

**Area 3 Residents Fellow Members (RFMs) Merit Awards
(Eliot Sorel, MD, Constance E. Dunlap, Roger Peele MD)**

COPE Overview/Background: Committee members reviewed your proposal and overall thought that recognizing the accomplishments of RFMs is an excellent idea. However, prior to providing approval for funding of this proposal, a few questions/recommendations remain below.

COPE Recommendations/Request for More Information:

Request for Information:

- 1) Members questioned your intention for sustainability of these awards.

Answer: Our intention was to pilot this program for 2018 and then review the outcomes next November.

Are you planning on requesting \$5000 every year?

Answer: For the pilot program, we request \$5,000 for 2018.

Members were quick to note that the mission of COPE is to review different proposals each year, not funding a proposal in perpetuity.

Answer: This would be a one-year pilot as noted with review in November 2018. At that point, based on the results, we would make recommendations about the program in subsequent years.

- 2) Who determines the award winners? Please elaborate.

Answer: Each DB would nominate up to 2 potential awardees. A committee of RFMs would be appointed to select the finalists from among the DB nominees and the Council would review and approve them.

- 3) Within the proposal there is a section noting that award winners must “give back” to Area 3- please elaborate.

Answer: Our intention would be for the award to be used for attendance at a professional development conference or program. The award recipients would either write an article or short report on their conference attendance or if they made a presentation, they would be asked to share the presentation. Both reports and presentations could be shared with their own DB or other DBs in Area 3.

A cash award is given to award winners. Please elaborate why you came up with this vs. other options.

Answer: The overall intention was to provide an award that recognized RFMs involvement in organized psychiatry. We felt that a tangible cash award did that more effectively than other forms of recognition. Each recipient would receive a \$500 cash award and a Merit Award Certificate.

Recommendations:

- 1) Members suggested that you expand your award criteria to include clinical leadership in psychiatric practice at the DB level and within Area 3.

Answer: We completely agree that this be included in the criteria.

- 2) Each DB should guide the award process for those potential candidates within the DB and present 2 candidates for submission to the overall process. This would ensure that there is not a “rubber stamp” for the award.

Answer: We agree that each DB would guide the process in their own organization.

- 3) Instead of cash awards, members suggested that we provide an additional incentive that benefits Area 3. Suggestions included a stipend to attend the APA Annual meeting or the November Assembly meeting (something that helps create leadership opportunities or establishes more membership benefits/retention).

Answer: The award would recognize significant achievements by the RFMs, including leadership, and offer them the choice of attending an APA event or

another professional conference. We also think asking them to give back in a measurable way as noted above would provide benefits for members in Area 3.

- 4) Members suggested the “Give Back” could include attending an APA-related activity (Assembly/IPS/Annual meeting), using the award stipend toward this provision.

Answer: Based on our comment above, the award could be used at an APA meeting or another related professional conference.