AAPS FELLOWS
SELECTION PROCESS
WEBINAR

February 25, 2021
1:00 pm-2:00 pm ET
Speaker: Patrick J. Sinko, Ph.D., RPh, FAAPS, FAAAS, FCRS
AAPS Fellows Committee Chair

Panelist: Reina Bendayan, Pharm.D., FAAPS, FCSPS
AAPS Fellows Committee Vice Chair
AAPS Commitment

AAPS recognizes its most outstanding members by designating them as “AAPS Fellows”

Primary criteria for election to Fellow status is “Professional excellence” in fields relevant to AAPS’s mission

The basis for election is unambiguous documentation of:

- A sustained level of superior and distinguished professional achievement
- Important scientific contributions and impact
WHO is an AAPS Fellow?

An AAPS Fellow is an AAPS member whose outstanding accomplishments distinguish them as a leader in their field and whose contributions advance the development and availability of products and therapies that improve global health.

Their scientific achievements are considered innovative and highly impactful by their peers, and they are recognized for their leadership in developing creative solutions to challenges encountered in the discovery, development and/or regulation of pharmaceuticals and biologics.

The status of Fellow is in recognition of professional excellence and sustained superior impact to global health and to the AAPS Community.
WHO is an AAPS Fellow?

Attaining Fellow status is only the beginning.

The status of Fellow is awarded in recognition of your professional excellence and sustained superior impact to global health and to the AAPS Community and your continued commitment to support and promote AAPS.

As a Fellow, you are expected to represent the AAPS Community by serving as an emissary, mentor, and thought leader and to continue your innovative and highly impactful scientific endeavors.
www.aaps.org/Fellows

About Fellows

Each year, AAPS elevates a few members to Fellow status in recognition of their professional excellence and sustained superior impact in fields relevant to AAPS's mission: to advance the capacity of pharmaceutical scientists to develop products and therapies that improve global health.

Candidates for AAPS Fellow are nominated by an individual AAPS member. The nominator and nominee work together to develop a thorough nomination package that meets the criteria outlined in the 2021 Fellow Handbook (DOC). They are encouraged to work with an advisor who is experienced in navigating the Fellow nomination process. To that end, the nominator or the nominee may ask the AAPS Fellows Committee to help them identify an advisor from among the AAPS Fellows.

2021 FELLOWS HANDBOOK
AAPS Fellows Website

Fellows Submission
Training Documents

Example Nominees CV
Example Nomination Dossier
Example Nominator’s Assessment
Example Portfolio of Accomplishments
Fellows 2020 Webinar Training Slides

Fellows Committee

Patrick J. Sinko, Ph.D.
Weiguo Dai, Ph.D.
Reina Bendayan, Pharm.D.
Abu T.M. Serajuddin, Ph.D.
Marilyn E. Morris, Ph.D.
Tapan Das, Ph.D.
Honghui Zhou, Ph.D.
Mandip Sachdeva, Ph.D.
Geoff Zhang, Ph.D.
Gopi Shankar, Ph.D.
Gigi Portlock

Chair
Past Chair
Vice Chair
Member
Member
Member
Member
Member
Member
BOD Liaison
Staff Liaison

AAPS Fellows

Congratulations to all AAPS Fellows for their professional excellence and sustained superior impact in the pharmaceutical sciences.

VIEW THE LIST OF AAPS FELLOWS

www.aaps.org
Who is Involved in the Nomination Process?

- Nominee
- Nominator
- Two or three individuals who can write strong letters of recommendation
- AAPS Fellows Advisor (optional)
New Requirements Implemented in 2020

- Nominees must have been a member of AAPS for no fewer than five (5) of the immediate past seven (7) years.

