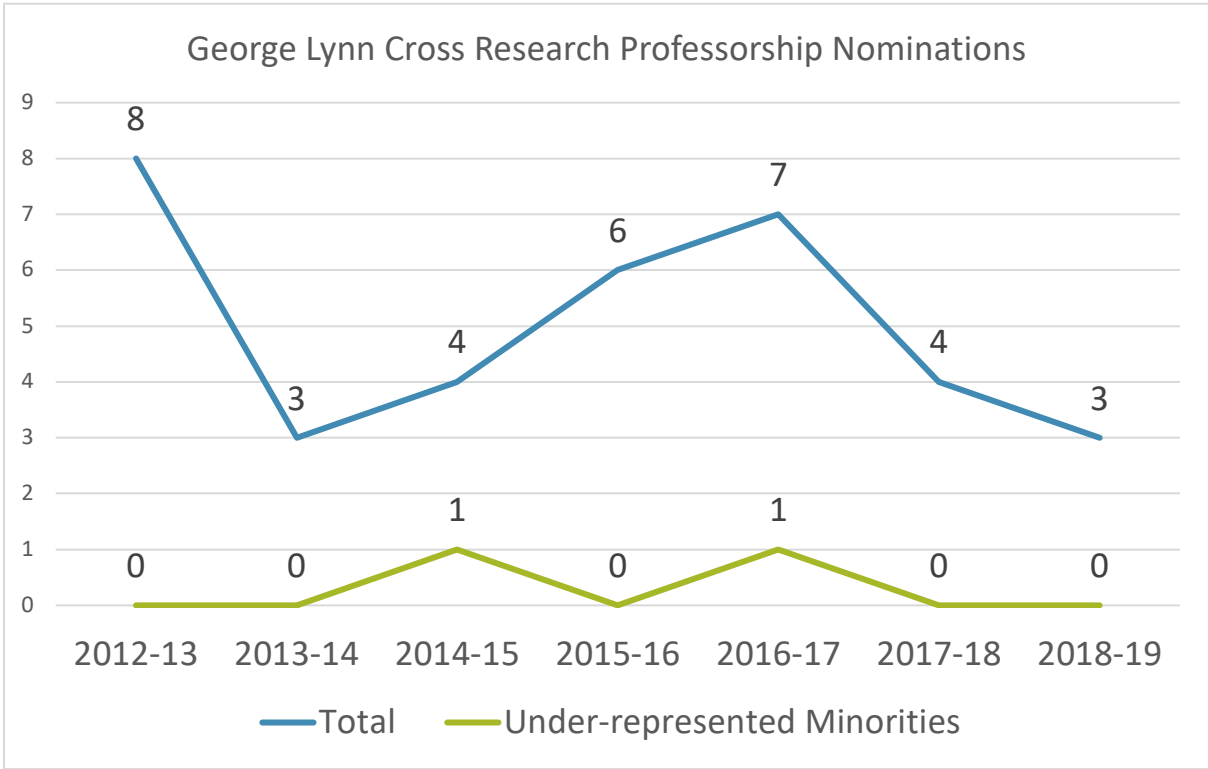
The Rinsland is governed by Regents' Policy 2.5.2: "The University recognizes teaching; research and creative/scholarly activity; and professional and University service and public outreach by its faculty by presenting several annual awards to deserving nominees. Some awards (including the Merrick Teaching Award) are privately funded, and criteria and method of selection are set forth in joint University-donor contracts."

The Research Council received 10 nominations for this award in the last seven years. The award was not given in 2016 or 2018 because no nominations were received. Due to the low number of nominations in this category, the analysis below reflects only the George Lynn Cross Distinguished Professorship for Research.

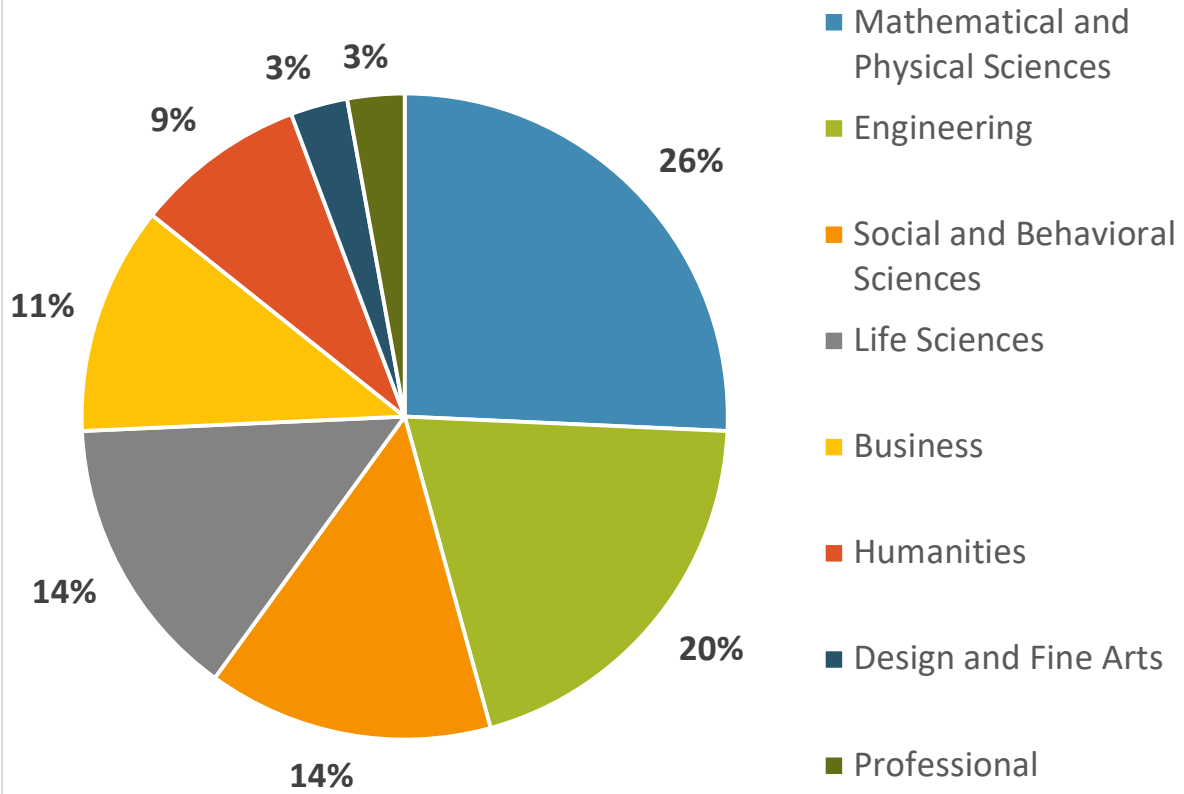
Research Council – George Lynn Cross Professorship (Norman)

The information below reflects seven years of data (2012-13 through 2018-19). Thirty-five nominations were received. As required by policy, all nominations received were at the Professor rank.





