



## **MERIT SYSTEM**

Professional Photographers of America

Document: COU-04-MERITS-2023.03

1. The Merit System shall be under the authority of Council.
2. Changes to the Merit System must be approved by a majority affirmative vote of Council.
3. Merits shall be awarded as approved by Council, and according to the Merit System.
  - 3.1 Merits shall be awarded only to members of this Association. Merits can be applied toward a Degree only if the recipient is a member of this Association.
  - 3.2 Juries shall be selected based on a rotating schedule.
  - 3.3 Rules shall be approved by the Board of Directors.
  - 3.4 PPA merits shall be awarded as follows:
    - 3.4.1 One "image merit" shall be awarded to an entry that receives either the Merit or Imaging Excellence designation in the Merit Image Review in any of the image related degree programs, which are currently:
      - 3.4.1.1 Master of Photography (Merit Code 110)
      - 3.4.1.2 Master of Wedding Photography (Merit Code 170)
      - 3.4.1.3 Master Artist (Merit Code 150)
    - 3.4.2 An Individual may receive a maximum of eight image merits in any one calendar year in each degree program.
    - 3.4.3 Speaking Merits are awarded for lectures on approved programs, instructor or lecturer at PPA School of Professional Photography or an approved school sponsored by an Community Network member as stated in the Merit Chart. For having an article published in official publications of this Association, or for service as editor of a Community Network publication, published a minimum of three times per calendar year.
    - 3.4.4 All merits which are neither Image Merits nor Speaking Merits are designated as Service Merits.
4. Degrees
  - 4.1 Exceptional ability in photography and exceptional services to the profession or this Association shall be recognized by the awarding of Degrees to individuals.
  - 4.2 There shall be six (6) attainable degrees, the awarding of which shall be attested to by the presentation of diplomas and insignia. A Degree shall become effective at the time of presentation of the certificate.

- 4.2.1 The Degree of *Honorary Master of Photography* (abbreviated “Hon. M.Photog.”) shall only be awarded to individuals who have rendered exceptional service to the photographic profession or this Association. Recipients of this Degree need not be members of this Association.
  - 4.2.1.1 Rules for proposals for, and award of, the Degree of Honorary Master of Photography shall be set by the Board. A three-fourths vote of the Board shall be required for approval.
  - 4.2.1.2 Upon completion of his or her term of office, the President shall automatically be awarded the degree of Honorary Master of Photography.
- 4.2.2 The Degree of *Master of Photography* (abbreviated “M.Photog.”) shall only be awarded to participating photographers who are PPA members in good standing and who meet the requirements outlined herein. To qualify for this Degree, the applicant must have been awarded at least twenty-five (25) Merits, of which a minimum of thirteen (13) must be Image Merits. The other merits of the required twenty-five (25) may be made up any merit types.
- 4.2.3 The Degree of *Master of Wedding Photography* (abbreviated “M.Wed.Photog.”) shall only be awarded to participating photographers who PPA members in good standing and who meet the requirements outlined herein. To qualify for this Degree, the applicant must have been awarded at least twenty-five (25) Merits, of which a minimum of thirteen (13) must be Wedding Merits. The other merits of the required twenty-five (25)-may be made up of any merit types.
- 4.2.4 The degree of *Master Artist* (abbreviated "M.Artist") may only be awarded to individuals who are PPA members in good standing and who meet the requirements outlined herein. To qualify for this degree the applicant must have been awarded at least twenty-five (25) Merits, of which a minimum of thirteen (13) must be Artist Merits, or Specialist Merits. The other merits of the required twenty-five (25) may be made up of any merit types.
- 4.2.5 The degree of *Honorary Photographic Craftsman* (abbreviated “Hon.Cr.Photog”) shall be awarded by the Board of Directors. This degree requires a three-fourths vote of the Board.
  - 4.2.5.1 Rules for Proposals for, and awarding of the degree of Honorary Photographic Craftsman shall be set by the Board. A three-fourths vote of the board shall be required for approval.
- 4.2.6 The degree of *Photographic Craftsman* (abbreviated “Cr.Photog.”) shall only be awarded to individuals who are PPA members in good standing and who meet the requirements outlined herein To qualify for this degree, the applicant must have been awarded at least twenty-five (25) total Merits, of which a minimum of thirteen (13) must be Speaking Merits. The other merits of the required twenty-five (25) total may be made up of any merit types.
- 4.3 An individual holding the degree of Master of Photography, Master of Wedding Photography, Master Artist, Master of Electronic Imaging, or Photographic Craftsman may,