- Significant service to AAPS over the time of membership must be demonstrated.
The Nominee

Nominee:

- **Must be a member of AAPS at the time of nomination**
  - The nominee must have been a member of AAPS for no fewer than five (5) of the immediate past seven (7) years.
- **Have been active in his/her scientific area for a sustained period of time**
  - At least 10 years after the highest degree is completed (not including post-doctoral training) is strongly recommended
- **Holds a high academic/industry/government rank and promotion history**
  - Promotion to full professor or a corresponding promotion in industry/government organizations is normally expected
The Nominator

- Must be a current member of AAPS
- Responsible for assembling and submitting the Nomination Package
- Typically works with the nominee
- Must complete a comprehensive assessment of nominee
  - Typically provides the most comprehensive evaluation of nominee’s contributions and impact
- May seek advice from an AAPS Fellow advisor
AAPS Fellow Advisor

• Must be an AAPS Fellow in good standing
• Contact AAPS Fellows committee and AAPS staff for help with identifying a Fellow advisor
Nomination Package Contents

1. Portfolio of Accomplishments
   - Documents the nominee’s contributions and impact in his/her field

2. Nominator's Assessment
   - Strong, accurate and thorough evaluation of the nominee’s contributions and impact in pharmaceutical sciences

3. Two to three Letters of Recommendation
   - Minimum of 2, but no more than 3 letters
   - Should be personal and based in the context of the relationship between the nominee and the endorsing writer
   - Supporting letters should not come from current employers, supervisors, or direct reports.

4. Complete Curriculum Vitae
   - Summary of candidate’s background and qualifications

The Nomination Package must follow the format described in the AAPS Fellows Handbook.
The Nomination Package

Must clearly demonstrate the following:

- What makes the nominee an acknowledged leader in and an outstanding contributor to pharmaceutical sciences?
- What are the nominee’s most important scientific research accomplishments?
- What is the demonstrated impact of contributions?
Nominator’s Assessment

• Should clearly identify active and sustained achievements with relevant examples
• Should identify and validate the candidate’s sustained excellence in a specific field or fields
• Should place the value of the contributions into the appropriate context — why is this work important?
Recommendation Letter Writers

• Someone who is very familiar with the accomplishments of the nominee
• Need not be an AAPS member or AAPS fellow

Important Note:
Volunteers serving on the AAPS Fellows Committee and Board Members may not participate in the development of any nomination packages. This includes writing endorsement letters, reviewing drafts of packages, or any other activities that would contribute to a nomination package.
Recommendation Letter Writers – Be Specific!

• How long the writer has known the candidate and in what capacity

• Strongly advise that letters not be written by individuals associated with the nominee’s current place of employment, education, or training. If such is not possible, then letters from co-workers or instructors should be both strong and unique, meaning that no other writer could comment on the nominee from this perspective. The letter should include an explanation why that the relationship is incidental to the evaluation being provided by the co-worker or instructor.

• Specifically describe the candidate’s contributions and place into context

• Explain what makes the nominee “an acknowledged leader, an outstanding contributor and the demonstrated impact to pharmaceutical sciences”
Portfolio of Accomplishments

- Portfolio has multiple aspects
  - Intended to provide accurate and concise summary evaluation of the contributions and impact
  - The portfolio must clearly demonstrate outstanding accomplishments or influence in several categories
  - An individual doesn’t need to be influential in all categories
- Must be clear, focused and persuasive
- Cite 6 key publications representing major contributions
  - Explain why each should be regarded as a key contribution
- Demonstrate the impact of contributions
  - Citation frequency is a good, but not the only, measure of importance and impact
Portfolio of Accomplishments

• Organization of Symposia – national and international

• Mentoring of Graduate Students, Subordinates and Colleagues
  - Dissertation/thesis advisors and co-advisors
  - Significant mentoring activities of others such as interns, junior colleagues, etc.
  - A measure of impact for mentors may be taken from the current position and success of students/mentees

• Service to Professional, Scientific Organizations
  - Significant service in AAPS and other professional organizations – not just service in university or company committees -- should be identified and documented. For example, chairing committees or task forces, or holding elected offices, etc., is supportive, particularly when that service has had impact in a field of pharmaceutical sciences.
Portfolio of Accomplishments

• Adjunct Faculty Positions in Universities
  ➢ Highlight specific contributions that were made; a listing is insufficient

• INDs, NDAs and Related Contributions
  ➢ Document individual roles and pivotal contributions; a listing is insufficient