George Lynn Cross Professorship Nominations
Research Area (2013-2019)



University Council on Faculty Awards and Honors

The University Council on Faculty Awards and Honors (UCFAH) is a University Committee with 10 members of the faculty of Norman and HSC campuses. The faculty membership is determined by Faculty Senate of both campuses and by Presidential appointments. The President also appoints one alumnus (any campus), and SGA appoints one student.

It evaluates nominations for the following awards:

- David L. Boren Distinguished Professorship (DLB)
- David Ross Boyd Distinguished Professorship (DRB)
- Regents' Professorship – classified by policy as a Distinguished Professorship
- Regents' Award for Superior Teaching
- Regents' Award for Superior Research and Creative Activity
- Regents' Award for Superior Professional and University Service and Public Outreach
- Good Teaching Award (formerly the Amoco Good Teaching Award)
- General Education Teaching Award (only Norman receives nominations)
- Merrick Teaching Award (Norman-eligible only)

The results of the data analysis below are distributed among three categories: Distinguished Professorships, Regents' Awards, and Teaching Awards.

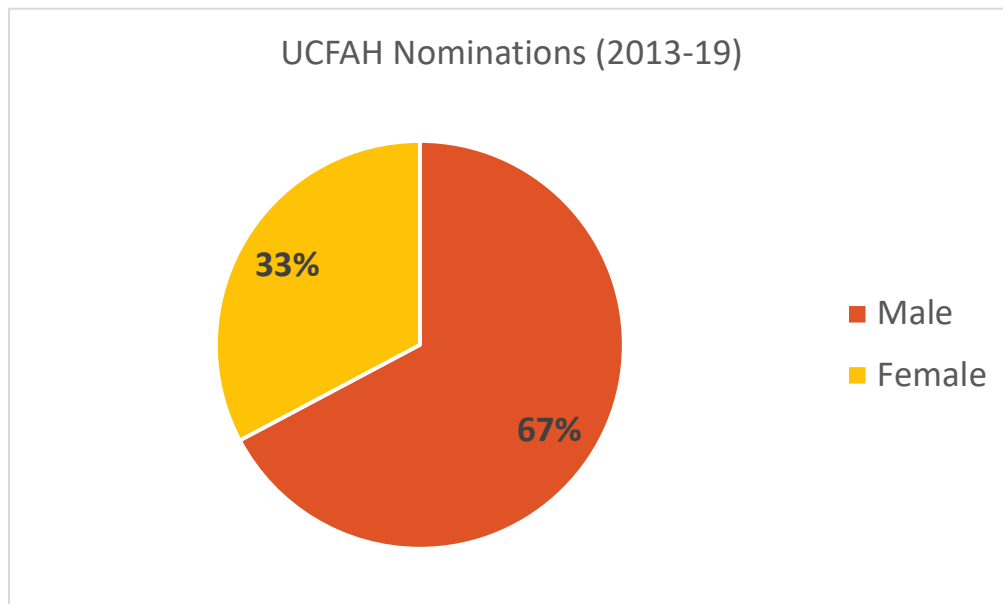
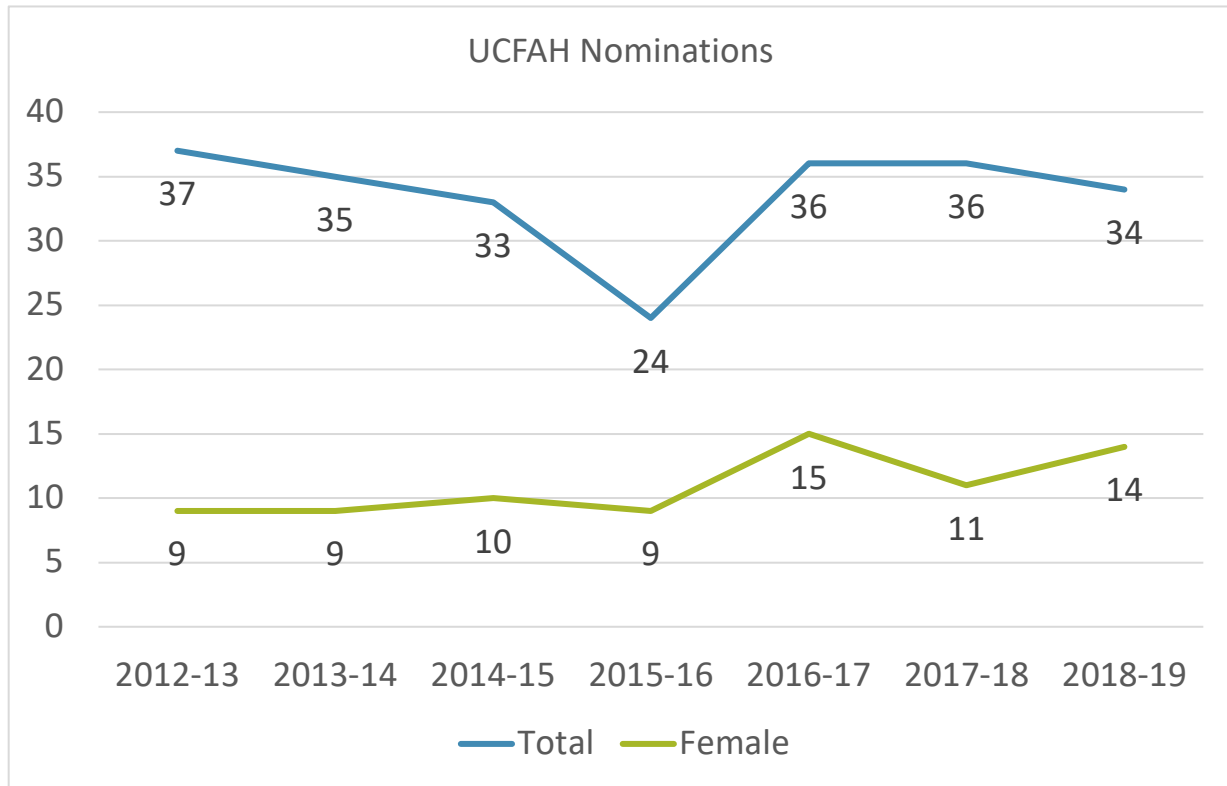
Distinguished Professorships: The DLB, DRB, and Regents' Professorship are Distinguished Professorships and governed by Regents' Policy 2.5.1, which specifies selection criteria, procedures, and so forth. The DLB is the newest award to be added to policy. It was approved by the Board in December 2014 and first available for nominations in the 2015-16 awards cycle.

