



National Career
Development
Association

NCDA's Eminent Career Award

The Eminent Career Award, NCDA's highest honor, is intended to recognize major contributors and creative leadership in career development across one's career. The award is presented at the annual NCDA Conference. See the Eminent Career Award section on the website for more information.

Criteria and Ratings

The Eminent Career Award is based on the nominee's contributions to theory, scholarship, leadership, **and** practice in career development. Criteria are defined as follows:

1. Career theory: Development or validation of new theory or extension or integration of existing theory. This would be demonstrated chiefly by the publication of original articles as a first or second author and by evidence that the theoretical works have been impactful. (1 to 5 rating)
2. Career scholarship: An extensive record of professional publications and presentations apart from theory development per se, especially works involving original research. This can involve a range of research methods and topics, such as development of new instruments or technical tools). Other noteworthy works, such as essays and case examples, may also be considered, especially to the extent that they have influenced others. (1 to 5 rating)
3. Professional leadership within the field of career development and intervention: Leadership is broadly defined to include such activities as chairing professional committees, serving on journal editorial boards, being elected leader in NCDA or other organizations that promote the practice and science of career development, developing new career counseling academic programs, and providing nationally recognized continuing education innovations. (1 to 5 rating)
4. Practice of career development and intervention: Practice is broadly defined to include engaging in direct career services or in activities such as supervising, teaching/training, mentoring, advocacy, and policy formulation related to career development. Contributions should involve public evidence of practice (e.g., counseling videos, training films) or testimonials by people who have observed (e.g., presentations) or experienced (e.g., mentoring, training) the nominee's work. (1 to 5 rating)

Indeed, we conceptualize an eminent career as one that has made broad contributions capturing synergy in all four areas of theory, scholarship, leadership, and practice. Such a career would be truly eminent and could serve as a model for emulation by others.

Three rating levels are provided, and it is assumed that anyone being reviewed for the Eminent Career Award would have performed at an average level or higher in all four areas shown in the table below. Using the procedure described here, the ECAC members will have a common set of

criteria and ratings for discussing nominees, and they can share the information they drew upon in formulating ratings for each nominee. After discussion, ECAC members might be more likely to have shared views of the nominees and/or a shared understanding of their individual ratings, which might change because of the discussion.

Notes: (1) Each of the 4 criteria for each nominee should be given a numerical rating with respect to the rater’s judgment of the level of frequent, periodic and sustained activity in each area over a period, e.g., 5 = highest level, and 1 = average level (or less). (2) This system is based on the idea that Theory, Scholarship, Leadership **and** Practice constitute the central criteria for this award.

Nominee	Theory in Career Development	Scholarship in Career Development	Leadership in Career Development	Practice in Career Development	Total
1:					
2:					
3:					

Stages of the Selection Process

Stage One:

The first stage of the selection process begins in December of each year, when NCDA sends a letter or e-mail to past award recipients, NCDA Board members, NCDA committee members, and others seeking nominations for this award (including leaders of other career-related organizations). The nominee may be living or deceased.

Anyone can nominate a person for this award, including self-nominations. The nomination consists of a letter with the nominee’s name and a brief statement related to the four criterion areas submitted to NCDA by January 31st of each year. Upon receiving nominations, NCDA will check to make sure the nominee has been an NCDA member for 5 continuous years. Current NCDA Board members are not eligible for nomination.

Stage Two

In the second stage of the process, the ECAC will review the nominations by February 15th to determine if nominees initially meet the criteria. The award is not mandatory for presentation each year. Prior to soliciting full nomination packets, the ECAC can vote as a committee to not move forward any nominee whose qualifications do not match the award criteria. A majority vote by committee members is required to remove any nominee(s) deemed not qualified to advance to the next stage.

For those nominees who are selected to move forward in the process, the ECAC can solicit no more than 3 full, complete, nomination packets from the nominators (or another person) by April 1st. This complete nomination packet consists of a *vita* with the following information with respective dates included:

1. employment history
2. activities in the areas of teaching/training, research, and service, including categories listing publications and presentations (refereed publications and presentations should be noted)
3. professional accomplishments, recognitions, and awards
4. professional memberships
5. professional association activities
6. consultations

The completed nomination packet would also include:

7. description of the development and application of theory or conceptual models in research and practice
8. description of direct or indirect impact on practice, especially innovation and dissemination at the national and international level.

The completed application packet can include up to three letters of support from people who are not current professional colleagues of the nominee. The letters should speak to the nominee's qualifications relative to the criteria.

Stage Three

The ECAC is composed of the last five recipients of the Eminent Career Award and is chaired by the member who is the earliest recipient of the award. If that member is unable to serve, the next earliest recipient will chair the ECAC, etc. If a person cannot serve, the ECAC may select another fifth member from among past award recipients.

ECAC members having a personal or professional relationship with any of the nominees should refrain from participating in the selection process; however, this decision will be the responsibility of the member and not the committee.

The ECAC reviews completed nomination packet(s) and makes its decision about the Eminent Career Award recipient for the year no later than May 15th.