

Examples of APA's Outreach Efforts to Postdoctorates or Early Career Psychologists : 2010 - For CWSEM roundtable November 4, 2010

Compiled by Center for Workforce Studies

<http://www.apa.org/workforce>

➤ Promoting Psychological Research and Training on Health Disparities Issues at Ethnic Minority Serving Institutions

A small grants program funded by the American Psychological Association (APA) Science Directorate's "Academic Enhancement Initiative" and administered by the APA Public Interest Directorate's Office of Ethnic Minority Affairs (OEMA) in collaboration with the APA Minority Fellowship Program. In operation since 2002.

Promoting Psychological Research and Training on Health Disparities Issues at Ethnic Minority Serving Institutions Grants (ProDIGs) will be awarded to early career faculty for specific, limited, and highly focused activities that are both preliminary and related to the preparation of a federal or foundation funding proposal, and able to be fully implemented during a 12 to 18 month period.

Eligible Applicants

Applicants for a research small grant must have a doctorate in either psychology or a discipline that substantially involves psychological knowledge and research; applicants for program/curriculum development grants must have at minimum a master's degree in psychology or a discipline that substantially involves psychological knowledge and research.

Applicants must have a faculty or research affiliation of greater than 0.50 FTE at an accredited minority serving institution (i.e., Hispanic Serving Institutions, Historically Black Colleges and Universities, Tribal Colleges and Universities, and those community colleges serving a predominantly minority student population) /that provides a postsecondary major or minor program of study in either psychology or in area that substantially involves psychological knowledge.

Applicants must have completed their highest academic degree within the past 10 years (at the time of submission of their ProDIGs application).

Applicants must be U.S. citizens, a non-citizen national, or have permanent residency status. Persons with temporary or student visas are ineligible.

Applicants must be APA members at the time awarded funds are disbursed.

➤ American Psychological Foundation Resources For Early Career Psychologists

APF does not have specific grants, awards, or scholarships geared specifically toward women or persons of color.

F. J. McGuigan Early Career Prize

The F. J. McGuigan Early Career Prize recognizes and supports the efforts of an early-career psychological scientist who is pursuing research consistent with the scientific interests of the late Frank Joseph McGuigan, PhD. The \$25,000 McGuigan Prize is given biennially to a young psychologist engaged in research that seeks to explicate the concept of the human mind from a primarily psychophysiological perspective, although physiological and behavioral research may also qualify. The prize supports research that aims to advance, both empirically and theoretically, a materialistic understanding of the human mind and hopes to encourage promising young researchers to pursue careers in related fields. The APA Science Directorate helps APF in administering the award. Nominees must have earned a doctoral degree in psychology or a related field, and be nine or fewer years post-doctoral degree at the time of the nomination deadline. (Offered biennially). <http://www.apa.org/apf/funding/mcguigan-prize.aspx>

Theodore Blau Early Career Award

The Blau Award program honors early career clinical psychologists for their professional accomplishments with an annual \$5,000 early career award. This program recognizes unusual contribution to clinical psychology by professionals in the early stages of their careers. Such accomplishments may take many forms including: promotion of the practice through professional service; innovation in service delivery; novel application of applied research methodologies to professional practice; positive impact on health delivery systems; development of creative educational programs for practice; and, other creative activities that advance the service of the profession. The program seeks to encourage continued growth and contribution in this area. <http://www.apa.org/apf/funding/blau.aspx>

Theodore Millon Award in Personality Psychology

The Millon Award annually honors outstanding contributors to personality psychology. This program recognizes outstanding early or mid-career psychologists engaged in advancing the science of personality psychology including the areas of personology, personality theory, personality disorders, and personality measurement. APA Division 12 (Clinical Psychology) administers the award program. The Society and the American Psychological Foundation encourage applications from individuals who represent diversity in race, ethnicity, gender, age, disability, and sexual orientation, but who are no less than 8 years and no more than 20 years post doctoral degree.