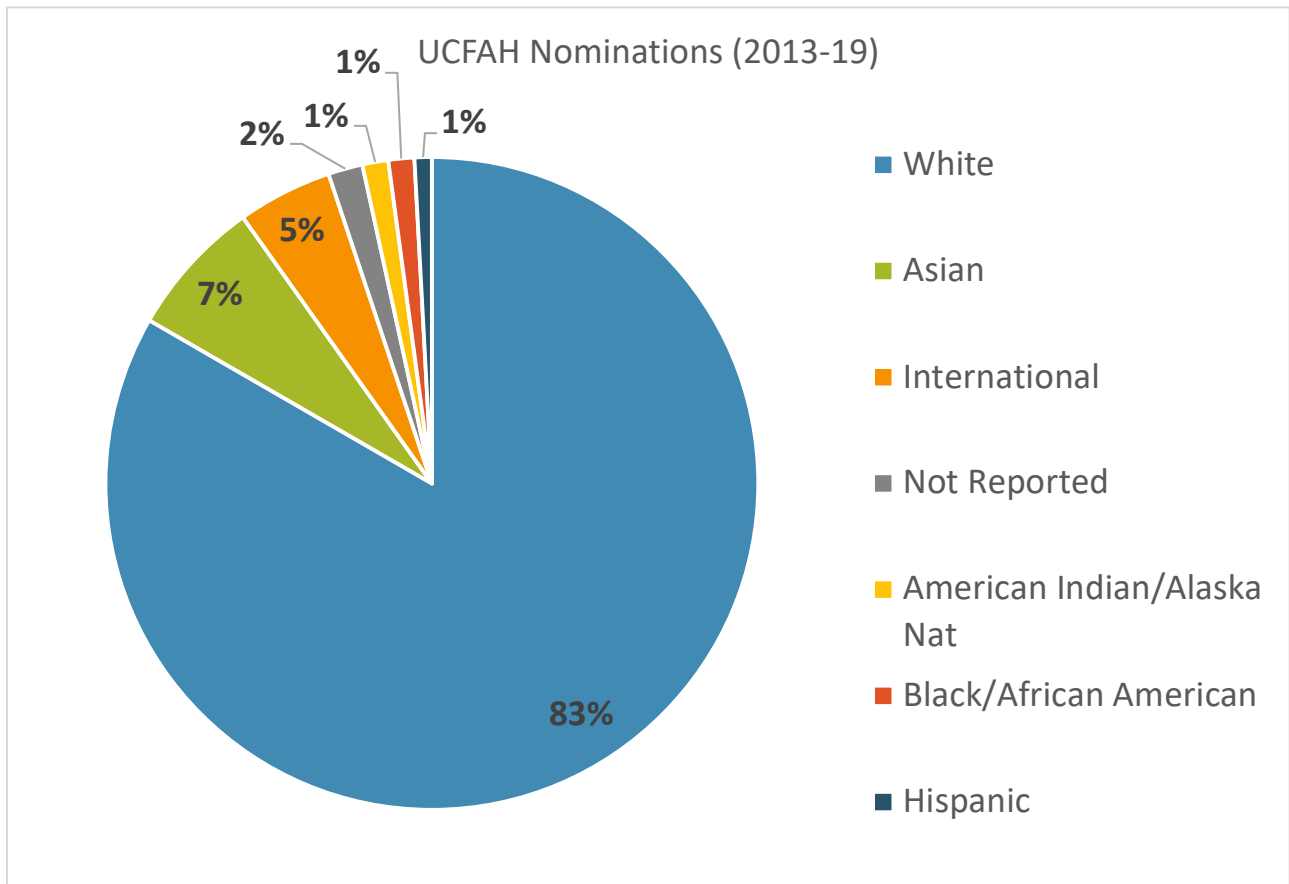
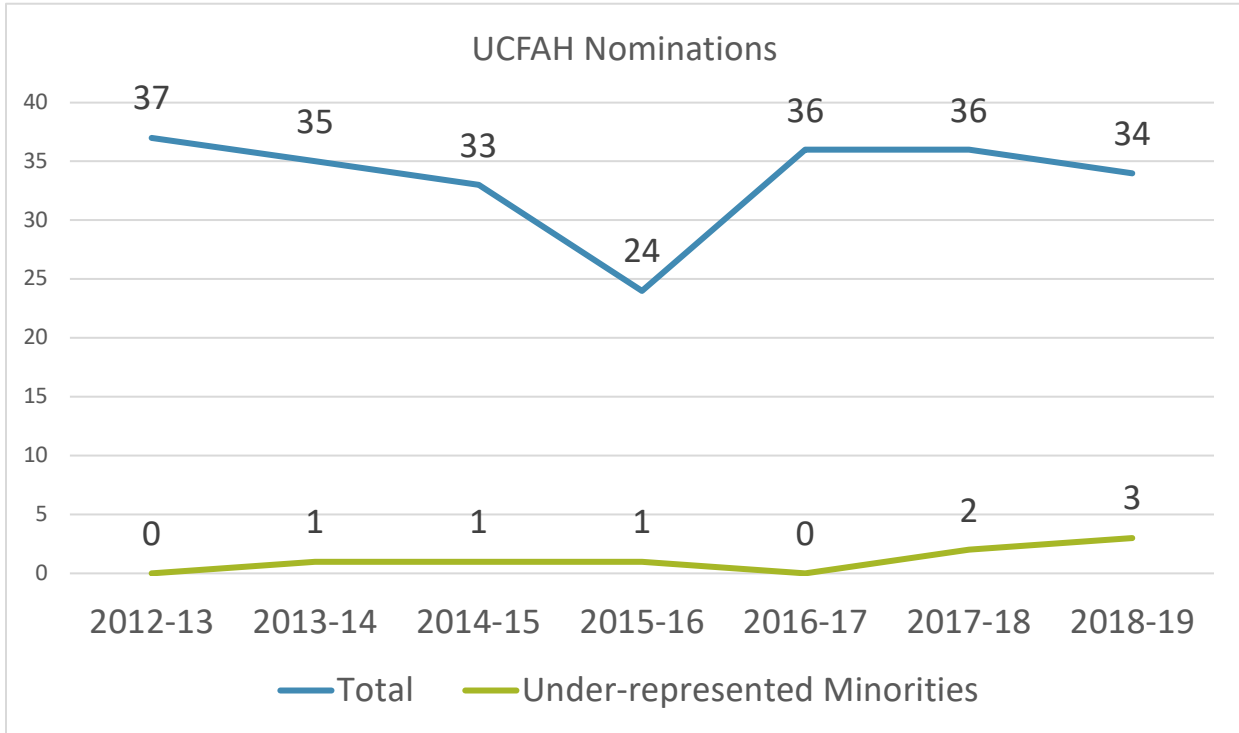
Regents' Awards: The Regents' Awards for Superior Teaching, Superior Research and Creative Activity, and Superior Professional and University Service and Public Outreach are governed by Regents' Policy 2.5.3. Specifics for selection criteria, procedures, etc., are codified here.

Teaching Awards: The Good Teaching, General Education, and Merrick Teaching Awards are governed by Regents' policy 2.5.2. Of these, the Merrick remains privately funded through the OU Foundation and is available to Norman campus only.

