

2018
APFA



**AMERICAN
PSYCHOLOGICAL
ASSOCIATION**

APA Fellows Applications: Suggestions and Discussion

**For Division Fellow Chairs, Endorsers and
Applicants**

**Presented by the
APA Fellows Committee**

Workshop Overview

- Introductions
- Criteria for initial Fellow status
- Mission of the Fellows Committee
 - Fellows Committee Role and Process
- Process of applying for initial Fellow status
- Suggestions
 - For Candidates/Nominees
 - For Endorsers
 - For Division Fellows Chairs
- Examples of weak vs. strong evidence
- Appeals process

Fellows Committee Members & Mission

2018 Members:

Chana Akins, PhD

Consuela Arbona, PhD

Sarah Brosnan, PhD

David Hayes, PhD

Frederick Rotgers, PsyD (Chair)

Staff Liaison:

Sonja Wiggins

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The mission of the Fellows Committee is:

“to review the nominations for Fellows and ... report their recommendations on each case to the Board of Directors through the Membership Board.”

APA Criteria for Initial Fellows

- Evidence of unusual/extraordinary and outstanding/significant contributions or performance in the field of psychology; and

- (Inter)national impact on the field or profession of psychology beyond a local, state or regional level.

- Competence and performance meeting relatively *typical* contributions expected of psychologists in comparable positions are not sufficient to warrant Fellowship in APA
 - *“A high level of competence or steady and continuing contributions are not sufficient to warrant fellow status. National impact must be demonstrated.”*
 - <http://www.apa.org/membership/fellows>

 - *Service: provide clear evidence of how service to APA, divisions or other organizations has contributed nationally to the field or profession of psychology*

Role and Process of the Committee

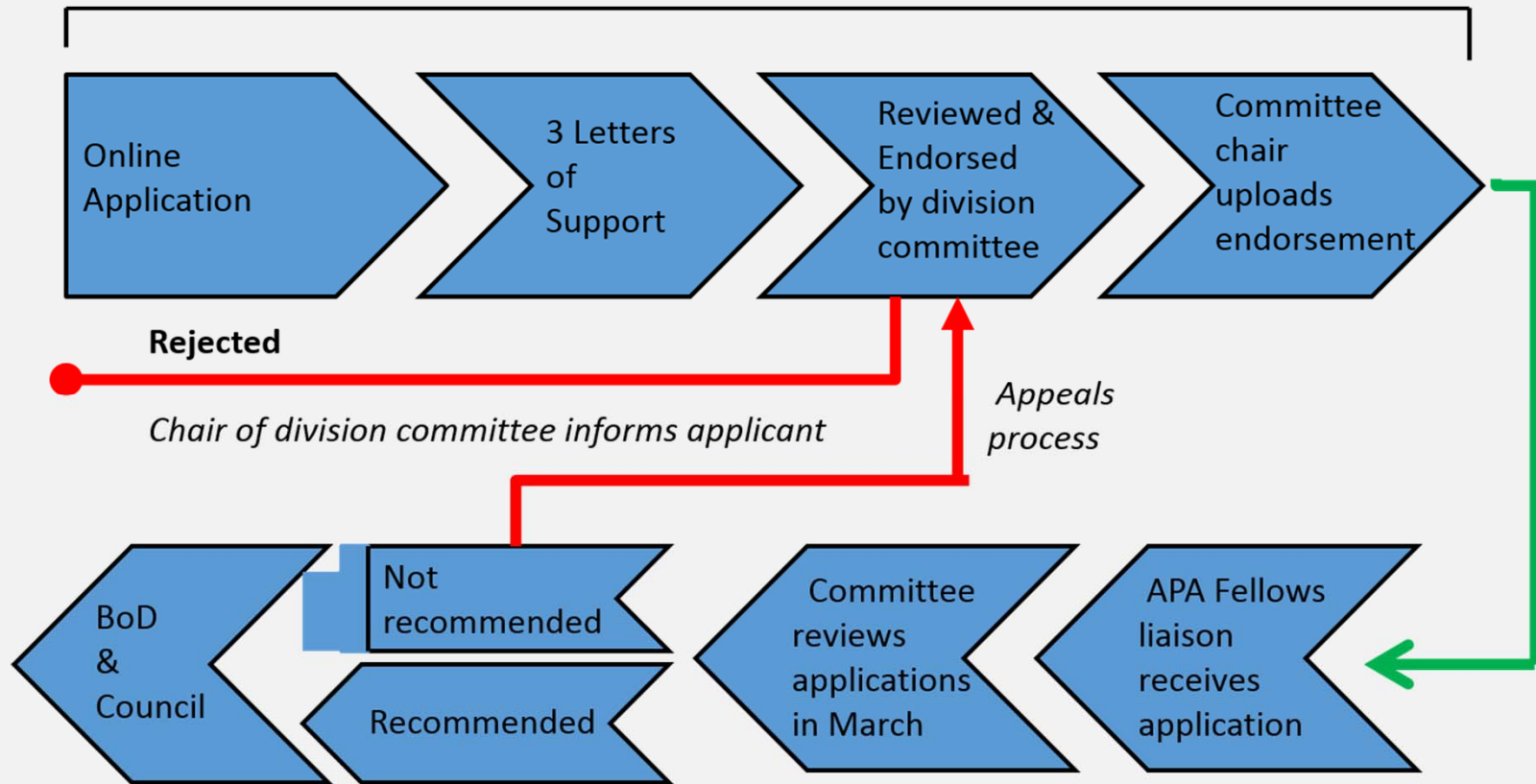
Members of the committee do:

- **Review** applications against APA criteria
- **Confirm** whether clear evidence of those criteria has been demonstrated and *clearly articulated in the application*
- **Provide feedback** on applications that have not clearly demonstrated or articulated the criteria

Members of the committee do not:

- *Independently evaluate* an applicant's contribution to the profession
- *Independently judge* the impact of research or practice
- *Undertake additional research* where the contribution or impact is unclear
- *Work from personal knowledge* of the applicant or necessarily specific expertise on the relevant subject(s)

Process: Initial Fellow of APA Online Application via a Division



Suggestions for Candidates/Nominees

Successful applications do the following:

- Explicitly address APA criteria, as well as any division criteria
 - Meeting divisional criteria alone is not sufficient

- Provide **clear explanation** of the unusual or outstanding contribution(s);
 - Listings or volume of achievements (grants, numbers of publications, professional positions or roles) is not sufficient
 - Explain **how** these achievements have **impacted the profession at a national and/or international level**

 - Work in a national or international context or topical arena does not itself convey national or international impact on the profession.

- **Tell the story** of your success(es), don't just list them
 - Encourage endorsers and the Division Fellows Chair to do the same

Suggestions for Endorsers:

Successful endorsements do the following:

- Explicitly address all APA criteria;
 - Stating that Divisional criteria were met or endorsements are strong is not sufficient—use these to detail how the APA criteria are met
- Explain **how** the evidence provided by the applicant is **unusual or outstanding and impactful on the field itself**, beyond the division;
- Avoid listing the candidate's many achievements....
- Instead, focus on **how** one (or more) of those achievements shows broad impact on the field of psychology.
 - Note that work in a national or international context or topical arena does not itself convey national or international impact on the profession.
 - Do not rely on persuasive statements that the candidate is meritorious; rather use clear examples of how the candidate is meritorious.

