First, I want to thank this year’s committee for their work on this adjudication -- Stevan Springer, Keri McCaffrey, Zain Esseghaier, Xioa (Shee ow) Chen, and Gail MacArtney, --

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and I also want to thank the nominators: whether your candidates were successful or not, you demonstrate the importance of celebrating the work of others, and that is so important to a strong campus community. It is also service.

Service is supposed to be a part of every faculty member’s working life, and we know how essential that work is in institutions that depend on shared governance. Some of our colleagues, though, go far beyond what is merely expected of them in this area, and their often selfless work is time spent supporting their students, their colleagues, and their communities. Dr. Fred Kibenge of the Department of Pathology and Microbiology is one of those extraordinary mentoring, supporting, and -- from the evidence of the file -- **tireless** servants of the university. He is near the end of his fourth term as Department chair, which is a **Herculean** feat in itself, but his nominators all highlight the ways in which he has gone far beyond what’s merely required, creating a **collegial** and **supportive** work environment, leading **recruitment** efforts, and **thoughtfully** mentoring colleagues through tenure and promotion. The nomination letter highlights his **legendary** work ethic, and that certainly came across to the adjudicators: it would take far too long to list **all** the work Fred does as grant reviewer, journal section editor, on the AVC curriculum committee, professor emeritus committee, dean search committees, scholarly achievement awards committee for the FA, or interim chair for another department, and on and on. Here is just one of the comments about Fred’s leadership in the nominating letters: “He helped us remember that we were working together for a common goal. He showed leadership through both diplomacy and action. And specifically, he showed a deep interest in understanding the functioning of the Department.” And from another: “There is no doubt in my mind that Dr. Kibenge is one of the most skillful leaders that I had in my professional career.” It speaks volumes that his nomination letter was from 11 of his departmental colleagues, supported by a former dean, and two faculty members from other departments.

Dr. Fred Kibenge, in recognition of your contributions to service at our university, the Faculty Association is pleased to present you with the Merit Award for Outstanding Service for 2021.