BEST PRACTICES FOR AWARDS

Why do we need Best Practices for award and fellowship selections?

- We would like to minimize bias in evaluation and selection.

- Implicit biases are widely shared by all people who are often not aware of them.

- Implicit biases are applied more when there is lack of information, stress from competing tasks, time pressure, and lack of critical mass (i.e., too few individuals from underrepresented groups).

Recommendations (Best Practices):

1) Define clear criteria for award selection and discuss before files are reviewed and before decisions are made.
2) Develop a rubric for selection.
3) Use multiple criteria for award selection; don’t make entirely metrics based decisions.
4) Allow for self nominations.
5) Award committee should have broad representation.
6) Committee members should disclose any conflicts of interest and recuse themselves in cases of conflict.
7) Review selection criteria after decisions are made and revise, if appropriate, for future reviews.