if qualified, be awarded other degrees. Under this provision, the applicant must have been awarded a total of fifty (50) or more appropriate merits for two degrees, and twenty-five (25) or more appropriate merits for each additional degree. Once a Merit is applied toward a degree, the merits used to obtain that degree are considered void for future application, and may not be used again. Holders of multiple degrees must use the following abbreviations in this order followed by any other credentials as appropriate.

- 4.3.1 Master of Photography M.Photog.
- 4.3.2 Master of Wedding Photography M.Wed.Photog.
- 4.3.3 Honorary Master of Photography Hon.M.Photog.
- 4.3.4 Master Artist M.Artist.
- 4.3.5 Master of Electronic Imaging MEI. (\*this degree has been retired)
- 4.3.6 Photographic Craftsman Cr.
- 4.3.7 Honorary Photographic Craftsman Hon.Cr.Photog.

4.4 The Insignia for the degrees shall be hung on ribbons to be worn around the neck.

4.4.1 Ribbons for combined degrees will be a combination of colors. The colors will appear in the order shown above, with the uppermost degree appearing on the outside of the ribbon.

4.4.2 The ribbon Colors are as follows:

- 4.4.2.1 Honorary Master of Photography (maroon and gold)
- 4.4.2.2 Master of Photography (gold)
- 4.4.2.3 Master of Wedding Photography (black)
- 4.4.2.4 Master Artist (red)
- 4.4.2.5 Honorary Photographic Craftsman (maroon and blue)
- 4.4.2.6 Photographic Craftsman (blue)
- 4.4.2.7 Master Artist (white -retired January 2011)
- 4.4.2.8 Master of Electronic Imaging (red - retired January 2011)

4.5 A bar to be worn on the ribbons shall be awarded for each additional twenty-five (25) Merits earned beyond a degree. A silver star shall be placed midway on the right hand ribbon as the insignia of a Past President. A small "25" may be worn midway on the left hand ribbon as the insignia of members of the Twenty-Five year Club. A national Award pin or other PPA earned award may also be worn on the ribbon. No other insignia shall be worn on or attached to the ribbons.

4.6 The Board, upon recommendation of the Bylaws, Rules and Ethics Committee, may deprive individuals of Merits and Degrees for improper conduct.

[MERIT CHART BEGINS NEXT PAGE]