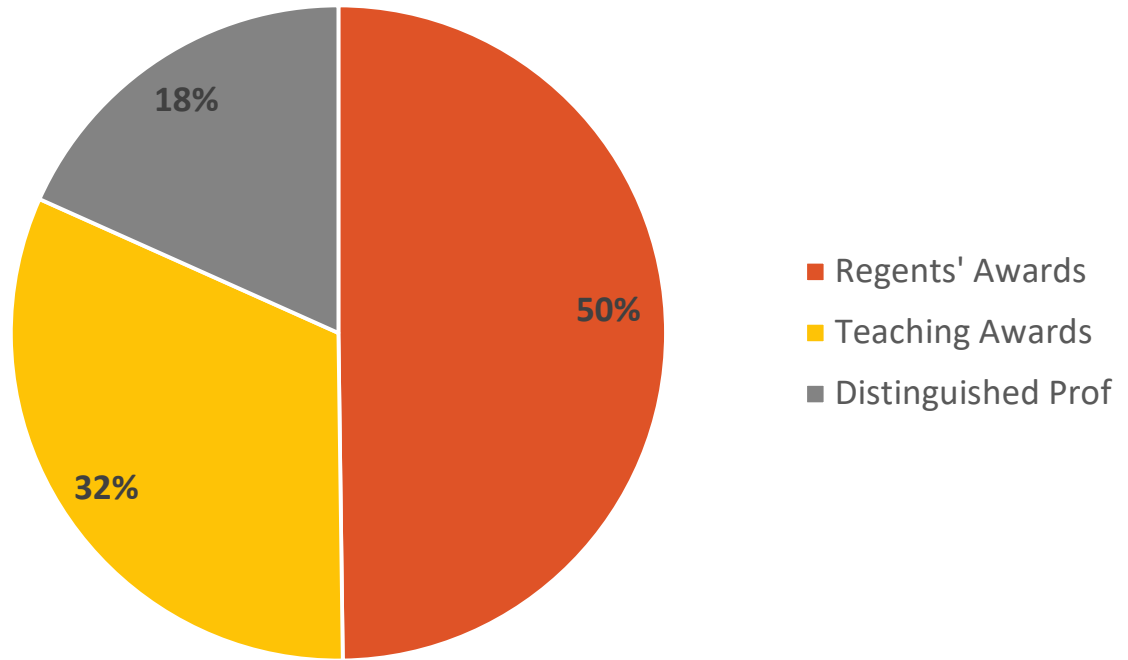
University Council on Faculty Awards and Honors Nominations (Norman)

The information below reflects seven years of data (2012-13 through 2018-19).

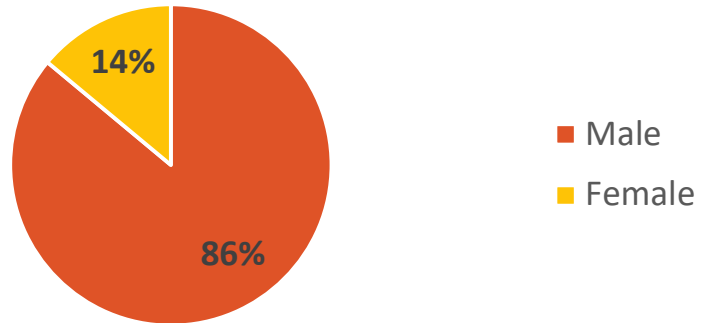




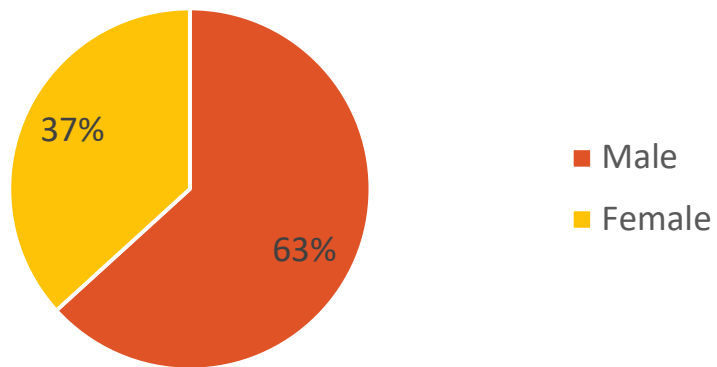
UCFAH Nominations by Award Type (2013-19)



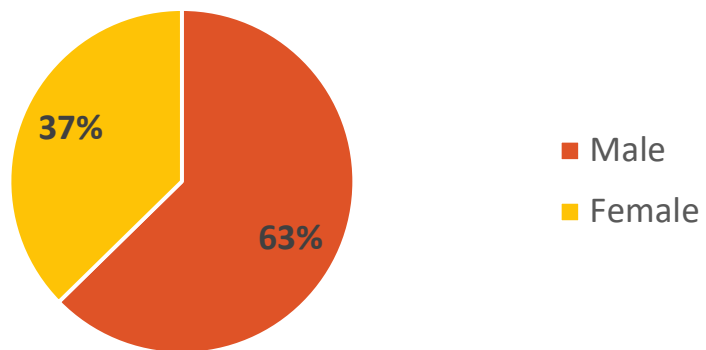
Distinguished Professorship Nominations
(2013-19)



