
ENLIGHTENMENT SERIES

AN ATTITUDE OF GRATITUDE:

The Importance of Acknowledging Individuals for Their Contributions and Service to Higher Education

“This Enlightenment Series is under the auspices of the USF Institute on Black Life, USF Black Employee Steering Committee, the USF Black Faculty & Staff Association, and the Racial Justice Initiative.”



UNIVERSITY of
SOUTH FLORIDA

Facilitated by



Dr. Victoria Stuart
Director, Faculty,
Honors, Prizes &
Awards



Dr. Johnathan Canady
Head of Talent
Development at USF



Dr. Angela Hill
Associate Dean, TCOP
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Pharmacy Practice

**WHY DOES
“An Attitude of Gratitude”
MATTER?**

Cultivating an Attitude of Gratitude: Benefits

Individually

- Greater emotional and social well-being
- Better sleep quality
- Lower depression risks
- Favorable markers of cardiovascular health
- Longer life

[Harvard Medical School, 2024](#)

Collectively

- Recognition for diverse contributions and outstanding performance
- Improved job satisfaction
- Improved workplace culture
- Sense of belonging
- Confidence and self-worth

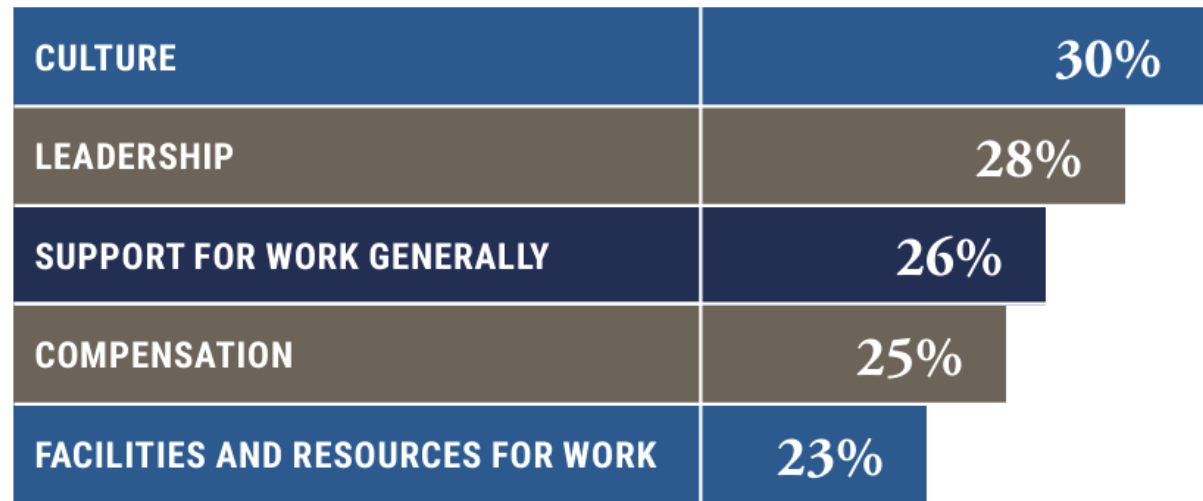
[Harvard COACHE 2023 Impact Report](#)

Drivers of Faculty Success

*12,682 faculty from 31 colleges and universities completed the survey**

IMPROVING THE WORKPLACE FOR FACULTY

Respondents were asked to identify the one thing their institution could do to improve the workplace for faculty. The top five most commonly cited issues were coded by COACHE from open-ended responses.



*2022 Faculty Job Satisfaction Survey


Collaborative on Academic Careers in Higher Education | COACHE 3

Goal Two

Faculty excellence in research and innovation

2C. Increase impact and recognition of research and innovation

- Improved citation impact
- Increased faculty awards
- Augmented economic impact of research funding
- Elevated programs to the top quartile of the disciplinary field



“..awards need to be part of a wider culture in which ...excellence is valued and supported and where ...awards play a positive role in teaching enhancement and are not seen as an isolated management tool.”

