

Dear David,

Thank you for the invitation to share on this topic.

We won't have to worry about 'Designate' status much longer; the rules for advancement have recently been changed to require tenure (and all other requirements) be met before taking the written exam.

Previously, the ACHE allowed you to join the organization and submit your application anytime for fellow status. A candidate could quickly find themselves with all areas met but the three-year membership requirement. In those cases, the ACHE shared that the person is then a 'Designate' for FACHE status and suggests noting such behind their name.

If I were hiring someone and two candidates were equally accomplished and met all other requirements for fellow status, but one of them joined the ACHE three years ago and one just joined, would I be tempted to hire the one who paid two more years of dues over the one who didn't?

My perception is that the applicant was following the guidance provided by the ACHE, as the answers given sound like the advancement instructions prior to this change.

Regards,  
Shawn (a 'newish' fellow)

### **THE MAN IN THE ARENA**

Excerpt from Theodore Roosevelt's speech "Citizenship in a Republic"  
delivered at the Sorbonne, in Paris, France on 23 April, 1910

It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.