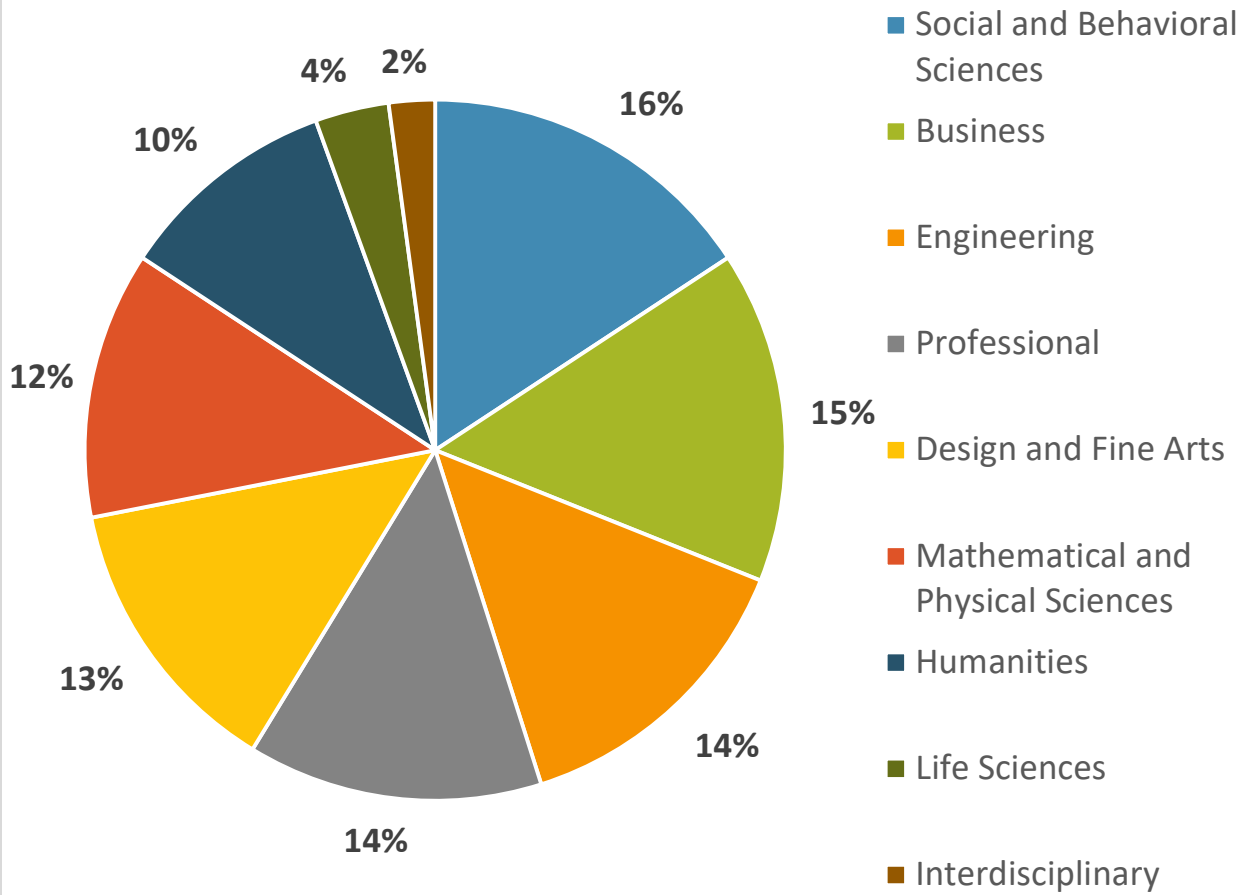
Regents' Award Nominations (2013-19)

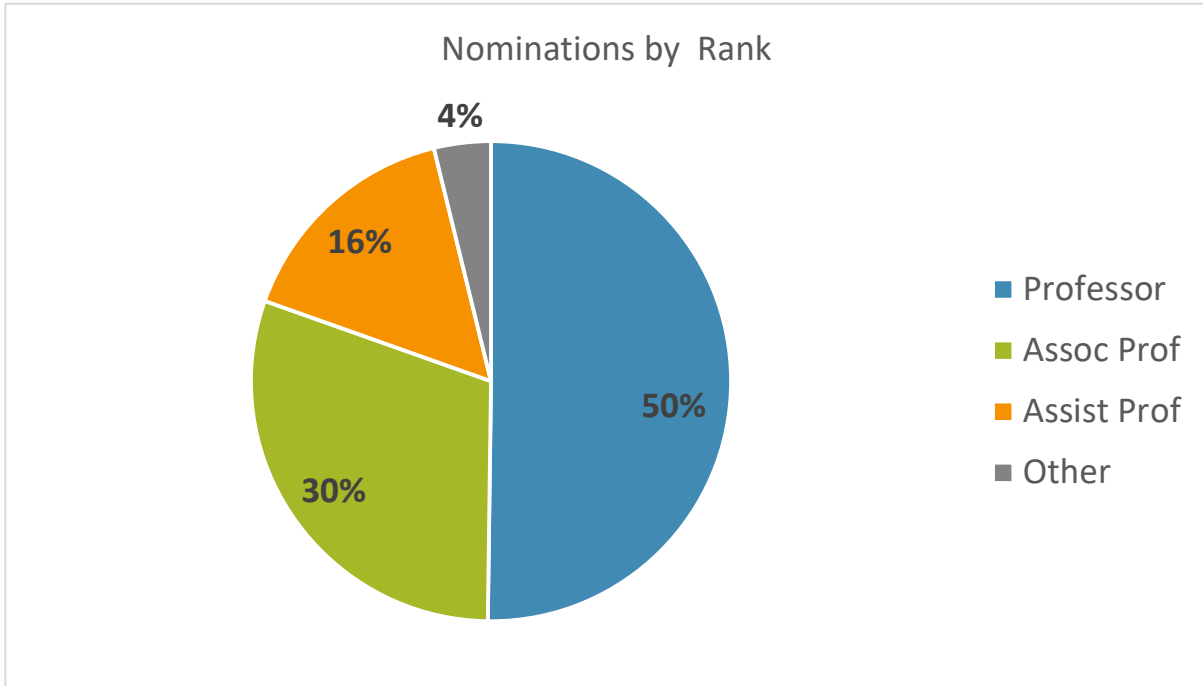


Teaching Award Nominations (2013-19)

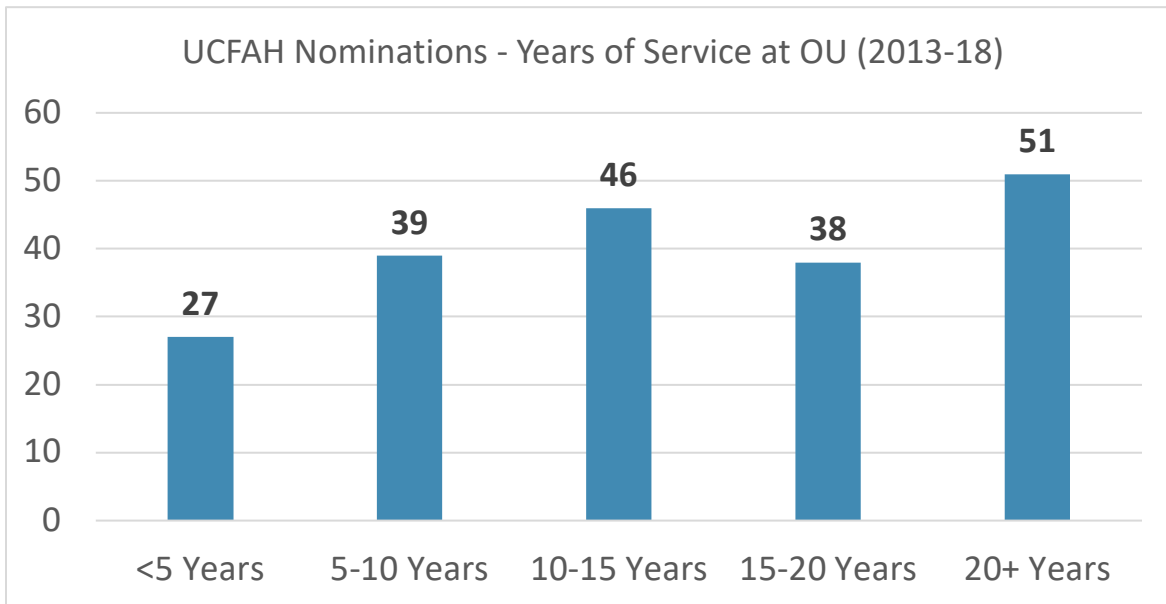


UCFAH Nominations - Research Area (2013-19)





Note: Some are restricted to the Professor rank. Other awards are open to full-time faculty with the rank of instructor or higher.