SEPPALA & SMITH, 2020

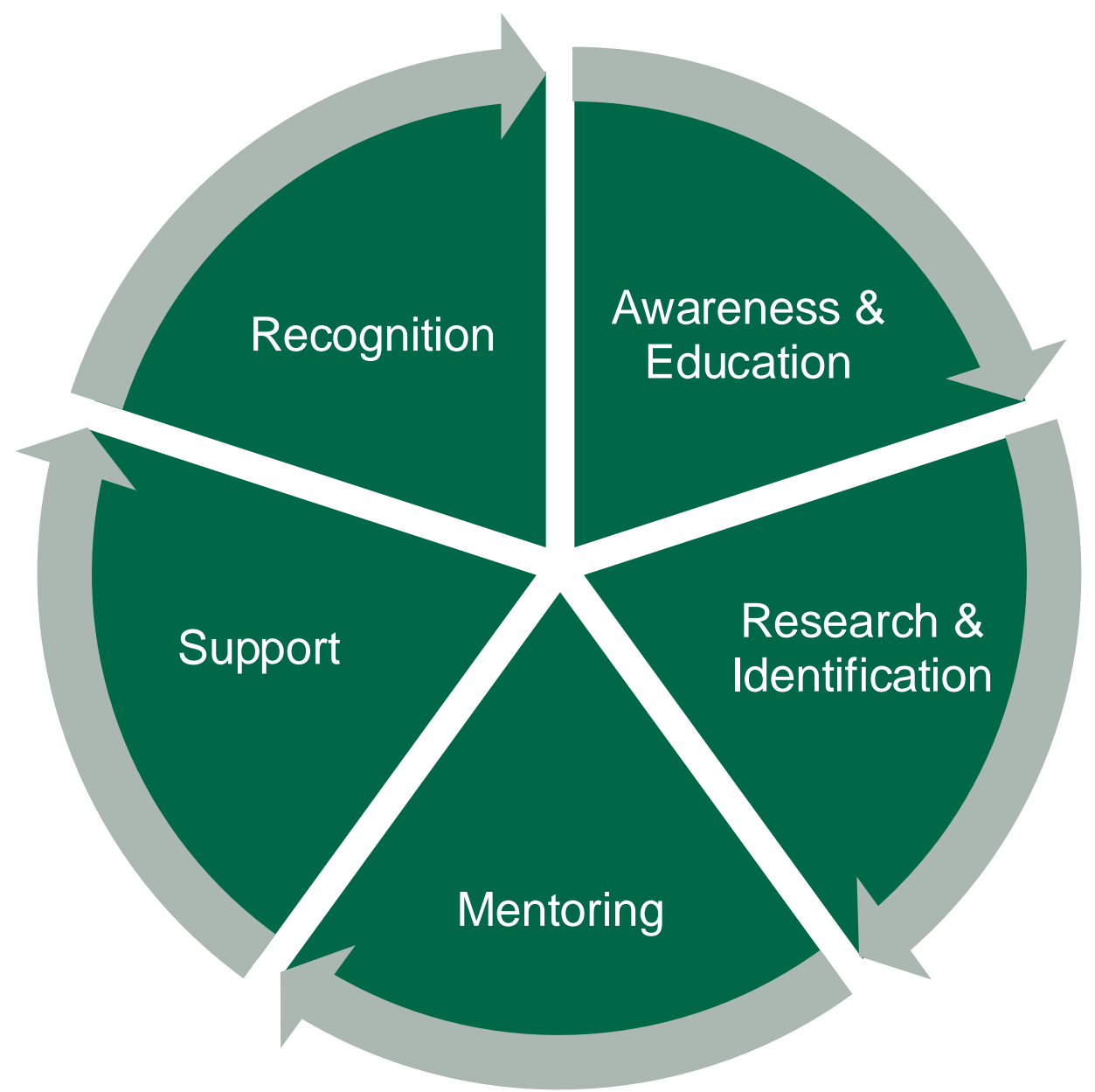
From Spark to Trajectory

USF was a pioneer in developing an institution-wide approach to recognize faculty through national awards and honors.