### PPA MERIT SYSTEM CHART

| ANNUAL CONFERENCE:   |                |            |
|--|----------------|------------|
|  | Merits Awarded | Merit Code |
| Speaker  | 5 Speaking     | 202        |
| Moderator, Member of program panel   | 3 Speaking     | 210        |
| Special Program Speaker (non-platform)   | 1 Speaking     | 203        |
| Convention Committee Chair   | 5 Service      | 207        |
| Assistant Convention Committee Chair   | 3 Service      | 352        |
| Props Manager  | 3 Service      | 211        |
| Assistant Props Manager  | 3 Service      | 215        |
| Speaker Host   | 3 Service      | 213        |
| Student Volunteer Coordinator  | 3 Service      | 223        |
| PPA Member Volunteer Coordinator   | 3 Service      | 214        |
| Assistant PPA Member Volunteer Coordinator   | 3 Service      | 353        |
| Convention Volunteer Worker  | 2 Service      | 224        |
| Attendee (Full registration)   | 1 Service      | 308        |
| Convention Volunteer (One-Day)   | 1 Service      | 354        |
| Affiliate Leaders Training Attendee  | 1 Service      | 379        |
| PPA Pre-Convention Attendee (per day)  | 1 Service      | 222        |
| PPA Pre-Convention Speaker (per day)   | 2 Speaking     | 204        |
| Pre-Convention Volunteer Worker (per day)  | 1 Service      | 354        |
| <ol style="list-style-type: none"> <li>1. Maximum of five Merits per person, per year.</li> <li>2. Special Program Speaker (non-platform) can receive a maximum of 3 (non-platform) speaker merits per convention.</li> <li>3. Pre-Convention Volunteers can receive a maximum of 2 pre-convention volunteer service merits per convention.</li> </ol> |                |            |

| CONFERENCE – NOT ANNUAL:   |                |            |
|--|----------------|------------|
|  | Merits Awarded | Merit Code |
| Moderator of program panel   | 3 Speaking     | 210        |
| Speaker  | 5 Speaking     | 261        |
| <ol style="list-style-type: none"> <li>1. No less than TWO full days programming. Minimum 6 ½ hours per day.</li> <li>2. Maximum of five merits per person, per conference.</li> </ol> |                |            |

| PPAEDU:                           |                |            |
|-----------------------------------|----------------|------------|
|                                   | Merits Awarded | Merit Code |
| Video Speaker/Instructor (1 Day)  | 2 Speaking     | 259        |
| Video Speaker/Instructor (2 Days) | 4 Speaking     | 255        |

| WORKSHOPS:                  |                |            |
|-----------------------------|----------------|------------|
|                             | Merits Awarded | Merit Code |
| Speaker/Instructor (1 Day)  | 2 Speaking     | 227        |
| Speaker/Instructor (2 Days) | 4 Speaking     | 228        |
| Attendee                    | 2 Service      | 229        |

| PPA PHOTOGRAPHY WORKSHOPS: |                |            |
|----------------------------|----------------|------------|
|                            | Merits Awarded | Merit Code |
| Speaker                    | 2 Speaking     | 300        |
| Attendee                   | 1 Service      | 296        |

| SEMINAR (6 ½ hours or more education): Maximum of two merits per person, per seminar |                |            |
|--|----------------|------------|
|  | Merits Awarded | Merit Code |
| Chair  | 2 Service      | 272        |
| Speaker  | 2 Speaking     | 273        |

| SEMINAR (less than 6 ½ hours education): Maximum of one merit per person, per seminar |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Chair   | 1 Service      | 270        |
| Speaker   | 1 Speaking     | 269        |

| INTERNATIONAL PHOTOGRAPHIC COMPETITION: |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Jury Chair                              | 5 Service      | 225        |
| Juror                                   | 5 Service      | 208        |
| Jury Chair in Training                  | 5 Service      | 309        |
| IPCC Volunteer                          | 1 Service      | 252        |

|   |           |     |
|---|-----------|-----|
| District Judging Jury Chair   | 3 Service | 231 |
| District Judging Juror  | 2 Service | 234 |
| Chair of PPA District Exhibition  | 2 Service | 275 |
| District Judging Volunteer – 1 day  | 1 Service | 292 |
| <ol style="list-style-type: none"> <li>1. District judging volunteers may earn 1 service merit per day, maximum of 5 service merits per year.</li> <li>2. IPCC volunteers may earn a maximum of 5 service merits per year.</li> <li>3. Merits in this category may be awarded for in-person or virtual events.</li> </ol> |           |     |

