

Ratified	May 1989
Last reviewed	Sept 2007
Review due	Sept 2009
Contact person	VPC

Fellowship applications/nominations

Policy

Fellowship of Speech Pathology Australia is a public professional honour awarded to a person with considerable experience, responsibility and standing within the speech pathology profession. To recognise and celebrate the excellent achievement of such members in all areas of speech pathology practice, Speech Pathology Australia offers transfer to this special membership category, on application from the member or a nominator.

Constitution relating to Fellowship

- 10.2 'A Fellow is an Ordinary Member who achieves Fellowship as set out in rule 13.6.'
- 13.6 'Appointment to Life membership or election to Fellowship is decided by the Council at a meeting of the Council. The minutes of the Council will not record the names of candidates not elected.'

Rule 11 refers to the rights and privileges of Fellow membership.

Guidelines

- Assessment for transfer to Fellowship is based on evidence which demonstrates the following four qualities:
 1. Excellent achievement
 2. Positive innovation and change
 3. Leadership
 4. Sustained and outstanding contribution

The applicant must show these four qualities in:

- Contribution to Speech Pathology Australia Professional Association Activities
- PLUS** at least **two** of the following areas:
- Research and Scholarship, including academic qualifications and honours
 - Clinical Practice
 - Teaching and Learning
 - Management, service delivery and policy development
- Participation in other professional activities and personal qualities, such as good standing as a member will also be considered. 'Good standing' as a member will

generally relate to the person having no issues associated with upholding the Code of Ethics.

- Every Ordinary Member who meets the criteria for election to Fellowship can apply for consideration.
- An applicant/nominee for Fellowship would normally have been a Practising Member of the Association for a minimum of seven years. This requirement would not usually apply to an applicant who has come from overseas within the previous three years to reside in Australia.
- Usually Fellows will have attained a senior level in experience and status (i.e. senior career level of professional employment e.g. reader, professor, principal researcher, senior lecturer, chief speech pathologist, manager or specialist senior clinician etc.).
- Admission to Fellowship is on a selective basis with emphasis on excellence or responsibility already achieved. Fellows of other speech pathology professional associations will not automatically be eligible for Fellowship of Speech Pathology Australia.
- Admission to Fellowship is based on information provided in an application by the individual concerned or by other members as nominators. However, provision is made for the prior consideration by Council of candidates of special distinction who may then be invited to apply to become Fellows.
- The main responsibility for assessing or initiating application or nomination is with the Fellowship Committee. All applications will be examined by the Fellowship Committee. Recommendations for transfer will then be taken to Council by the Vice President Communications for ratification.
- A Descriptor system, designed by the Fellowship Committee (2007), is used as a guide by the Committee in examining applications/nominations. Nominees do not need to satisfy every point within the areas, although it is expected that most of the points will be covered in the three strongest areas (including contribution to Speech Pathology Australia).

Making application for transfer to Fellow

- Notices calling for application or nomination for Transfer to Fellowship will be made quarterly through Speak Out.
- Assessment may take several months.
- Application may be made by an individual themselves (applicant) OR may be made for an individual by two nominators, with or without the knowledge of the nominated individual (the nominee)

All applications/nominations will be made on the official application form and evidence in support of transfer to Fellow must be clearly presented.

- All applications/nominations will include full and detailed documentation in support of each application for transfer in relation to the person's three main strengths in the areas above.
- Applications shall be sent to National Office, addressed to the Secretary of the Fellowship Committee (the Vice President Communications).

