

## Early Career Award

Beginning with the current awards cycle, the SAGE Young Scholar Award becomes the **SAGE Emerging Scholar Award** and the **SAGE Early Career Trajectory Award**.

The SAGE [Emerging Scholar](#) (3 years post-PhD or less) and [Early Career Trajectory](#) (between 3-6 years post-PhD) Awards recognize the contributions of outstanding early career psychologists in personality and social psychology.

Nominations for the SAGE Emerging Scholar and Early Career Trajectory Award will open April 15 and close July 15, 2021.

### Why is SPSP changing the SAGE Young Scholar Award?

Early Career members are a critical group of the SPSP community that represent increasingly diverse career trajectories. A growing number of Early Career members hold postdoctoral positions, become teaching faculty, or become professionals in industry, while making significant contributions to our fields. Early Career awards are – for better or worse – an incredibly important part of their careers, providing recognition for their contributions, highlighting their hard work and innovation, and materially helping them in future applications for jobs, grants, or teaching initiatives. Supporting Early Career members is an important mission of SPSP, and we recognize that there is room for the existing award system to better serve and represent this group for three main reasons.

First, there was a need for the SAGE Young Scholar Award to more fully recognize and reflect the diversity of contributions that early career scholars make to the field of social and personality psychology. The previous award focused entirely on whether candidates showed exceptional achievements in research. Excellence in research is, of course, a cornerstone in our discipline, but this focus means that we are excluding those who make other contributions - contributions to delivering excellence in teaching or contributions in service (e.g., open science initiatives). We also miss SPSP members who are active social and personality psychologists, but contribute to our field in non-traditional academic paths. Indeed, in the 5 years prior to proposing this change, no award had gone to researchers outside of research-intensive universities. By broadening the efforts recognized as part of this award (including not just research but also teaching and service), we hope to broaden the diversity of recipients of this award and highlight a more holistic view of what constitutes excellence.

Second, the previous SAGE Young Scholar Award was unnecessarily restrictive by stipulating that candidates must be in an academic faculty position. Increasingly, early career scholars are making important contributions in non-academic roles, and we wanted to make sure that these individuals are also able to be recognized for their excellence.

Third, the former SAGE Young Scholar Award could have served its purpose as an early career award more fully for an international society. The award has typically been given to academics at R1 institutions either from or working in the United States, with most recipients receiving the award many years after their PhD (range: 4-15 years, typical median 7), either already tenured or about to receive tenure. This means that the average recipient of the flagship early career award is not actually an early career member of SPSP, leading to *a missed opportunity to support scholars who are at their early stage of career right after their PhD*.

Bringing these considerations together, we ensured that the new SPSP Early Career Awards are specifically for early career members (<6 years), are open to any early career member regardless of their employment type or status, and recognize contributions in research, teaching, and service. We have increased the total number of awards to a maximum of 10, split across the SAGE Emerging Scholar Award (between 0-3 years post-PhD) and the SAGE Early Career Trajectory Award (between 4-6 years post-PhD).

Moving forward, the SPSP Early Career Committee will monitor and evaluate the impact of these changes on the SAGE Emerging Scholar and Early Career Trajectory Award application pools and awards

- SPSP Early Career Committee

## **What are the biggest changes?**

### **Eligibility**

#### *Old*

- SAGE Young Scholar: 3 to 7 years post-first faculty position by October of the year in which they are nominated

#### *New*

- SAGE Emerging Scholar: PhD holder; 0-3 years post-PhD (i.e., “3 years post-PhD or less”) by October of the year in which they are nominated
- SAGE Early Career Trajectory\*: 4-6 years post-PhD by October of the year in which they are nominated

*\*For the 2021 and 2022 awards cycle, members between 3 to 7 years post-first faculty position by October of the year of their nomination may apply to the SAGE Early Career Trajectory Award.*

#### *Rationale*

This allows a greater number of individuals to be eligible, regardless of their specific employment type and aligns the award with the new Early Career membership eligibility (beginning in 2022 Early Career membership at SPSP will be defined as 0-6 years post-PhD).

### **Criteria**

#### *Old*

- SAGE Young Scholar: Candidates should have demonstrated exceptional individual achievements in social and/or personality psychology (broadly defined), conducting research that places them at the forefront of their peers. Criteria include innovation, creativity, and potential to make a significant impact on the field.

#### *New*

- SAGE Emerging Scholar and Early Career Trajectory: All candidates should have demonstrated exceptional individual or collaborative achievements in social and/or personality psychology (broadly defined), that are commensurate with their career stage. In demonstrating their

achievements, candidates may choose to make a case in research, teaching, or service—or a combined case if their achievements span across multiple categories. All candidates will be assessed on their innovation, creativity, and potential to make a significant impact on the field.

*Rationale*

- This allows us to broaden the diversity of recipients of this award, ensuring that academics from different institution types and backgrounds can be recognized for their excellence in teaching and service, not just research.

**Award Number and Amount**

*Old*

- \$5000 award to at least five recipients

*New*

- \$3500 awarded to up to ten recipients between the SAGE Emerging Scholar and SAGE Early Career Trajectory Award nominations (no specified number for each award).

*Rationale*

- This allows us to create more awards (allowing more people to be recognized) while working within the existing budget.

**Questions?**

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