Fellowship Criteria

Division 14
The Society for Industrial and Organizational Psychology

(Most of these points were taken directly or adapted from the APA Fellowship Status Manual, 1994, SIOP Administrative Manual, and from Jeanneret’s 1994 TIP article)

Criteria: “Society Fellows shall be distinguished industrial and organizational psychologists who have made an unusual and outstanding contribution to the field.” [SIOP Bylaws Article II 3]

Criteria that are used by Fellowship Committee Members in the evaluation of candidates can be characterized in two interrelated ways: understanding the nature of the contribution(s) and understanding the impact of the contribution(s).

The nature of one’s contribution(s) are examined in terms of:

- Scholarship
- Influence on the field of psychology/advancement of psychology

The nature of one’s contribution(s) has impact that can be characterized as:

- Unusual, positive, having long-term effects
- Influential on persons, organizations, or society at large
- Broad if not deep (i.e., extensive impact on one, or some impact on a large number)

In essence, the Fellowship Committee must consider what is the value of the contribution(s) to the field of I/O psychology.

Description of the Fellowship Process

It is useful to describe and clarify the nomination process of the SIOP Fellowship Committee, the importance of the roles of the nominator and the endorsers and what the Fellowship committee does with the nomination packet.

Nomination Process

The process begins when a SIOP member or Fellow contacts a potential candidate who (s)he believes is deserving of Fellow status. The following are key initial considerations:

The prospective candidate/nominee:
* Is a Society member for no less than 2 years at the time of election.
* Preferably completed Ph.D more than 10 years before

Self-nominations are not permitted within SIOP. Once an individual agrees to be nominated, he or she sends a vita or resume to the nominator. In addition, the candidate
should include a summary identifying unique and outstanding contributions to the field with supporting evidence of impact.

Nominator Role:
At this point, the nominator has an extremely important role and coordinates the full nomination process until the completed nomination packet is submitted to the Fellowship Committee Chair.

The nominator contacts the Fellowship Committee chair to request application materials, contacts endorsers (individuals who write additional letters of support), insures that the application meets SIOP and/or APA/APS requirements, and submits the materials to the SIOP Fellowship Committee Chair by the due date. The form used by the SIOP Fellowship Committee is the same form used by APA.

NOTE. All conversations and materials regarding the nominee should take place between the nominator and the endorsers. There is little reason to expect that endorsers would be contacted by or converse directly with the candidate/nominee.

1. The nominator must be either a member or Fellow of SIOP.

2. The nominator is responsible for insuring that at least 3 endorsers are SIOP Fellows in good standing. If a candidate would also like to be considered for Fellow status in APA, three of the endorsers must be a Fellow of APA as well. If the candidate would like to be considered for Fellow status in APS, one of the endorsers must be a Fellow of that organization in good standing.

3. The nominator is responsible for contacting all endorsers directly. Nominees at no time directly contact individuals who will write letters of support (endorsers).

4. The nominator completes (typed preferably) the APA Fellowship Application Form (which is the same form completed for the SIOP Fellowship Committee), provides a nominating letter, completes the APA worksheet, and evaluation form.

Endorser Role:

1. The endorsers write letters supporting the nomination of an individual for Fellow. They are responsible for sending their letters (and APA worksheet) to the nominator at the required time. Letters of recommendation are not sent directly to the SIOP Fellowship Chair or a committee member; rather they are collected by the nominator to be copied and mailed along with other application materials.

What makes a strong Fellowship Nomination?
(Most of these points were taken directly from the APA Fellowship Status Manual, 1994; adapted from SIOP Administrative Manual, and from Jeanneret’s TIP article)

*At least one letter should be from an individual with whom the nominee has never had a continuing personal association, e.g., as a former student, former professor, co-faculty or agency member, or collaborator. Fellows in the division sponsoring the nomination often are effective sponsors.

*Several letters that independently address several of the same points about the nominee’s impact are generally more convincing than letters which refer to different contributions.

