

## **Guidelines for Proposers of Candidates for Active Membership American Otological Society**

The Council of the American Otological Society asks that current AOS members consider the importance of encouraging young, talented otologists to pursue the mission of our society. In pursuing that mission, AOS members should consider those otologists who in their early careers have begun to make unique contributions and may be candidates for Active AOS Membership. The AOS Council offers the following guidelines in assessing candidacy for Active Membership in areas of importance to the society, the specialty, and, most importantly, the patients we serve.

### **Achievements and Contributions that Document Criteria for Active Membership in the American Otological Society**

In considering a candidate for active membership in the AOS, a Proposer and Council will assess an individual's record of generating new knowledge of relevance to Otology, service to the goals of the American Otological Society, and clinical distinction as an Otologist.

The challenge for Proposers and Council is to judge the totality of a Candidate's contribution through an assessment of available evidence. The assessment of candidacy should recognize that there are different pathways to making unique and outstanding contributions to the field. An overall approach then is to judge how an individual's contributions have been valued. We should recognize that there is no specific formula that can produce a decision regarding membership. Rather, a range of attributes of a career can form a broad basis on which to make conclusions and allow comparability from individual to individual.

Suggestions for documenting achievements in support of AOS Active Membership:

#### **Generating New Knowledge of Significance to Otology**

*Counting* documented achievements. This is the simplest, though sometimes despised aspect of the review process. But without some quantification of overall contribution, any other assessment is limited by the lack of awareness of full picture of effort and results. The counting of publications, patents received, unique programs launched and sustained, projects completed, and grants awarded provides the most obvious information. Published works should be of sufficient quality and quantity to establish an emerging national reputation and show clear promise of sustained contribution into the future. Publications to be assessed include:

- Substantive and continuous publication in refereed journals with special emphasis on the quality of original contributions to the field
  - o Published evidence of unique contributions to Otology may be drawn from sources including a Triological Society Thesis, peer-reviewed publications in quality journals, and funded grant proposals.

- Role of the candidate in the execution of the project involved in the publications
- Number of authors and the place of the faculty member among the authors
- Textbooks or monographs either as sole author or as editor
- Chapters in text books

. As representatives of a society dedicated to improving the care of patients with otologic disorders, the Proposer and Council should recognize that *program building* represents effort with the potential for broad impact. A leader in program building is someone who has developed a clinical, educational, or scientific program that demonstrates evidence of wide recognition as an outstanding model of its kind and has encouraged further research or the development of further clinical and educational programs.

. *Weighing the impact of a Candidate's work.* Candidates must present evidence of having established a productive program of research or creative scholarly activity. The value of a contribution in a published record is assessed by its effect on the field, its citation in other work, the impressions of Council in judging the uniqueness of a candidate's work. The Proposer's letter must address these matters, specifically identifying the primary contribution made by the Candidate. Primary authorship in periodical literature and scholarly review monographs outweigh group authorship, edited books and proceedings from conferences, although these are not negligible.

. *Noting the objective ways* in which the candidate's achievements have been acknowledged by others. Council should consider election to editorships and memberships on editorial boards, appointment to and chairmanships of NIH, AOS-RF, DRF and other federal and private foundations' review board, committees and councils, election to and leadership of learned societies, honors and prizes, and roles in national and international meetings and groups where a responsibility for conducting, organizing, and evaluating progress in a field can be discerned. The careers of residents taught and their subsequent success can add to the impression of teaching excellence.

### **Service to the goals of the American Otological Society**

A candidate's service to the goals of the American Otological Society can be judged in a very general way by assessing his or her willingness to address the research, educational and clinical needs of Otology. A candidate should demonstrate collegial interactions regionally, as well as participation in AOS activities nationally, particularly the annual meeting.

The national and international profile of the American Otological Society is highly dependent on the quality of its journal publication. Because the status of a journal depends more on timely, quality peer review than any other single factor, Council recognizes that significant weight should be given to the critical and demanding nature of peer review. Thus, a candidate's willingness to contribute effort to the peer review process is an important consideration.

### **Clinical distinction as an Otologist**

. *Weighing the impact* of a candidate's clinical career will require documentation of professional excellence, integrity, and empathy in treating patients by the Proposer. The

Proposer should provide clear evidence that the candidate carries out his or her patient care responsibilities with professional competence, intellectual honesty, and high ethical standards.