

## FAAM Fellowship – Application Criteria

### Criteria for the assessment and determination of FAAM Fellowship

Fellowship of FAAM is the Highest Status of Membership of the Faculty and is retained while the member is active, unless removed as a result of a sanction by the Faculty.

As such, the Faculty Committee, entrusted with the award of this status, will consider candidates with great care and in line with best practices in the conferment of such titles.

### Assessment Criteria

#### 1. Member level in good standing of at least 5 years;

The five year criteria is a means by which the Faculty can use its professional relationship with the candidate to assure the basic professional standing of the individual. It is also used as a guide to candidates of the minimum period that a candidate is likely to be able to demonstrate a material contribution and seniority. It is not to be taken as a positive or negative indicator in itself of having achieved that status.

*Does the candidate meet the five year criteria?*

Assessors will be mindful of the potential effect of the 5 year criteria on age discrimination in relation to those both at the start and the end of their career and will

seek guidance from Head Office on any possibility of the criteria being applied in a way that has the potential to create a discriminatory effect.

*Is there a possibility of a discriminatory effect of application of the five year criteria?*

Head Office will provide a report confirming the date of enrolment of the Member and their membership record. Any interruption in membership will not automatically be counted towards 5 years. Head Office should confirm whether the applicant was not a member because of some qualifying reason (maternity, disability, disqualifying public office etc) or a disqualifying reason (suspension, non-payment, imprisonment etc).

*Is there a qualifying reason for allowing an interruption in membership?*

Head Office will also advise of any matters, such as complaints and disciplinary matters that may affect the standing of a member. The criteria of good standing is to ensure that the reputation and general standing of the Faculty is maintained.

*Is there a Membership standing issue?*

The Faculty Committee may take cognisance of any matter in the confidential knowledge of the Head Office team in relation ongoing investigations relating to the Code of Ethics, complaints process or academic offences in considering the standing of candidates. It may also take into account objective information in the public domain, such as HSE interventions, actions by other professional bodies, relevant actions in courts of law etc, when considering a member's standing.

*Is the member in good standing otherwise?*

Fellowship is a conferment and entirely at the discretion of the Committee. While the Committee will not arbitrarily, unfairly or prejudicially refuse an application, it may exercise judgment in the determination of how to avoid prejudice to the reputation of the Faculty and the Society, including determining whether or not consideration of an application may need to be deferred pending further information or the resolution of a dispute. Nothing in the deferral of any application should be taken to be meant as a

judgement about the candidate's suitability for consideration.

*Should the application be deferred?*

*Overall: Does the candidate meet criteria 1. If not, reply with reasons on criteria 1.*

## 2. Can demonstrate seniority in the field;

Seniority is not to be taken as having any connotation with age, but instead should be determined by the relative influence of a professional.

Demonstration of seniority should be determined by reference to relative status achieved in any dimension of professional life, including academic, practice or the promotion of the profession. The achievement of senior status by appointment to a leading position in a public organisation, such as University, international organisation or government body (where the application of public sector standards in recruitment, selection and the application of standards in public life are part of the process) is a strong indicator of seniority.

This is especially relevant where the role is as a result of a competitive conferment process, such as Professor, lead or independent adviser. Being employed to undertake a routine paid or consultancy role as part of the ordinary course of public sector business will be relevant evidence, but will not, in itself, be evidence of seniority.

*Does the candidate have a significant senior public role?*

Selection for a senior role in a commercial or a paid role in third sector organisation will also be relevant, although the candidate's application should make clear how they have used that role to impact the profession beyond the core objectives of the organisation itself. This is of particular importance when the candidate is the Director or a person of significant influence over the undertaking.

*Does the candidate demonstrate how they have used their private/third sector senior role to provide leadership beyond their work expectations?*

Contributions made in the course of representative roles, such as Faculty Committee roles, Board or Trustee roles of third sector organisations are important activities and the Faculty will wish to recognise voluntary activities. However, election and representation itself is not a mark of seniority. The Committee will look to identify the leadership impact attributable to the individual while exercising this role which amount to a contribution.

*Does the candidate show how they have used their representative or voluntary role to provide leadership while in role?*

If an application is unclear or lacks evidence or explanation about factors relating to seniority, but there is prima facie evidence that the candidate meets this criteria, the Faculty Committee should revert to the candidate for further evidence to support the application, with an indication of where it might support the case for Fellowship.

*Is there a need for further evidence from the candidate?*

Where the status, appointment process or achievements of an individual is a matter of public record and/or objectively discernible through inquiries into the public domain, the Committee may forgo a request for further information from the candidate, but should record the basis for the verification of the application.

*Is the assessor drawing on evidence of seniority from the public domain?*

Fellowship is an ongoing status for active members of the Faculty. The Committee should satisfy itself that the candidate will be able to use their Fellowship status to support and amplify their impact on the profession. Applicants for Fellowship should therefore be currently operating at a senior level and there should be an indication or clear inference of how the candidate intends to use current seniority to impact the future.

*Is it apparent from the application that the candidate is in a continuing place of seniority where Fellowship will help support their ongoing contribution?*

Candidates who are at the end of a senior career in asbestos may be considered for

nomination as an Honorary Fellow of the Faculty.

*Should the candidate be considered for an Honorary Fellowship instead?*

*Overall: Does the candidate meet the criteria of seniority?*

### 3. Can demonstrate a distinct contribution to the advancement of the asbestos profession

A distinct contribution is one which can be aligned to specific change, improvement or impact and is to be viewed in the widest relevant contexts, from academic, technical, practice through to policy, advocacy and public understanding. These should be identifiable, in the public domain and supported by evidence independent of the candidate's own assertion.

*Is it clear in what province of the profession the claim to distinct contribution is being made?*

The role of the individual is important as well and it should be clear that the change, improvement or impact would not have been effected or not have been effected to the same positive extent, without the agency of the candidate. Where it is not clear from the public record, then further objective information should be collected to enable the Committee to make its decision.

*Is it clear from the application how the individual candidate has personally used their seniority to effect that change?*

Being in a role or part of a group or organisation at a time of change, improvement or impact cannot be taken, of itself, that the candidate has demonstrated a contribution. Applications should show how seniority was/is used by that individual to positively influence a specific outcome.

*Can the candidate's contribution be identified as being in some ways distinct and substantive in the context of the contributions of others?*

If an application is unclear or lacks evidence or explanation about factors relating to a distinct contribution, but there is prima facie evidence that the candidate meets this criteria, the Faculty Committee should revert to the candidate for further evidence to support the application, with an indication of where it might support the case for Fellowship.

*Is there a requirement for further evidence?*

Where the role and influence of an individual in change, improvement or impact is objectively discernible through inquiries into the public domain, the Committee may forgo a request for further information from the candidate, but should record the basis for the verification of the application.

*Is the assessor drawing on evidence of contribution from the public domain?*

Fellowship is an ongoing status for active members of the Faculty. The Committee should satisfy itself that the candidate will Continue to use their Fellowship status to support and amplify their impact on the profession. Applicants for Fellowship should therefore show a clear indication an intention to use their Fellowship to continue to make a distinct contribution to the profession.

*Is it clear from the application that the candidate will continue to use Fellowship status to make a continuing contribution to the profession?*

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