Today, the USF Faculty Honors program is a key part of USF's overall faculty success initiative, and has become a national model program.



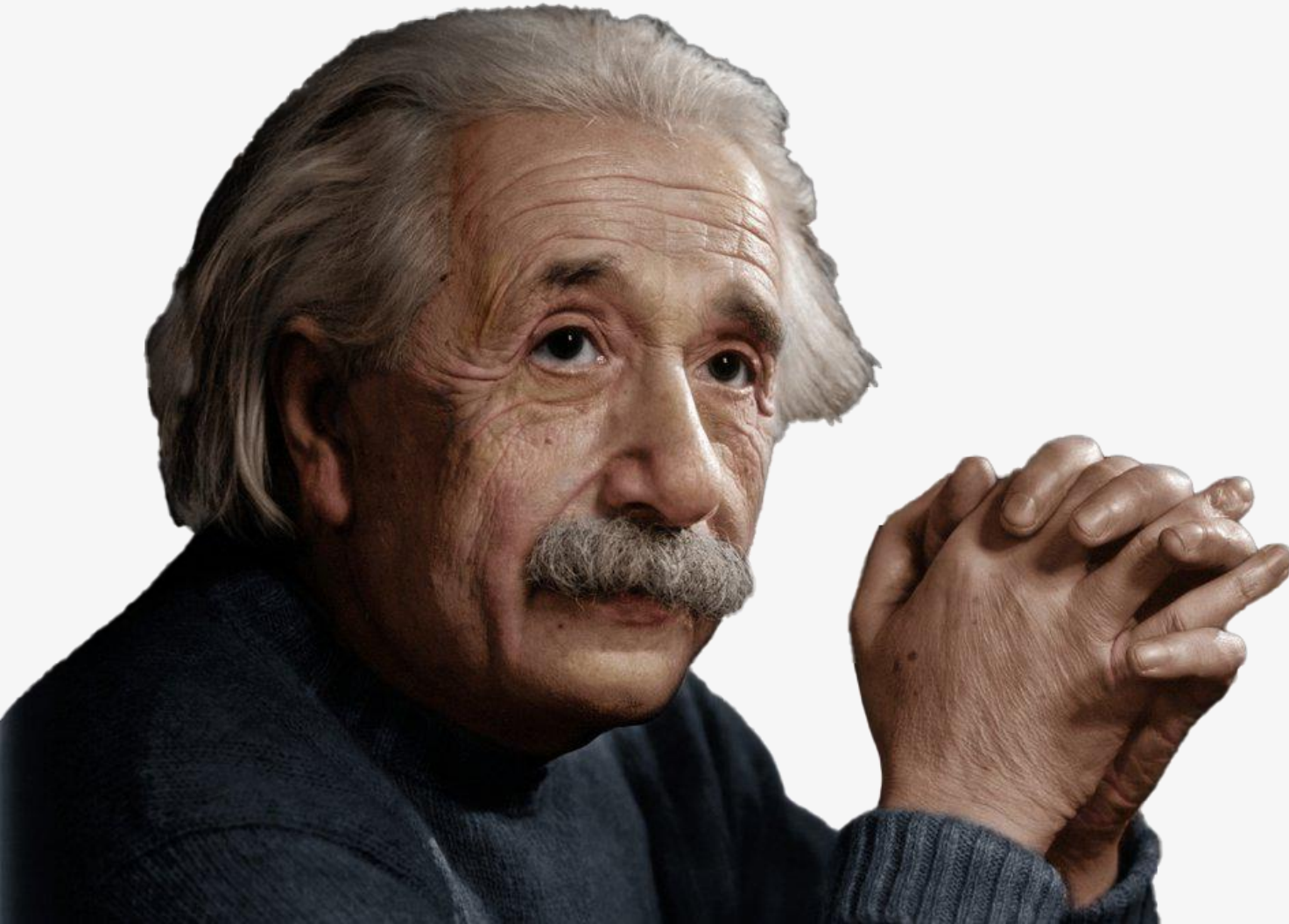
Creating a Culture of Recognition



Are You Kidding?