| PPA SERVICE:  |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Each year service as President  | 10 Service     | 206        |
| Each year service as member of Board  | 3 Service      | 220        |
| Each year service - PPA Committee Chair   | 3 Service      | 221        |
| Each year service - Nominating Committee Chair  | 3 Service      | 313        |
| Each year of service - PPA Committee Member   | 2 Service      | 251        |
| Nominating Committee member   | 2 Service      | 262        |
| Action Team Leader  | 2 Service      | 322        |
| Action team Member  | 1 Service      | 323        |
| Non-Elected Councilor   | 2 Service      | 271        |
| Elected Councilor ( <i>each year</i> )  | 2 Service      | 246        |
| <ol style="list-style-type: none"> <li>1. Action team leaders and members receive merits for the term of Action Team, even if the team carries over into another year.</li> <li>2. Those Action Team members currently serving on the Board of Directors are NOT eligible for merits.</li> <li>3. Non-elected councilors must attend all Council Sessions.</li> </ol> |                |            |

| CERTIFICATION: Maximum 5 merits per class, per person |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Re-certification                                      | 2 Service      | 306        |
| Certification Judge                                   | 2 Service      | 288        |
| CPP Prep Class Instructor (per day)                   | 2 Speaking     | 365        |
| CPP Prep Class Attendee                               | 3 Service      | 216        |

| PUBLICATION – PPA MAGAZINE: |
|-----------------------------|
|-----------------------------|

|   | Merits Awarded | Merit Code |
|---|----------------|------------|
| Unpaid Illustrated Article  | 2 Speaking     | 232        |
| Unpaid, illustration (not accompanied by an article)  | 1 Service      | 298        |
| Unpaid, Non-illustrated Article   | 1 Speaking     | 242        |
| Photograph used on cover of PPA magazine  | 1 Service      | 254        |
| <ol style="list-style-type: none"> <li>1. Maximum 8 merits per year, per person.</li> <li>2. Articles must consist of a minimum 600 published words. Eligible for merits for first publication only.</li> </ol> |                |            |

| PUBLICATION – NOT PP MAGAZINE:  |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Unpaid original article (published in PPA publication other than magazine)  | 1 Speaking     | 267        |
| <ol style="list-style-type: none"> <li>1. Maximum 8 merits per year, per person.</li> <li>2. Articles must consist of a minimum 600 published words. Eligible for merits for first publication only.</li> </ol> |                |            |

| PUBLICATION – PPA WEB SITE:  |                |            |
|--|----------------|------------|
|  | Merits Awarded | Merit Code |
| Unpaid original article with graphics - Minimum 300 words  | 2 Speaking     | 318        |
| Unpaid original article without graphics - Minimum 300 words   | 1 Speaking     | 317        |
| <ol style="list-style-type: none"> <li>1. Cannot have been previously published in any other PPA publication placed with any necessary graphics or illustrations on the PPA website.</li> <li>2. Maximum 8 merits per person, per year.</li> </ol> |                |            |

## COMMUNITY NETWORK MERIT CHART

### NOTES:

1. Each network may hold one annual event per year with unlimited merits available for their 1 annual event.
2. Each network will receive a non-annual merit allotment of 40 merits per calendar year. This is in addition to the annual event.
3. All attendee merits are \$10 per merit. Attendee service merits are unlimited and do not count again a member's merit maximum (see #4).
4. Networks may award each PPA member a maximum of 4 merits total per year, 2 of which may be speaking merits. This does not apply to PPA Merit Program merits.
5. Members are eligible to receive merits for speaking, service, and judging within their own network.
6. Merits will not be issued to courses that compete against Imaging USA or other PPA events.