*A set of sponsors, all of whom are from the nominee’s immediate department or agency, or who are colleagues with whom the nominee has worked closely, is NOT convincing and suggests limited impact. Indeed, a majority of letters from persons who work closely with the nominee should be discouraged. A more diverse set of sponsors is likely to be more impressive.

* An example of an endorsement which would require additional elaboration is “Dr. X is obviously qualified; should have been a Fellow years ago. Such ‘Endorsements’ are sometime signed by eminent Fellows, but they do not help the nominee or the Committee.

*Some endorsers state that the nominee has had impact without presenting meaningful evidence for the statement. This assertion is an ineffective statement without evidence.

**Practice as the Primary Basis** (from APA Fellow Status Manual)

It is more difficult to demonstrate that someone deserves the designation of Fellow with practice or clinical work as the primary basis than with other primary bases. Recognizing that many “practice” psychologist are also concerned with “Teaching, Administration, or Professional Service,” and recognizing further that by applying the sense of other criteria” (e.g., influence on the profession outside one’s setting; evidence or documentation that the person nominated has enriched or advance the field on a scale well beyond that of being a good practitioner, teacher, or supervisor; accomplishments that are visible and widely shared with colleagues; Service on divisional boards or committees, when such service can be shown to have had a positive impact on the relevant field as a profession or science etc), “it becomes apparent that there are many avenues whereby “practice” can occur at an outstanding level. The practitioner candidate must present a broad history of combined practice and community service with documented impact. Again, the major consideration is
the long-term impact on the science or practice of psychology at the local, state, regional, national and/or international levels.”

A letter in support of a candidate whose contributions are in the area of practice should therefore always include the following three paragraphs (at a minimum):

1. A description of the candidates’ career, and of the settings in which he or she has worked;
2. A clear statement of the unusual or outstanding nature of the candidate’s contributions; and
3. Documentation of the candidate’s broad impact on the field or on the practice of I/O psychology. This paragraph is most important, because election to Fellow requires that the candidate’s impact or contributions go beyond the specific organization in which he or she works. Impact cannot just be on one organization but can be through an individual's role in one organization where his/her work was viewed as a model for others to follow. Testimonials from I/O psychologists in other organizations as to how the individual's work at Company X influenced their work would be appropriate...

Example: Candidate implemented a performance management program that established innovations that are supported through appropriate evaluation or validation research (evidence provided). Further, these innovations influenced other practitioners and perhaps researchers in their programs (again, specifically documented). The nominee must demonstrate leadership in producing innovations that are tested and found to be both sound and widely influential.

**Detailed evidence from sponsors as to the exact nature of the candidate’s contributions is critical. It is not enough to know that the candidate was instrumental in establishing the “X” Center for Excellence in an Area in “Y” city. To assess accurately the unusual and outstanding aspects of such a contribution, one should also know how (the nominee) was instrumental and what was significant to the field of psychology.

The nature of one’s contribution(s) are examined in terms of scholarship and influence on the field of psychology/advancement of psychology. The nature of one’s contribution(s) have impact that can be characterized as (1) unusual, positive, having long-term effects; (2) influential on person, organization or society at large and (3) broad if not deep (i.e., extensive impact on one, or some impact on a large number).

**An I/O psychologist cannot influence the field of psychology if he or she does not publish or communicate about it. Further, the evidence must be in the public domain. This would, of course, include symposia, workshops, invited addresses and so forth.

*Beyond knowledge of a candidate’s contribution that is found in the public domain, Fellowship Committee members ultimately must rely on the source otherwise most readily available, and presumably the most knowledgeable:
testimonials of those who support the candidate’s nomination.

*By evaluating a testimonial in terms of its informative value and credibility, it is very likely one of the best sources of evidence the Fellowship committee will have to consider and use for decision-making. (When publications and other sources of info are limited, there should be a larger, more diverse set of testimonials to document the outstanding contribution of the candidate --- however, testimonials cannot fully substitute for works in the public domain).

SIOP Fellowship Committee Process: Inside the Black Box

The ten Fellowship committee members are required to be Fellows themselves. The composition of the committee reflects academia, consulting and practice within organizations. Committee members receive one copy of each nomination packet and a set of forms on which to record their comments and assessments of contribution. The Fellowship Committee Chair compiles this information and forwards it onto the SIOP Executive Committee which meets in January of each year. The Executive Committee also reviews the information provided by the Fellowship Committee and votes whether to support recommendations.