Who has the time?





Who, Me?

“The exaggerated esteem in which my lifework is held makes me very ill at ease.

I feel compelled to think of myself as a voluntary swindler.”

- Albert Einstein

Believe in Yourself

“MOST AWARDS,
YOU KNOW,
THEY DON'T GIVE
YOU UNLESS YOU GO
AND GET THEM”

BARBRA STREISAND





Am I Really Ready for the Spotlight?

“We may be afraid that we will embarrass ourselves and waste our valuable time by applying because there's no chance we can win. And we may worry that if we apply and don't win, it will reflect poorly on our entire professional record and value.

These are falsehoods.”

[Science Magazine](#)

Even If You Don't Win....



Builds relationships with those who champion your work



Gains exposure for your work among those at the top levels of your field



Expands your academic footprint



“Validates your excellence and leadership in the minds of members of your community, highlights your success and accomplishments, builds your reputation to key decision-makers and potential collaborators, fosters networking, and more.”

BUILD YOUR ACADEMIC BRAND

WORKSHOP

DEVELOP YOUR ACADEMIC BRAND
FOR CAREER SUCCESS

This workshop is a unique experience to help faculty articulate their academic brand and gain access to valuable resources and techniques

SEPTEMBER 20, 2024
12PM - 1PM

VIRTUAL VIA MS TEAMS

RSVP NOW



UNIVERSITY OF
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Research & Innovation



EARLY CAREER AWARDS WORKSHOP

Learn how to identify and apply for awards designed especially for early career faculty

OCTOBER 11, 2024
12PM - 1PM
VIRTUAL VIA MS TEAMS



UNIVERSITY OF
SOUTH FLORIDA
Research & Innovation

NSF CAREER Awards Virtual Workshop

NOVEMBER 15, 2024
9AM - 11AM
VIRTUAL VIA MS TEAMS



UNIVERSITY OF
SOUTH FLORIDA
Research & Innovation



Discover information from experts on how to prepare a strong and competitive proposal



Interact with a panel of your colleagues who have received this prestigious award



Access helpful resources

GET COMPETITIVE: EXPAND YOUR IMPACT WITH PROFESSIONAL SOCIETIES

Learn key strategies for maximizing professional society engagement to advance your career. Explore methods for leveraging national recognition and awards to elevate your research impact.



NOVEMBER 8, 2024
12PM - 1PM
VIRTUAL VIA MS TEAMS

UNIVERSITY OF
SOUTH FLORIDA
Research & Innovation



Cracking the Code: Why and How to Apply for Private Foundation Grants

Private Foundations and other organizations offer hundreds of faculty research grants every year. This largely untapped resource provides funding often with greater flexibility and fewer restrictions, offering multiple benefits for faculty recipients.

In this virtual workshop, you'll discover:

- What are private foundation grants and how are they different from government grants
 - How to find them
 - Who's eligible
 - How to apply
- What does private foundation funding support
- How grants from private foundations can benefit your research career

SEPTEMBER 27, 2024
12PM - 1PM
VIRTUAL VIA MS TEAMS

RSVP NOW



UNIVERSITY OF
SOUTH FLORIDA
Research & Innovation

Attention USF Faculty

Fellowships in the Humanities Workshop

March 22, 2024 12pm - 1pm

Virtual via MS Teams To RSVP: [Click Here](#)

UNIVERSITY OF
SOUTH FLORIDA
Research & Innovation



Discover
Information from experts on how to prepare a strong and competitive proposal



Interact
With a panel of your colleagues who have received this prestigious award



Access
Helpful resources

**We Help
with the
Heavy
Lifting**





Celebrating Achievement



Gratitude
changes
everything

The Way Forward



USF Faculty Honors:
<https://awards.research.usf.edu/>

Please
contact us.



Contact Us

Contact us for information about the Faculty Honors program and services, to request a customized presentation/consultation, share news about an award you have received, or provide information/updates to your profile on the Faculty Honors website.