Note: The Years of Service data does not include 2018-19, because this AY is not finished.

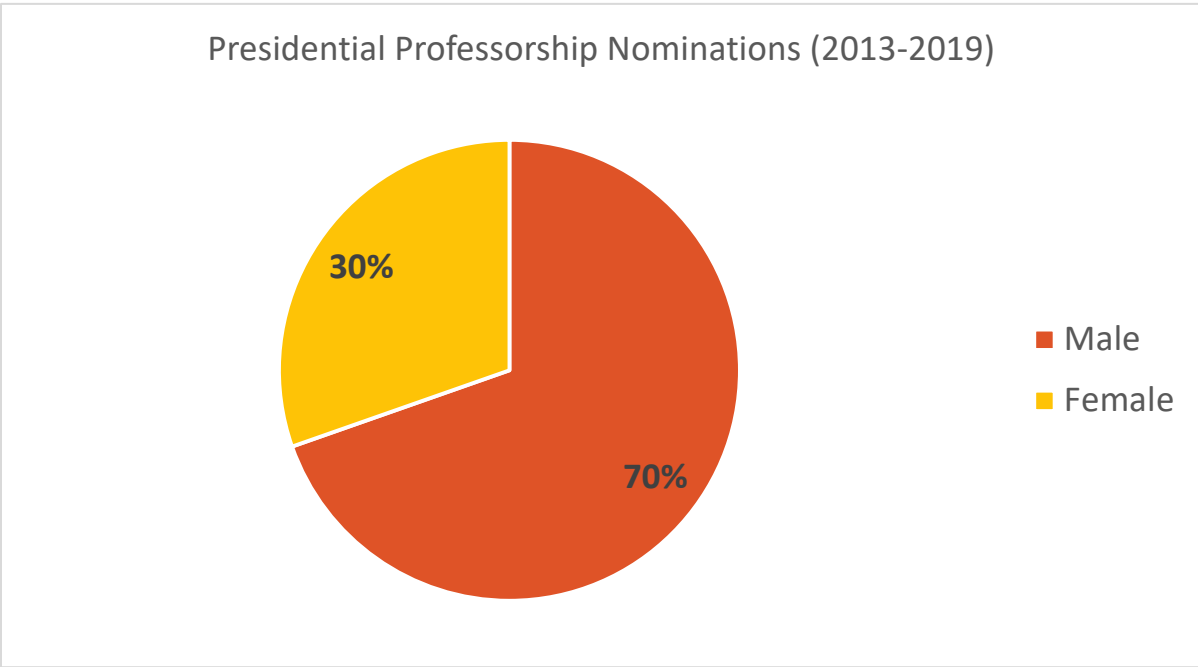
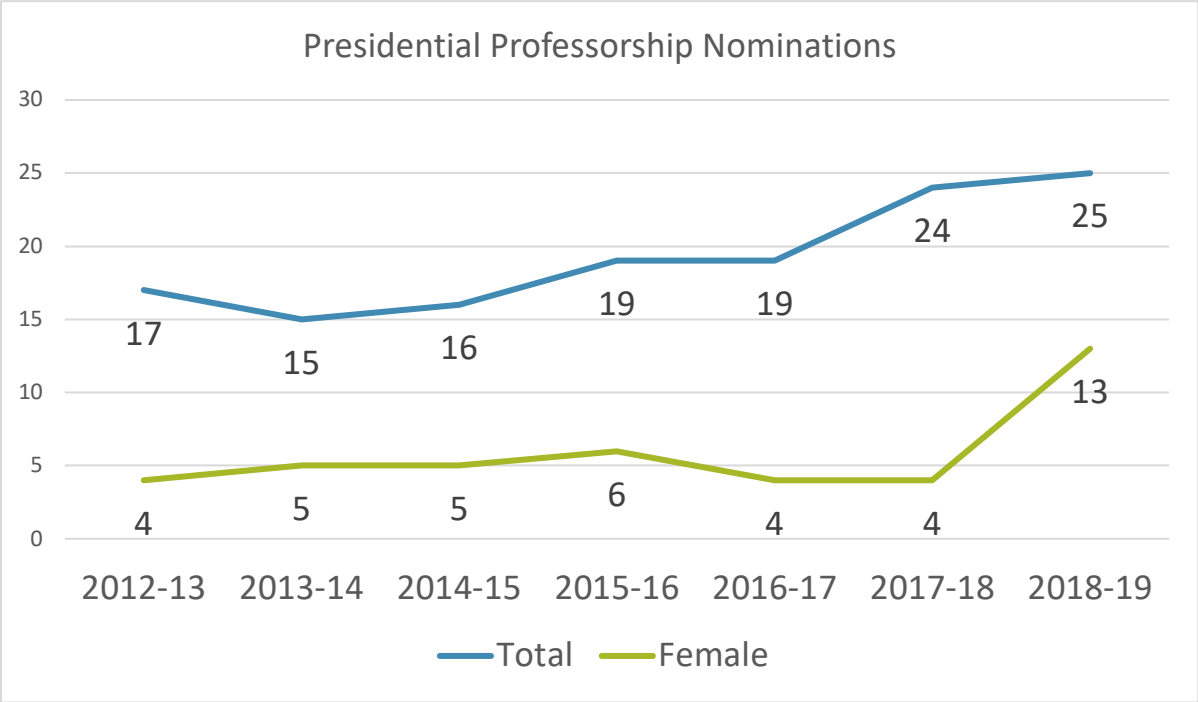
Presidential Professorship Selection Committee (Norman)