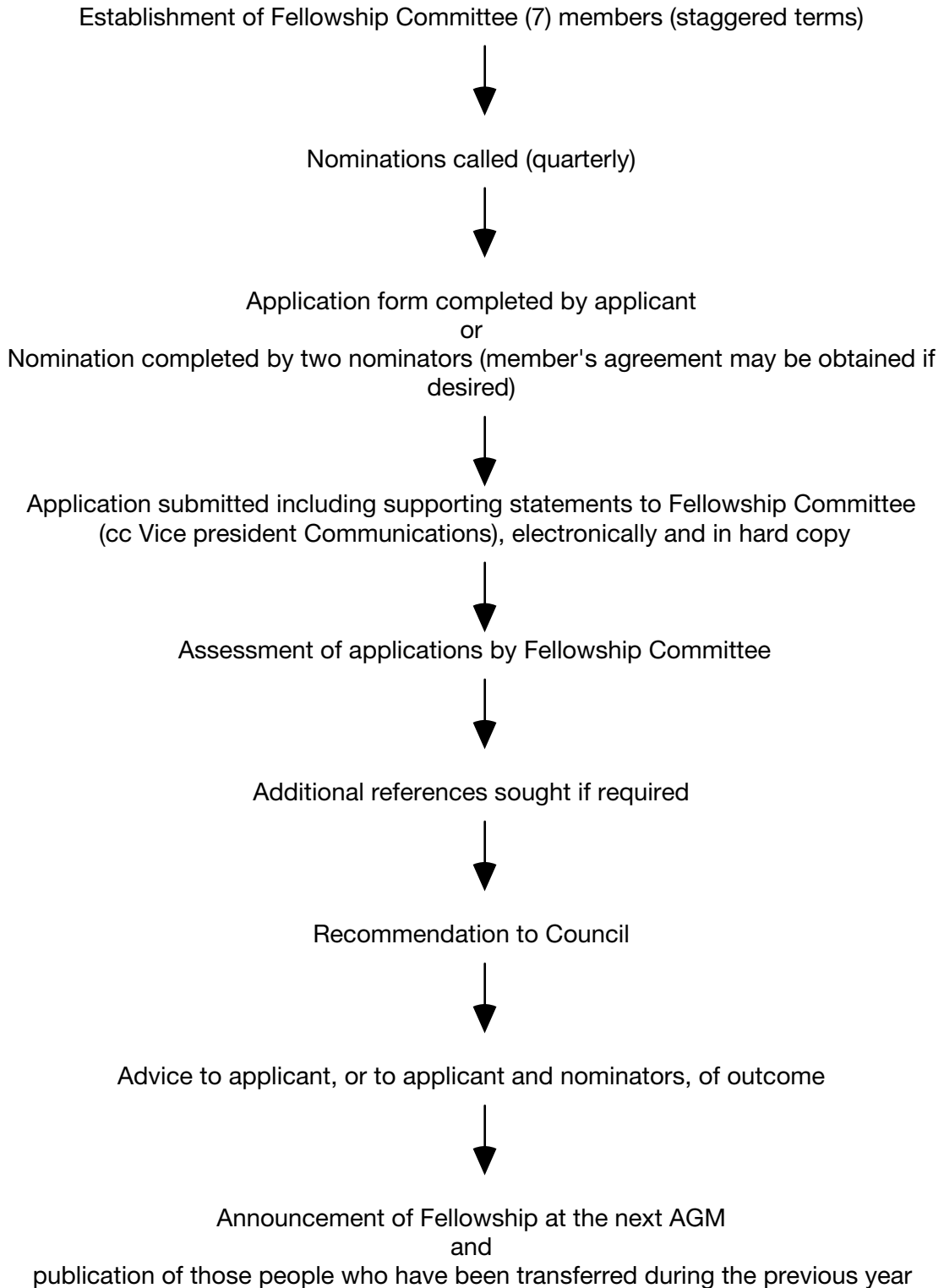
- Applications shall be assessed solely on the basis of the written documentation, which shall comprise:
 - the completed Fellowship application form.
 - a current Curriculum Vitae, which should include the applicant's/nominee's:
 - record of years of membership of the Speech Pathology Association of Australia Limited (which will include its former name, the Australian Association of Speech and Hearing)
 - full record, with dates, of professional activities within the Association, e.g. membership of portfolios, any offices held
 - full record of employment including level of position and dates
 - type of work, and name and address of all employers
 - qualifications and awards
 - professional memberships and affiliations
 - publications
 - record of community or voluntary service, or interests of a general nature.
 - names, addresses and contact telephone numbers of three referees. Ideally, the referees should be Life members, Fellows or Ordinary members of Speech Pathology Australia who have been involved in speech pathology for a period of seven years or more since graduation. In the case of one or more nominators, one nominator may also be a referee.
 - a personal statement, or a statement from the nominator, in support of the application for transfer. This should be no less than 2,000 words long. It should **refers specifically to the selection criteria in order to clearly demonstrate achievement against the criteria listed above and described in detail in Appendix 2.**
 - supporting statements from colleagues.
 - copies of three recent publications, if applicable.
- Completed applications/ nominations may be sent to National Office at any time. These may be sent electronically in the first instance (thereby facilitating distribution to the Fellowship Committee and thence Council), ensuring that a hard copy is also sent to National Office for official records.
- Nominations are considered in confidence at a meeting of the Fellowship Committee as soon after receipt of the application as possible.
- The Committee's recommendations may:
 - Advise the applicant/nominee that they may be on track but not yet ready for transfer to Fellowship
 - Transfer the applicant's membership status to Fellow
 - In extraordinary cases, recommend them for Life Membership of Speech Pathology Australia
- Council will consider the recommendation of the committee at the next scheduled council meeting.
- Nominees and where applicable, nominators, will be notified in writing of the outcome.
- Transfers to Fellowship will be announced at the subsequent AGM.

