



Association for the Study of Higher Education
Honors and Awards Policies
Approved by the ASHE Board of Directors on June 17, 2021

A. Introduction and Overarching Honors and Awards Policy

The Association for the Study of Higher Education (ASHE) confers Honors and Awards, including but not limited to Association-wide awards, Council awards, and the honor of being the name of an award or endowed scholarship or position that will be conferred on other individuals for significant contributions to the field or interests of the field, and are determined by the ASHE's judgment and discretion. ASHE retains the right to grant, defer or decline to grant an Honor or Award to any person. ASHE also retains the right to revoke or suspend an Honor or Award already granted if, in its sole judgment and discretion, ASHE determines that it is in the best interests of the Association and the study of higher education field at large to do so. Suspension means the Honor (and the ability of the recipient to exercise any associated privileges and rights) are held in abeyance until notice by ASHE that the Honor is reinstated or revoked.

This policy covers all ASHE Honors and Awards, including those given by ASHE Councils or other ASHE-affiliated groups.

1. Underlying Policy Rationale — Interests of Excellence in the Field

ASHE considers professional ethics to be a critical component of excellence in ASHE and the field. When ASHE awards an Honor or Award, the Honor or Award reflects ASHE's judgment that an individual's contributions to, and effect on, the field are exemplary. ASHE considers the effect on the field of the totality of the individual's work and professional and ethical conduct and reputation. It expects those who hold Honors or Awards to demonstrate that participation in and recognition by the field are privileges; and that the field's leaders, and others it celebrates, embody highly professional and ethical conduct in their work as well as conduct in their personal affairs that does not cast serious



doubt on their core ethics. (References to conduct in this policy include professional conduct, as well as such personal conduct.)

Unethical conduct includes, among other acts, sexual harassment and discrimination based on other factors unrelated to ability and promise (e.g., race, ethnicity, sexual identity or orientation), whether alone or intersecting with sexual harassment. These acts perpetuate longstanding structural and systemic barriers to full participation of all talent in the field, which have immediate adverse impact on individuals and undermine excellence in the field. Additionally, unethical conduct includes violations of research ethics, including but not limited to, plagiarism, financial misconduct, and violations of human subject protections. Such unprofessional and unethical conduct may occur in research, learning/teaching, or practice.

2. Ethics

In balancing what is best for excellence in the field than what is best for any individual, ASHE must give heavier weight to excellence in the field and, therefore, ASHE will not confer any Honor or Award on any individual whose conduct has been determined to be unethical. A determination of “unethical behavior” will be based on prior violations of ASHE’s *Code of Ethics*, or an outside authority’s (e.g., home institution, court, government agency) review or investigation and determination (with supporting information) made available to ASHE, on which it may rely.

ASHE also reserves the right to withhold any Honor or Award on an individual who may be the subject of a credible question actually known to ASHE until such matter has been fully resolved. Determined unethical conduct may also justify suspension or revocation of Honor.

ASHE’S conferral of an honor is an exercise of its discretion, not an obligation. ASHE, in its discretion, may suspend or revoke an honor if its assessment of the recipient’s actual or potential impact on the field changes for any mission-driven reason.



- a. **Awareness of Conduct Issues—Required Disclosures:** ASHE is aware of conduct issues about the holder or potential recipient of an Honor or Award if the Executive Director or any individual who participates (whether as a staff, an advisor or a decision-maker) in the official Honors or Awards process is aware. These individuals must notify the Executive Director, who will make the head of the specific Honors or Awards process aware.

Anyone who makes a nomination or recommendation and knows that the nominee has been determined to have engaged in unprofessional or unethical conduct, such person is required to make a disclosure to the Executive Director or President as part of the nomination process. Disclosure must not violate any terms of confidentiality that may be imposed upon such determination.

A person who is being considered for an Honor or Award (upon becoming aware of being considered), or who holds an Honor, has a continuing duty to disclose to the Executive Director or President the existence of any fact, situation, or circumstance that could be considered relevant to ASHE’s decision whether to award the Honor or Award under provisions of this Honors or Awards Policy. Failure to make a disclosure may result in ASHE withholding, suspending or revoking an Honor, in ASHE’s discretion.