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Tell Us About Your Recognition

Central Human Resources

CREATED: NOVEMBER 2024

JONATHAN CANADY

HEAD OF TALENT



UNIVERSITY of
SOUTH FLORIDA

The image shows a modern, multi-story building with a curved facade and large glass windows. The building is identified as the Marshall University Student Center. In the foreground, there is a large bronze sculpture of a bull running through water. Another smaller bull sculpture is visible in the background. The scene is set outdoors with trees and a clear sky. The text "CULTURE | WHO ARE WE?" is overlaid in white, bold, sans-serif font across the center of the image.

CULTURE | WHO ARE WE?



PEOPLE are at the heart of *everything* we do.

GEOGRAPHICALLY DISTRIBUTED



Tampa



St. Pete



Sarasota-Manatee



Water Street

AMERICA'S FASTEST-RISING UNIVERSITY



A photograph of the Marshall University Student Center, a large modern building with a curved facade and glass panels. The text "MARSHALL UNIVERSITY STUDENT CENTER" is visible on the building. In the foreground, two bronze statues of running bulls are positioned in a shallow pool of water. The scene is set outdoors with trees and a clear sky. The entire image has a light teal overlay.

FINDING YOUR WAY

A photograph of the Marshall University Student Center, a large modern building with a curved facade and glass panels. The text "MARSHALL UNIVERSITY STUDENT CENTER" is visible on the building. In the foreground, two bronze statues of running bulls are positioned in a shallow pool of water. The scene is set outdoors with trees and a clear sky. The entire image has a semi-transparent teal overlay.

FINDING OTHERS

REQUIRED TRAINING & DOCUMENTS



A photograph of a modern glass building with a bronze bull sculpture in the foreground. The image is overlaid with a semi-transparent teal filter. The text is centered in the upper half of the image.

PERFORMANCE MANAGEMENT AND TALENT ENABLEMENT

A photograph of the Marshall University Student Center, a modern building with a curved facade and large glass windows. The words "MARSHALL UNIVERSITY STUDENT CENTER" are visible on the building. In the foreground, a large bronze statue of a running bull is positioned in a shallow pool of water. Another smaller bull statue is visible in the background. The scene is set outdoors with trees and a clear sky.

SUMMARY

What questions do you have?

Thank you!



Little Things Make a Difference

Angela M. Hill, Pharm.D., CRPh

Professor, Associate Dean of Clinical
Affairs & Past Chair

Taneja College of Pharmacy

COBA and BESC Member



Little Things that Administrators Can do to Acknowledge Faculty and Staff Accomplishments

- Celebratory breakfasts or lunches
- Acknowledgement of scholarship during department meetings
- Didactic or experiential workload trade-offs

Little Things that Administrators Can do to Acknowledge Faculty and Staff Accomplishments

- Nominate or award faculty and staff for internal, external, & national awards
- Give personalized notes or gifts
- Professional development funding



Little Things that Administrators Can do to Promote Productivity in Faculty and Staff

- Make sure that ALL faculty have the resources they need to do their work.(i.e., space, time, etc.)
- Create bridges or extensions of the faculty to minimize workload i.e., post-graduate students, work-study students
- Develop individual relationships with faculty to see what motivates them



“Celebrating Excellence”



2022/2023 Honorees

- Professor Ryan Watson
- Dr Ruthmae Sears
- Ms. Kimberly Brown



2023/2024 Honorees



COBA Team Captains



- Acknowledges faculty and staff at USF Home Games

A few past recipients:

- Dean Kevin B. Sneed
- Dr. Denise Davis-Cotton
- Mr. Darren Gambrell
- Carlos Moriera



Appreciation is the highest
form of prayer, for it
acknowledges the presence
of good wherever you shine
the light of your thankful
thoughts.

Alan Cohen

BrainyQuote®

Thank you!

Please let us know what you thought of today's presentation by taking the survey at this link:

https://usf.az1.qualtrics.com/jfe/form/SV_88ES2QepGiWa9Ce