Henry David Research and Travel Grants

The APF David Research Grant provides up to \$1,500 for support of ongoing research in behavioral aspects of population studies or human reproductive behavior. The APF David International Travel Grant provides up to \$1,500 to support travel related to research on human reproductive behavior and population studies or attendance at a international or regional congress. Applicants may apply for one or both grants. Applicants must be carrying out dissertation research or not have more than 5 years postgraduate experience. <http://www.apa.org/apf/funding/david.aspx>

Robert L. Fantz Award

The Fantz award encourages and supports careers of promising young investigators in psychology or related disciplines. Candidates must show evidence of basic scientific research or scholarly writing in perceptual-cognitive development and the development of selective

attention; and research and writing on the development of individuality, creativity, and free-choice of behavior. The Fantz awardee is selected from among the nominees for APA's Early Career Award. <http://www.apa.org/apf/funding/fantz.aspx>

➤ **Distinguished Scientific Award for Early Career Contribution to Psychology**

This award recognizes excellent psychologists who are at early stages of their research careers. Sponsored by the Committee on Scientific Awards. Committee is particularly interested in women and persons from underrepresented groups.

Five areas of research are considered each year, with areas rotated in two-year cycles.

<http://www.apa.org/about/awards/early-career-contribution.aspx>

➤ **Psychology Summer Institute**

PSI provides educational, professional development, and mentoring experiences to advanced doctoral students of psychology and psychologists who are in the early stage of their careers. Participants are guided toward developing a grant proposal, postdoctoral fellowship, dissertation, treatment program, publication, or program evaluation project. All projects must focus on issues affecting ethnic minority communities.

Participants will receive one-on-one mentoring on their projects by a consultant. Expert faculty will present seminars on selected topics such as grant writing, publishing, and specific areas of research or service delivery. There will also be opportunities to network with representatives from federal agencies and foundations. Contact at (202) 336-6127.

➤ **Women's Program Office, Public Interest Directorate**

During APA Annual Convention Programming

Research and Training Funding session: Representatives from NIH and other federal agencies provide a brief introduction to the federal grant seeking process in general, after which participants are invited to network with the various representatives and obtain additional information on funding opportunities. For Early Career Psychologists.

Committee on Women in Psychology (CWP) Network Breakfast Meeting: Representatives from the Divisions and States are encouraged to bring a junior psychologist or a student to the meeting.

➤ **Membership/ Committee on Early Career Psychologists**

- Dues step up program which allows new early career members to enjoy discounts (up to 80% the first year of membership) on dues for several years.
- Early career listserv
- Early career web site

- *Financial Planning Handbook for Early Career Psychologists*
- *Building Bridges* brochure
- PsycCareers, online career management resource
- Continuing Education Credits and Workshops

Flyer from Membership and CECF – suggestions to associated psychology organizations about what they can do:

TOP 10 THINGS DIVISIONS/SPTAS CAN DO TO RECRUIT AND RETAIN EARLY CAREER MEMBERS

1. Identify early career members by including “year of graduation” on new member applications and renewal forms.
2. Create a graduated dues structure to help transition early career members gradually from low student fee to higher full member fee.
3. Conduct an early career needs assessment (FREE at www.surveymonkey.com).
4. Create an early career position on your governance body (solidify this by making it a VOTING position) and start an Early Career Task Force or Committee.
5. Institute a mentoring program.
6. Offer sessions of interest to early career psychologists with reduced rates (add early career programming to your convention). *Use results from needs assessment to guide you, but generally early career members want information/resources on: private practice, financial planning/debt reduction, non-traditional opportunities, marketing, how to create a website/use of technology, risk management, etc.*
7. Provide concrete resources (listserv, job bank/career center, discounts at general programs, referral program, legal/ethical advice, list their website, etc.).
8. USE YOUR WEBSITE! (create pages with content of interest to early career psychologists, helpful links, e.g., www.apapracticecentral.org , access to useful content in relevant areas).
9. Use electronic media (listserv, webcasts/webinars, podcasts, social networking). *Early career psychologists more routinely utilize technological avenues of communication.*
10. Create an early career section in your newsletter and encourage submissions.

OTHER THINGS YOU CAN DO:

- Offer FREE attendance to early career programs as a “member benefit” and encourage non-members to join to get this benefit.
- Suggest that an early career member of your group join the Early Career Psychologists Network (ECPN) – the online support network for early career leaders.

- Send/fund an early career representative to APA's State or Division Leadership Conference.
- Develop relationships with groups who have access to early career psychologists (universities, internships, licensing board, specialty organizations, etc.)
- Send congratulations/welcome letters to students upon student graduation or receipt of licensure.
- Create a certificate or induction ceremony for new licensees.
- Develop an early career award for distinguished contributions (present at your convention).
- Create early career scholarships for convention or attending other programs.