| ANNUAL MEETING (unlimited merits as requested by applicant network for their 1 annual event):  |                |            |
|--|----------------|------------|
|  | Merits Awarded | Merit Code |
| Speaker  | 2 Speaking     | 226        |
| Program Panel Participants ( <i>Maximum of one merit per meeting</i> )   | 1 Speaking     | 239        |
| Convention Chair   | 2 Service      | 236        |
| Convention Co-Chair  | 1 Service      | 236        |
| Photographic Competition Chair   | 2 Service      | 275        |
| Jury Chair   | 2 Service      | 331        |
| Juror  | 2 Service      | 234        |
| Each year service as President (issued at end of term)   | 2 Service      | 230        |
| Attendee (PPA Continuing Education)  | 1 Service      | 377        |
| <ol style="list-style-type: none"> <li>1. In the case of Co-chair for annual meeting, meeting or seminar, chairmen may take one merit each for total of two merits.</li> <li>2. Merits for Photographic Competition Chair, Jury Chair and Jurors may be awarded for in-person or virtual events. All other participation types must be in-person to be merited.</li> </ol> |                |            |

| PROGRAM – NOT ANNUAL                                      |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Chair (6.5 hours or longer)                               | 2 Service      | 243        |
| Chair (less than 6.5 hours)                               | 1 Service      | 237        |
| Speaker (6.5 hours or longer)                             | 2 Speaking     | 241        |
| Speaker (less than 6.5 hours)                             | 1 Speaking     | 238        |
| Photographic Competition Chairman                         | 2 Service      | 371        |
| Juror   | 1 Service      | 372        |
| Attendees (only available for events 6.5 hours or longer) | 1 Service      | 378        |

| PPA MERIT PROGRAM:   |                |            |
|--|----------------|------------|
|  | Merits Awarded | Merit Code |
| Student  | 1 Service      | 335        |
| Speaker  | 2 Speaking     | 273        |
| Instructor Assistant   | 1 Service      | 334        |
| <ol style="list-style-type: none"> <li>1. Instructor Assistant merits will be available to classes with 8 or more students, with one assistant maximum per class.</li> <li>2. Merits awarded for approved PPA Merit Programs do not count towards a member's maximum within a network and are awarded in addition to the hosting network's merit allotment.</li> </ol> |                |            |

### COMMUNITY NETWORK SCHOOL MERIT CHART

| INSTRUCTORS:  |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Primary Instructor  | 5 Speaking     | 218        |
| Guest Instructor (Per day)  | 1 Speaking     | 302        |
| Student (Full-time enrollment)  | 2 Service      | 256        |
| Instructor Assistant (Per day)  | 1 Service      | 293        |
| Director of Community Network School per calendar year *  | 5 Service      | 332        |
| Trustee* (1 per day / 3 maximum)  | 1 Service      | 333        |
| <ol style="list-style-type: none"> <li>1. Instructor assistants may receive merits for a maximum of three days.</li> <li>2. Sessions must be held for Directors or Trustees to receive merits.</li> <li>3. All Community Network schools must be approved by the PPA Board of Directors.</li> </ol> |                |            |

### FULL TIME SCHOOL OF PHOTOGRAPHY, UNIVERSITY OR COLLEGE MERIT CHART

#### PHOTOGRAPHY COURSES MUST BE NO LESS THAN ONE YEAR AND NO MORE THAN FOUR YEARS

| UPON COMPLETION OF ONE-YEAR STUDY:  |                |            |
|-------------------------------------|----------------|------------|
|                                     | Merits Awarded | Merit Code |
| Student (per year, 4 years maximum) | 1 Service      | 258        |
| Instructor                          | 1 Service      | 327        |

| UPON GRADUATION:  |                |            |
|---|----------------|------------|
|   | Merits Awarded | Merit Code |
| Associate degree  | 6 Service      | 311        |
| Bachelor Degree   | 12 Service     | 362        |
| Advanced graduate degree  | 3 Service      | 363        |
| Upon Graduation from a technical school (per year of study)   | 3 Service      | 364        |
| <ol style="list-style-type: none"> <li>1. All schools in this category must be approved by the Board of Directors.</li> <li>2. Graduates must apply for merits within one year of graduation.</li> <li>3. Instructor must apply for merits within 3 months of completion of one school year of teaching.</li> </ol> |                |            |