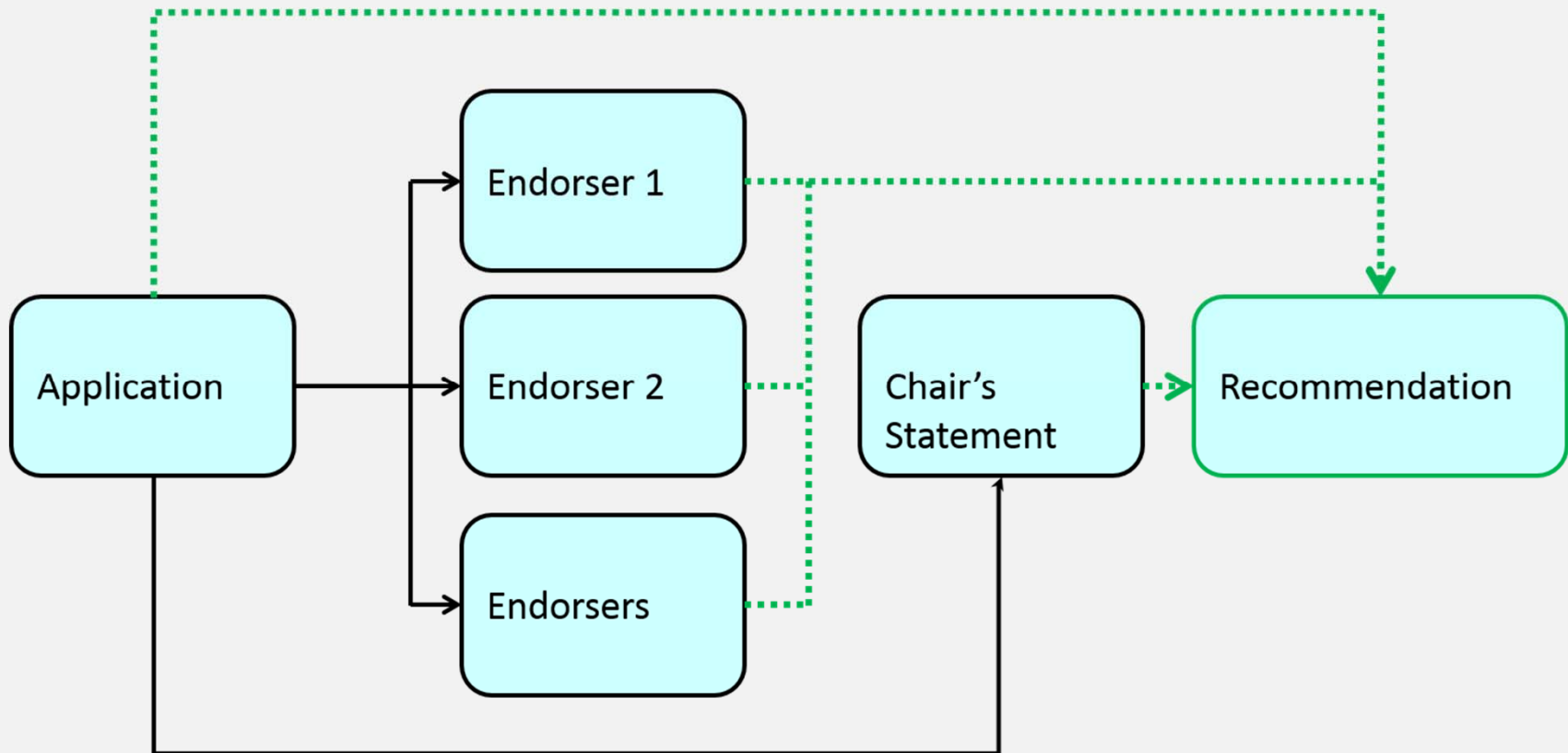
Suggestions for Division Fellows Chairs

Successful Chair statements do the following:

- Narrate the impact of the applicant upon the field of psychology, nationally and/or internationally
 - Summarize **only** the critical points from endorsements, application
 - Prioritize **specific examples** of tangible, impactful achievement(s) explaining their unusual and/or outstanding merit
 - Demonstrate clear distinction from others in similar positions
 - Avoid a lengthy list of achievements
 - Volume of work does not necessarily convey impact and unusual/outstanding contributions
 - Avoid cutting/pasting from others' statements; paraphrase
- Qualify a Divisional committee's decision, try not to exclusively or primarily use metrics

Three Chances to Address the Criteria

Search for evidence



Examples: Weak

The following statements are *suggestive* of outstanding contributions with impact, but they lack specificity:

- ✧ “My research program has received major national funding.”
 - ✧ **What impact has that funding demonstrated?**
- ✧ “My research [or work] has had an important impact on the field.”
 - ✧ **In what way? What is the impact?**
- ✧ “My [research, practice, teaching, collaborations] is/are international in scope”
 - ✧ **Location is not impact; discuss how the scope has impact on the field**
- ✧ “I’m an editorial board member” or “I’ve chaired...” etc.
 - ✧ **Most applicants have many achievements, but how is it unusual or outstanding for senior members of the field?**
- ✧ “I’ve taught many [topics, students]...”
 - ✧ **Explain how impact of the teaching reaches beyond local or individuals**
- ✧ “I undertook a longitudinal study of ...”
 - ✧ **Show how the study changed important theory, practice, policy, etc.**

Examples: Weak

The following statements are *suggestive* of outstanding contributions with impact, but they lack specificity:

- ✧ “She has multiple/many publications/grants/funding on [topic].”
- ✧ “He has presented regularly at national/international meetings.”
- ✧ “He is an outstanding teacher/researcher/clinician.”
- ✧ “Her research is [incredibly interesting, novel, creative, important] and makes an important contribution to the field.”
 - ✧ **Statements need to specifically explain the *impact* of these publications, grants, presentations, ‘contributions’ to the field of psychology, such as changes in theory, teaching, practice or policy**
- ✧ “His work bridges the gap between academic research/teaching and the real-world...”
- ✧ “Her practice addresses an oft overlooked area and changes lives.”
 - ✧ **Specifically describe *how* it does so**
- ✧ “She has made important contributions to the Division.”
 - ✧ **Describe how Division contributions impact the field more generally (APA criteria)**

Examples: Strong

The following examples give clearer *evidence* of impact:

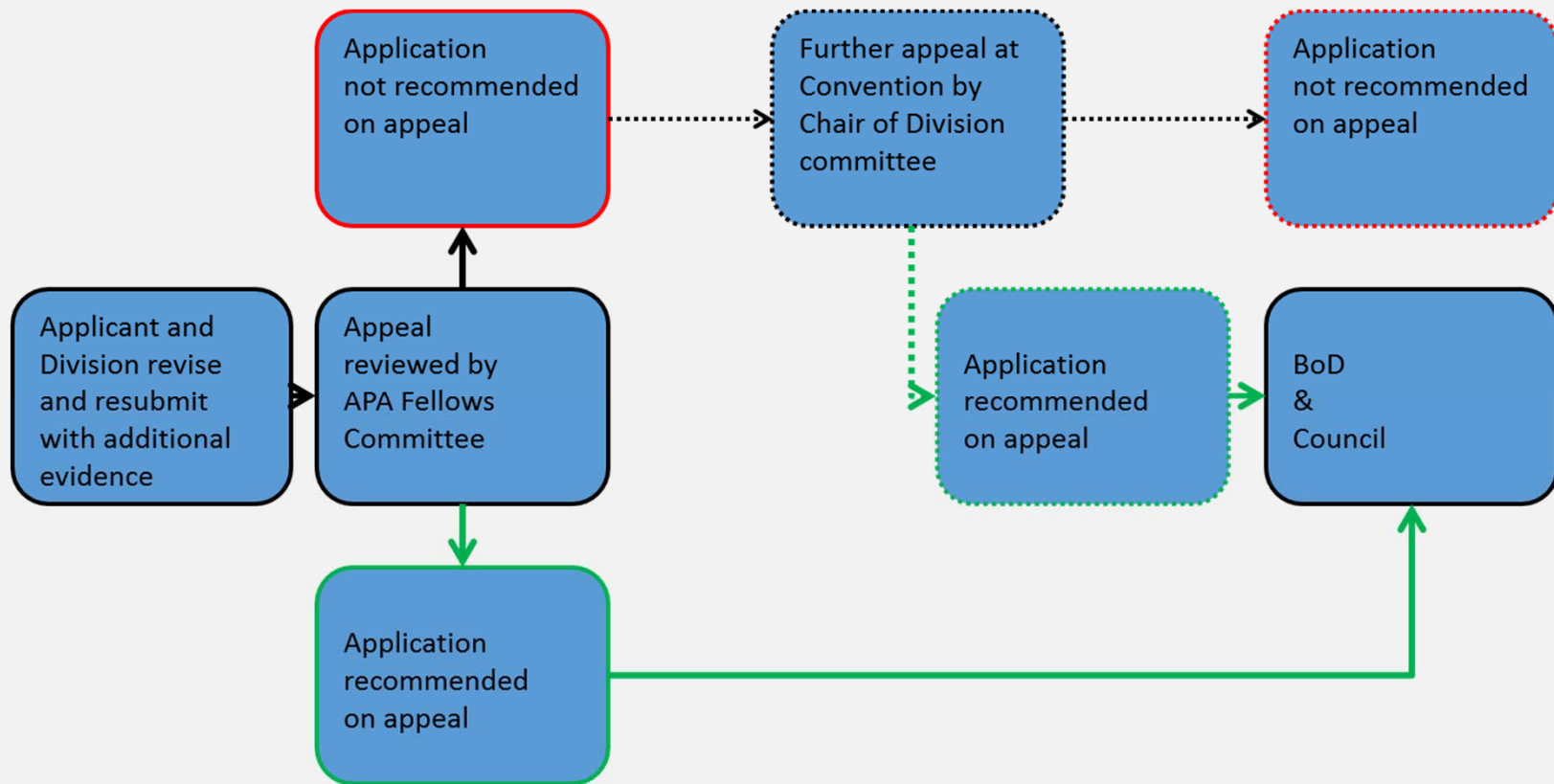
- ✧ “I developed a new [test, measure, coding scheme, therapy, biomarker, etc.] that has had an important impact on [the field] by..... [explicit description].”
- ✧ “I’ve provided empirical evidence challenging the theory that... [explain impact].”
- ✧ “...This work led to a significant change in national policy by [specify].”
- ✧ “...This work changed how we train psychologists by....”
- ✧ “...This work changed theory about [or established a new theory of...] by...”
- ✧ “...This research has changed practice by...”
- ✧ “...This book is the standard in doctoral training programs [specify how known]”
- ✧ “...Her/his leadership in Division X has led to.... [examples with clear nation-wide or international relevance].”

Examples: Strong

The following examples give clearer, specific *evidence* of impact:

- ✧ “...This work has been instrumental to bringing national attention to [explicit details] ..., which led to changes in [credentialing, training, treatment, etc.,] at the national levels [articulating how this was done].”
- ✧ “...His/her work on the phenomenon of [...] has stimulated important methodological changes and substantive additional work by others into [with clear details].”
- ✧ “...In these roles [heretofore explicitly described], Dr. Smith has directly contributed to shaping the quality of the scholarship produced in, and disseminated to, our profession.”
- ✧ “...This research has [founded, established] the effectiveness of [model, approach, treatment, etc.] for [treating ADHD, intervening in high school drop-out, reducing recidivism, etc.], which has now been put into practice [give context.]”

Appeals Process



APA Fellows Applications: Advice & Discussion APA Fellows Committee

Questions ?