After the January Executive Meeting, the Fellowship Chair contacts individuals supported for Fellowship status. At this time, the individual is asked whether they want their materials submitted for consideration for APA and/or APS Fellow. APA materials must be submitted by mid-February and APS materials by early April.

Listing of Additional Benchmarks For Evaluation of Candidates For Fellowship In SIOP (from Jeanneret’s 1994 TIP article)

- Publications that report impressive work, have impact upon the work of others, and have been refereed appropriately.
- Innovations in research and/or practice that have had a notable and documented impact on the field of I/O and are in the public domain.
- Citation of the nominee’s work by others. [NOTE: Citation by others may be as much if not more important than the individual’s initial contribution.]
- Frequent participation as a workshop/seminar leader. [NOTE: Workshop leadership is not an automatic criterion – many are entrepreneurial.]
- Regional, national, or international impact through leadership in offices of psychological associations.
- Accumulation of impact and performance over the time must be demonstrated in forms such as resolution of important issues in the field or opening up new and fruitful areas of study.
- Sustained research contributions in well-refereed journals with favorable citation by other scientists.
- Contributions in publications generally available to the profession or otherwise widely communicated (such as through participation as a presenter in the programs and meetings of professional groups and associations).
- Development of theory or method of other scholarly pursuits.
- Election to a board of editors or as editor or associate editor of a major journal in the field.
- Generation of new knowledge/formulations/programs.
- Outstanding teaching, as evidenced in part by having trained many graduates who themselves have positively influenced the field.
- Demonstration of leadership and initiative in identifying problems, defining goals, formulation methods, and facilitating a productive exchange of ideas in the field.
- Active leadership and participation in relevant professional associations. Creative leadership in programmatic developments in research, teaching, service, or community activities.
- Outstanding mentoring (e.g., intern supervision, etc.) as evidenced in part by having mentored individuals who themselves have positively influenced the field.
- Receipt of awards for research or service contributions (e.g., scientific contributions award; professional contributions award).
- Service as head, chairperson, or director of a department graduate program or agency recognized as “outstanding” by peers and colleagues.
- Invitations to address national and international conventions or conduct workshops at such conventions.
- Administration of psychological programs through positions involving considerable technical responsibility, effective supervision of professional personnel, or installation of programs in an organization.
- Evidence of favorable psychological impact upon the total program of major organizational units and/or state, national, or international programs and problems.
- Appointment to study sections or other national review bodies; major participation in scholarly reviewing activities.
- Spreading an understanding and application of new knowledge through innovations in teaching and/or practice.
- Evidence or documentation that the person nominated has enriched or advanced the field on a scale well beyond that of being a good researcher, practitioner, teacher, or supervisor.
- Outstanding service on APA or APS boards or committees, or on Division boards or committees, when such service can be shown to have had a positive impact on the field as a profession or science.
- Contributions through sustained and influential consultation to courts, legislatures, and governmental bodies.
- Authorship or editorship of major books, including textbooks.
- Invitations to contribute whole chapters or major sections of books, including textbooks.
- Election or appointment to a relevant office based at least in part on technical/professional competence (e.g., state psychology board).
- Publication of a favorably reviewed and influential film or video series that conveys relevant psychological facts and principles, their application, or both.
➢ Election to “Fellow” status in related broad-based scientific or scholarly societies.
➢ Evidence that candidate has contributed to the promotion of the status of I/O psychology as a force on the social-political scene, especially efforts that enhance the image of I/O psychology and its value.

As a final comment, it is important to realize that the determination of who is recommended for Society Fellow status is not simply based on trying to add up how many of the above criteria are represented in a candidate’s curriculum vitae. Similarly, recognition as a Society Fellow is not simply a matter of competency, or a steady and active career in the field. Rather, Fellowship specifically recognizes UNUSUAL and OUTSTANDING contributions to I/O psychology.