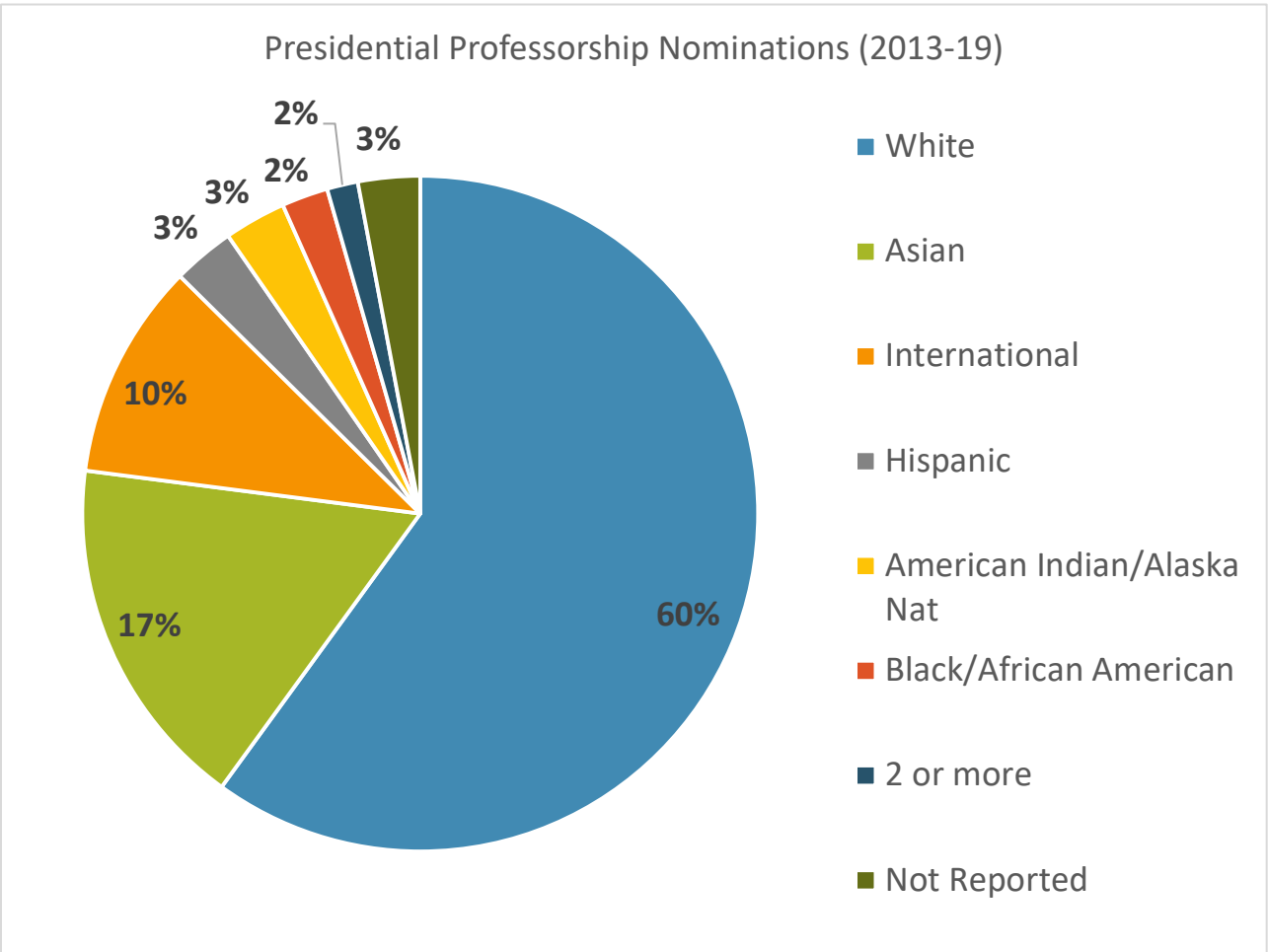
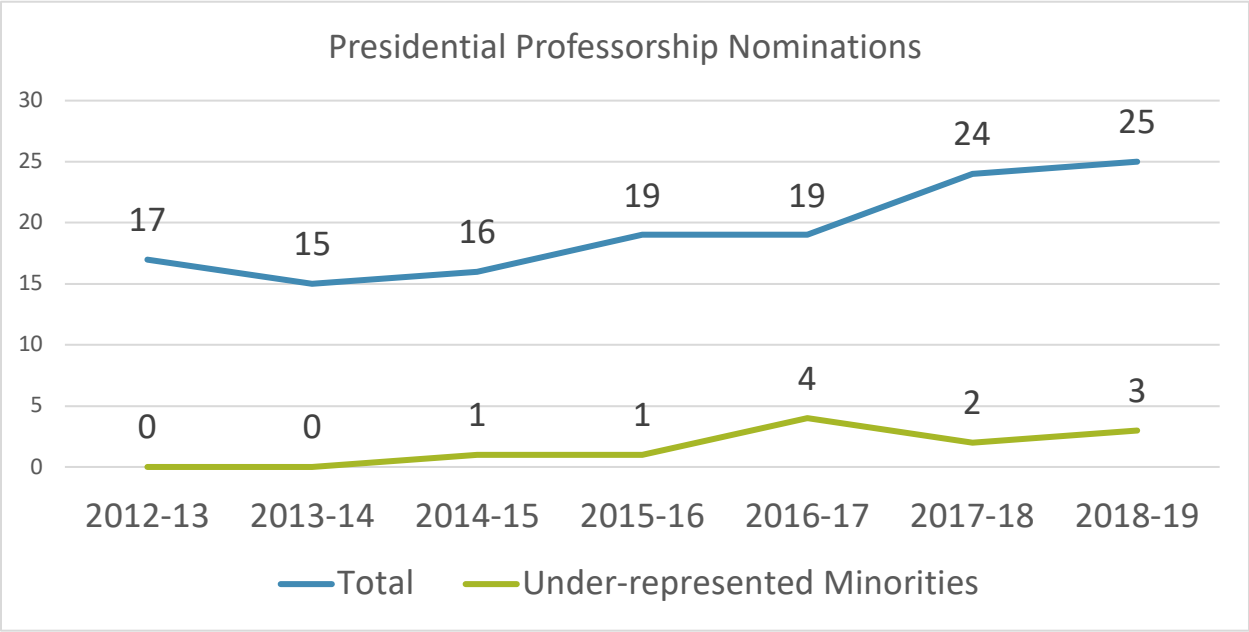
The Presidential Professorship, classified by Board of Regents policy as a Distinguished Professorship, was established in 1995. The Norman and HSC campuses have separate committees to evaluate the selection of these awards for their respective campus.

By policy, each campus's selection committee is chaired by the Senior Vice President and Provost and the Vice President for Research, who serve as non-voting members. The committee has 13 voting members: six faculty and three academic administrators from among current members on the Research Council, University Council on Faculty Awards and Honors, and Deans' Council. The President also selects two faculty at-large from the tenure-track and tenured faculty to serve. The President also selects two distinguished individuals from the external community to serve.