- b. **Restorative Remedies:** In the event of determined conduct inconsistent with an Honor or Award, ASHE may provide opportunities for restorative remedies (that diminish the effect of such conduct, elevate understanding of harm caused by such conduct, enhance relationships, improve conduct, advance safety for those affected, and prevent recurrence of any undesirable conduct, eventually enabling positive participation in the field and possibly Honors). ASHE may pursue or encourage such remedies where, in the ASHE’s judgment and discretion, ASHE determines restorative remedies are possible with authentic consent by the accused and without perpetuating barriers to participation of all talent in the field or otherwise undermining excellence in the field. ASHE would generally endeavor to consult the accused and consider, among other factors:

1. the egregiousness, prevalence, effect, and age of such conduct, the stage of career when it occurred;
2. whether an individual with determined unprofessional and unethical conduct takes responsibility for the conduct and demonstrates through action (non-repetition) that they learned the necessary lesson and is unlikely to repeat similar conduct;
3. whether an individual appears to be sincerely committed to demonstrating professional and ethical conduct, understanding how the determined conduct or questions of conduct occurred, avoiding a repetition, and restoring relationships—not just to qualify for receipt of an Honor, but recognizing the importance of professional and ethical conduct to excellence in the field.

3. Process for Suspension or Revocation of Existing Honors or Awards

Suspension or revocation shall take immediate effect upon notice by ASHE to a person already holding an Honor. At least 30 days before a notice of revocation or suspension, the Executive Director will send to the holder of the Honor or Award a notice of intent to revoke or suspend the Honor. Notice will be sent to the email address associated with the individual's account with ASHE. The notice of intent will include a statement of the specific conduct alleged to be contrary to the Award or Honor, a statement of the interests of the field served by the proposed revocation or suspension, in ASHE's judgment. The holder of the Honor or Award will have an opportunity to submit to ASHE, within 14 calendar days of receiving a notice of intent, a written statement of any reasons why they believe it would not be in the best interests of the field for the revocation or suspension to be affected. After that 14-day period, whether or not a statement has been submitted, ASHE will act in its discretion. ASHE, at any time, may review and act on pertinent information that was not available or known to it at the time of its decision.



Review of a complaint that might result in the suspension or revocation of and Honor or Award and any resulting statements by the Honor or Award holder in their defense shall be done by the Ethic Committee pursuant to the *ASHE Ethics Committee Policies and Procedures*. The Ethics Committee shall make a recommended determination to the ASHE Board of Directors. The ASHE Board shall make a final decision.

4. Special Circumstances – Honors or Awards Held by Deceased Individuals

Special circumstances arise when unprofessional and unethical conduct of a deceased person who holds an Honor or Award is raised. ASHE will exercise its discretion to address such situations on a case-by-case basis and may determine that no action is needed without heightened concerns. It will consider the following:

- A deceased person is unable to participate in even an informal investigation or process, is unable to defend against allegations, e.g., of sexual harassment, or to participate in restorative remedies.
- A deceased person cannot continue unprofessional and unethical conduct.
- Unless heightened concerns for continuing impact on the field exist, the need to protect the interests of the field in eliminating barriers to inclusion may be limited, and the interest of fairness to the accused may be greater.
- Heightened concerns for impact on the field, even after death, may exist when the act of unprofessional and unethical conduct has been determined during a person's lifetime (or is established by unequivocal facts) and is highly egregious (respecting a single event or frequency). This is particularly so when the deceased holder of the Honor or Award is very prominent in the field or there is a named Honor or Award continuing to be conferred on others.
- When action is warranted, it may range from revocation of the Honor or Award to a statement about intolerance of the type of conduct raised. Revocation is an extraordinary remedy. ASHE will exercise its judgment on a case-by-case basis. If a statement is made, ASHE would speak to intolerance of the type of conduct raised, without judging or stating whether the conduct occurred, and without adding commentary to any existing determination made on the subject. When a statement



is made, ASHE may include examples of types of unprofessional and unethical conduct faced and consequential actions taken under ASHE’s current policy generally, to demonstrate the authenticity of its intolerance for the type of conduct and mitigate impact on the field.

- ASHE is not expected to newly investigate a question of professional and ethical conduct related to a deceased holder of an Honor.