• Level & Scope of Managerial Responsibility if applicable

• Special Scientific Accomplishment Awards, Recognition, etc., for work or career related achievements
  ➢ Should only include significant awards, not those given routinely for doing a good job
  ➢ Recognition for expertise and technical leadership
Portfolio of Accomplishments

• **Patents**
  - Describe importance & impact
  - Identify individual contribution (if multiple inventors)

• **Presentations**
  - Invited (size and audience to judge peer esteem)
  - Submitted

• **Service as editor, associate editor, editorial advisory board member, and/or referee for learned journals in the pharmaceutical or related sciences**
Complete Curriculum Vitae

A complete, current Curriculum Vitae summarizes the candidate's background and qualifications

Contents must include:

- Current position and affiliations
- Fields and areas of specialization
- Degrees, including institutions, years, majors and minors
- Previous positions held
- Professional licensure, if appropriate
- Major honors and awards
- Promotions and recognitions, with dates
- A complete list of presentations, abstracts, etc.
- A complete list of publications divided into “Peer Reviewed,” “Non-Peer Reviewed,” and “Un-refereed”
- Patents
- Therapeutic candidates launched
- IND/NDA’s involved/submitted
Nomination Package

The AAPS Fellows Committee will only consider the information provided in the nomination package.

Packages must be prepared according to the format detailed in the AAPS Fellows Handbook.
Attention

Submissions that do not follow the requirements outlined in the AAPS Fellows Handbook will be rejected without consideration
AAPS Fellows Review & Selection Process

Nomination Package prepared

Nomination Package submitted to AAPS office by deadline

Reviewed by AAPS Fellows Committee

Endorsed

Approved by BOD

Communicated to nominators, nominees, members

Not endorsed

Communicated to nominators and nominees

Communicated to nominators, nominees, members

www.aaps.org
AAPS Fellows Committee Meeting Process

• Primary reviewer (assigned prior to meeting)
  ➢ Provides written evaluation prior to meeting
  ➢ Presents assessment at the meeting, and facilitates discussion

• Secondary reviewer (assigned prior to meeting)
  ➢ Provides written evaluation prior to meeting
  ➢ Presents assessment, at the meeting, and facilitates discussion

• Chair conducts the meeting and holds vote
  ➢ Majority vote required for endorsement
  ➢ Those failing by a close vote are reevaluated at the end of the meeting

• Endorsed candidates are forwarded to Board for approval
• Reasons for rejection are recorded and communicated to nominees and nominators
### AAPS Fellow Elevation Stats (Past 3 Years)

<table>
<thead>
<tr>
<th>Year</th>
<th># Nominations Received in 2018</th>
<th># Nominations Forwarded To Fellows Committee in 2018</th>
<th># Elevated in 2018</th>
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<td>Totals</td>
<td>14</td>
<td>13</td>
<td>6</td>
<td>43%</td>
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AAPS Fellows

Members who have been elevated to Fellow status may use the designation “FAAPS” after their names, if they so choose, in their communications, written biographies, CVs, and at any opportunity where other significant designations are in use.

It is anticipated that AAPS Fellows remain involved with AAPS after elevation to the status of Fellow. To that end, AAPS Fellows are role models for other pharmaceutical scientists and; as such, are expected to share their contributions, science or knowledge and insights through AAPS, and to step forward as leaders in activities that drive the organization’s mission.
Key Dates for 2021

May
Monday
17
Nomination package Deadline (5:00 PM ET)

May
Friday
21
Fellows Committee begin reviews

June
Friday
11
Fellows Committee Assigned Reviews Due

June
Wednesday
23
Fellows Committee Virtual Meeting Recommended Elevations Made

July
Wednesday
23
AAPS Board of Directors Approval of elected 2020 Fellows

July
Friday
23
Notifications letters Sent
Conclusions

AAPS confers the honor of “AAPS FELLOW” to recognize individuals for their professional excellence sustained superior contributions and significant impact on global health and AAPS community

Primary criteria are sustained outstanding accomplishments, innovative and highly impactful contributions
Conclusions

- There exists a clearly-defined and rigorous process
- A nominee’s accomplishments must be thoroughly documented
- Deviation from the established process will make it less likely for the nomination to be successful
- It will take substantial effort!
- Go for it!!