Appendix 1: Application for Fellowship - Flow chart

Appendix 2: Eligibility for Fellowship

Appendix 3: Application/Nomination Form for transfer to Fellowship

Application for Fellowship Flow chart



Eligibility for Fellowship

The following system, based on demonstration of four qualities in various professional areas, has been devised as a guide to assist in determining eligibility for Fellowship. The previous scoring system has been replaced by a descriptor criterion-based system. Applications will not be scored and do not require categorisation into different levels.

The descriptors are simply a guide, neither a rigid barrier nor a right to Fellowship. They may not include all criteria (e.g. good standing as a member) which would also be considered. Conversely, nominees do not need to satisfy every point within each area. It is expected that they will demonstrate the four qualities (see below) across at least three of the areas, and therefore satisfy most of the points in their three strongest areas.

An applicant for Fellowship should normally have been a Practising Member of the Association for a minimum of seven years. An applicant who has come from overseas will be required to provide evidence of their membership of a professional body equivalent to Speech Pathology Australia in their other country (e.g. American Speech-Language and Hearing Association, Royal College of Speech and Language Therapists) for a sufficient number of years which if combined with Speech Pathology Australia membership would total seven or more years.

Summary:

In order to be recommended for transfer to Fellow, the person must be judged as demonstrating the following four qualities:

1. Excellent achievement
2. Positive innovation and change
3. Leadership
4. Sustained and outstanding contribution

The applicant must show these four qualities in:

- Contribution to Speech Pathology Australia Professional Association Activities

PLUS at least **two** of the following areas:

- Research and Scholarship
- Clinical Practice
- Teaching and Learning
- Management, service delivery and policy development

Details of Areas:

Contribution to Speech Pathology Australia Professional Association Activities (Mandatory)

- Practising member for at least 5 years, although normally over 10 years to demonstrate a long-term commitment to the Profession
- Demonstration of leadership at least at Branch level, but ideally at National level in some form. Experience with multiple roles for Speech Pathology Australia, such as representation as a portfolio coordinator, on a national publication, or as a task group leader (examples only)..
- Evidence that this leadership has had a positive, ongoing benefit, and has been effective and well-received by members

PLUS at least two of the following areas:

Research and Scholarship

- Evidence of additional study and qualifications, normally involving a research Masters, or ideally, PhD degree in a relevant field
- A reputation, both national and ideally international, in the applicant's specialist area, normally accompanied by multiple publications in peer-reviewed journals or reputable texts, and multiple conference, seminar or workshop presentations sharing the findings of research. Normally, this would include being invited as a keynote speaker
- Evidence of ability to attract significant grants and research monies from university sources and beyond
- Demonstration of the impact and contribution of the results of funded and/or published research
- Awards, prizes, evidence of recognition
- Experience on editorial boards of national or international peer-reviewed journals
- Evidence of being a reviewer for successful journals and granting bodies
- Evidence of supervision of successful higher degree research students
- Examiner of higher degree theses

Clinical Practice

- Extensive experience and responsibility in a clinical setting, with a reputation for excellent practice by colleagues within and outside the profession
- Position of clinical seniority in a department or practice
- Development of creative solutions or novel advancements in assessment and intervention, demonstrating innovative and effective interventions with clients and development of materials or tools
- Evidence of quality assurance studies or evaluations of the effectiveness of interventions
- A local, national or even international recognition of one's contribution
- Recognition as a clinical mentor to colleagues and students
- Demonstration of positive impact by clients and recipients of the clinical service

Teaching and Learning

- Extensive experience and level of seniority in a university department with entry-level teaching (undergraduate and/or graduate-entry-masters), clinical education and perhaps, postgraduate teaching
- Recognition of expertise in a particular field of study
- Evidence of effectiveness of innovative teaching methods

- Development of new curricula and tertiary courses
- Consistently strong evaluation of teaching by students and peers
- Evidence of furthering one's teaching skills through additional teaching or education qualifications
- Demonstration of commitment to life-long learning and instilling of this in others
- Recognition of high status as a teacher through invitations to teach at other institutions
- Awards, prizes and other evidence of recognition of teaching excellence
- Appointment as coordinator of teaching programs

Management, service delivery and policy development

- Extensive experience of managing a clinical (public or private) or university department involving a number of more junior staff for whom one is responsible
- Evidence of development of innovative and effective services and departmental policies resulting in positive advancement in that department recognised by colleagues
- Evidence of advancement of the profession at a local/state/national level
- Successful encouragement of team approaches and collaborations among staff
- Experience at higher levels of management, perhaps at Faculty or University level, or in managing multidisciplinary teams or area services, or perhaps at Faculty or University level
- Evidence of recognition in the workplace by Awards or prizes
- Active membership of working parties and high-level committees
- Senior policy advisor with influence at regional, state or national level
- Evidence of maintaining a management style that is professional – willing to share knowledge and mentor staff/colleagues

Other professional responsibilities

Consideration will also be made of any other responsibilities of a professional nature not covered above (e.g. leadership of a Speech Pathology Australia National Conference or other major professional activity, recognition of excellence of Speech Pathology Australia representation over a significant period of time to other professional organisations, government committees and enquiries, special interest groups).

These guidelines acknowledge Fellowship material from the Royal Australian Chemical Institute and the Australian Institute of Radiography.

Application/Nomination form for transfer to Fellowship

Notes for completing the application form

Please complete the application form in block letters or typing.

The level of detail given needs to be sufficient for the Fellowship Committee to assess accurately the meaning and significance of each item without having to make further enquiries for clarification or interpretation.

Supporting documentation must clearly demonstrate achievement against each of the criteria described in Appendix 2.

Clinicians making application who may not have had opportunity for research and/or publication, are particularly encouraged to supply whatever information or evidence they can in relation to their achievements, developmental work and responsibilities. The size of an organisation can be expressed in terms of its annual budget, number of practitioners, geographical area and the professions involved.

Nominators and referees should be in a position to confirm much of the detail in an application, and should have had some recent professional contact with the applicant. Referees should give permission for their name to go forward in support of an application.

In exceptional circumstances, advice should be sought from the Chair of the Fellowship Committee (Vice President Communications).

Completed documentation should be forwarded to:
The Fellowship Committee,
National Office,
The Speech Pathology Association of Australia Limited,
2nd Floor, 11 – 19 BankPlace,
Melbourne, Vic 3000

In the first instance applications may be e-mailed to:
council@speechpathologyaustralia.com.au

Forward a hard copy of all documentation to the above address.