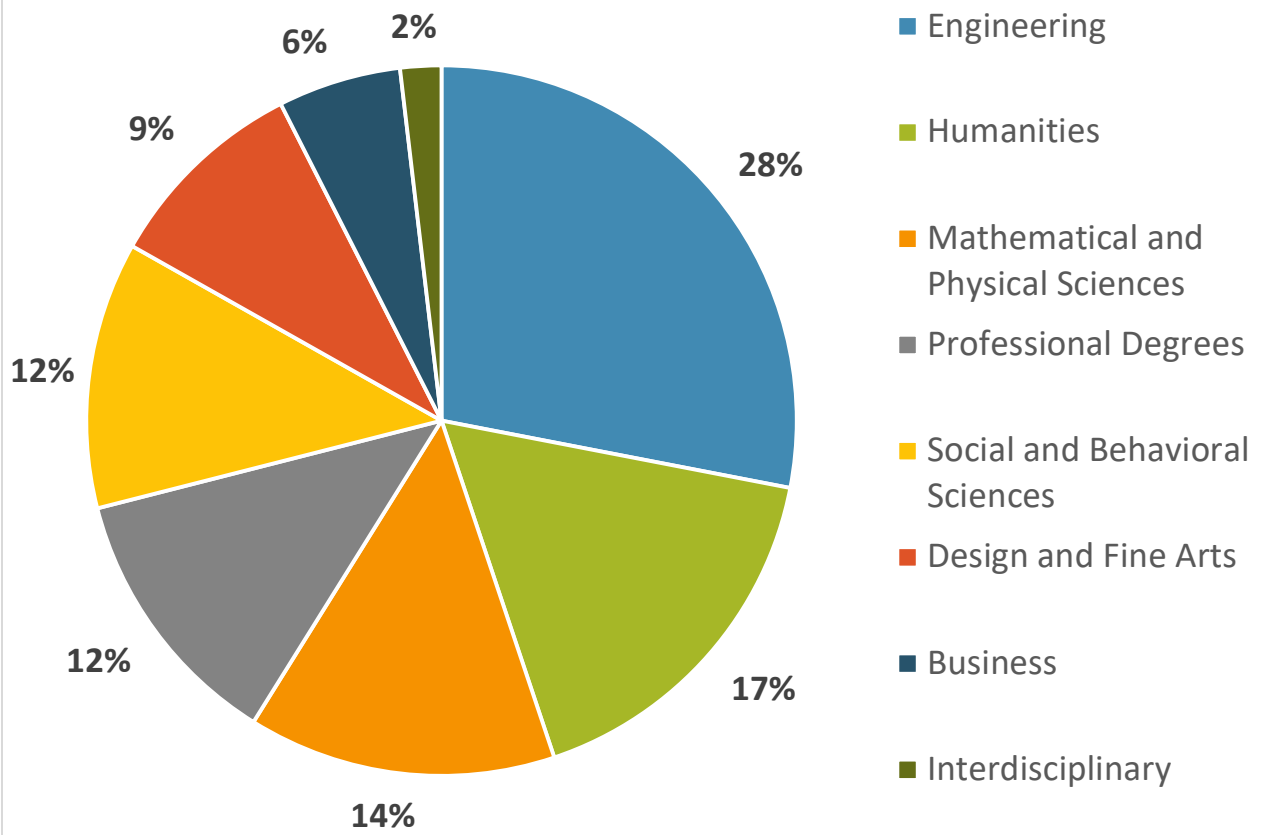
Presidential Professorships are paid for through endowments managed by the OU Foundation. Due to source funding, the number of available awards varies each year, with some awards restricted to specific academic areas through donor agreements.

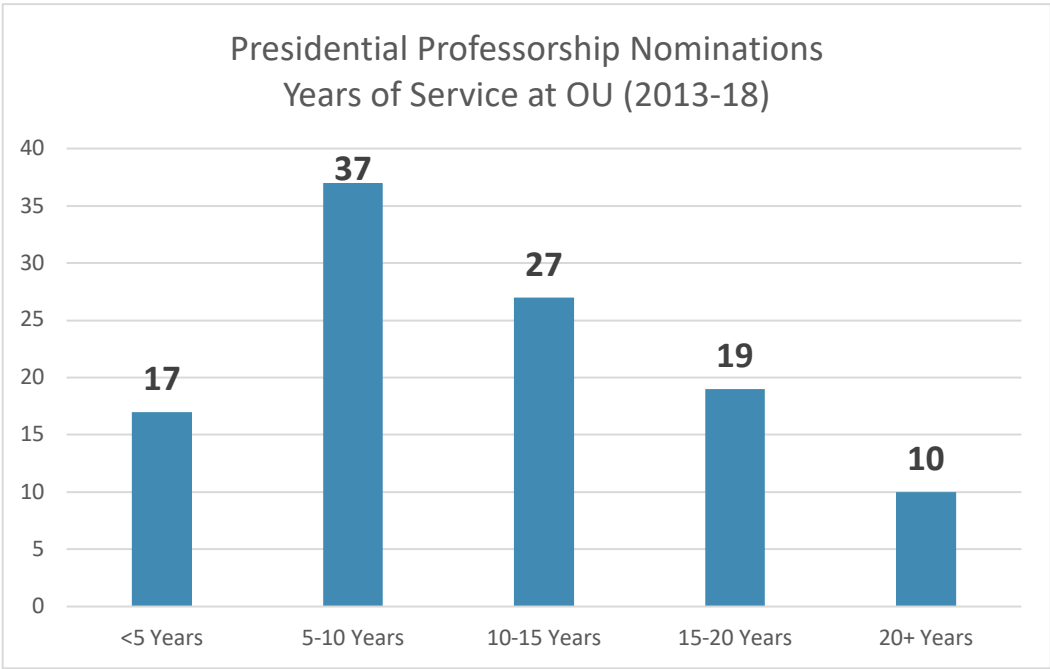
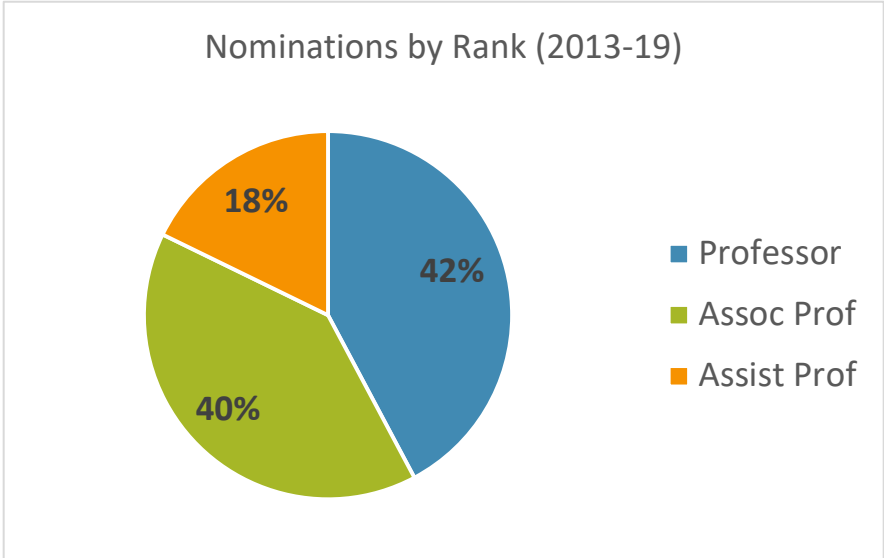
Norman has received 135 Presidential Professorship nominations since AY 2012-13.





Presidential Professorship Nominations
Research Area





Note: The Years of Service data does not include 2018-19, because this AY is not finished.