APA Fellows Applications: Suggestions and Discussion

For Division Fellow Chairs, Endorsers and Applicants

Presented by the APA Fellows Committee
Workshop Overview

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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](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

Online Application

3 Letters of Support

Reviewed & Endorsed by division committee

Committee chair uploads endorsement

Rejected

Chair of division committee informs applicant

Appeals process

BoD & Council

Not recommended

Recommended

Committee reviews applications in March

APA Fellows liaison receives application

San Francisco, CA August 9-12
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

Application

Endorser 1

Endorser 2

Endorsers

Chair’s Statement

Recommendation
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

1. Applicant and Division revise and resubmit with additional evidence
2. Appeal reviewed by APA Fellows Committee
3. Application not recommended on appeal
4. Further appeal at Convention by Chair of Division committee
5. Application recommended on appeal
6. BoD & Council
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APA Fellows Committee

Questions ?