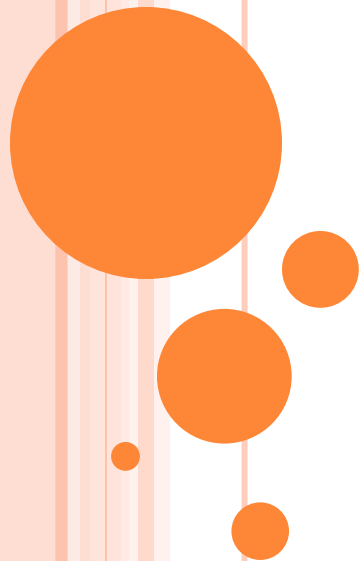


# **DEVELOP YOUR LEADERSHIP SKILLS: GET INVOLVED IN APA BOARDS & COMMITTEES**

**Katharine Hahn Oh, PhD  
Shawn M. McClintock, PhD, MSCS  
&  
Cynthia de las Fuentes, PhD**



# TODAY'S SPEAKERS:



Katharine Hahn Oh  
Committee on Early  
Career Psychologists

Oberlin College  
Counseling Center



Shawn McClintock  
Committee on Early  
Career Psychologists

Duke University  
Medical Center



Cynthia de las Fuentes  
Previously: Committee on  
Women in Psychology,  
Board of Educational  
Affairs

Private Practice, Austin



# WHAT IS APA?

The American Psychological Association is the largest scientific and professional organization representing psychology in the United States. APA is the world's largest association of psychologists, with more than 134,000 researchers, educators, clinicians, consultants and students as its members.

APA's mission is to advance the creation, communication and application of psychological knowledge to benefit society and improve people's lives.

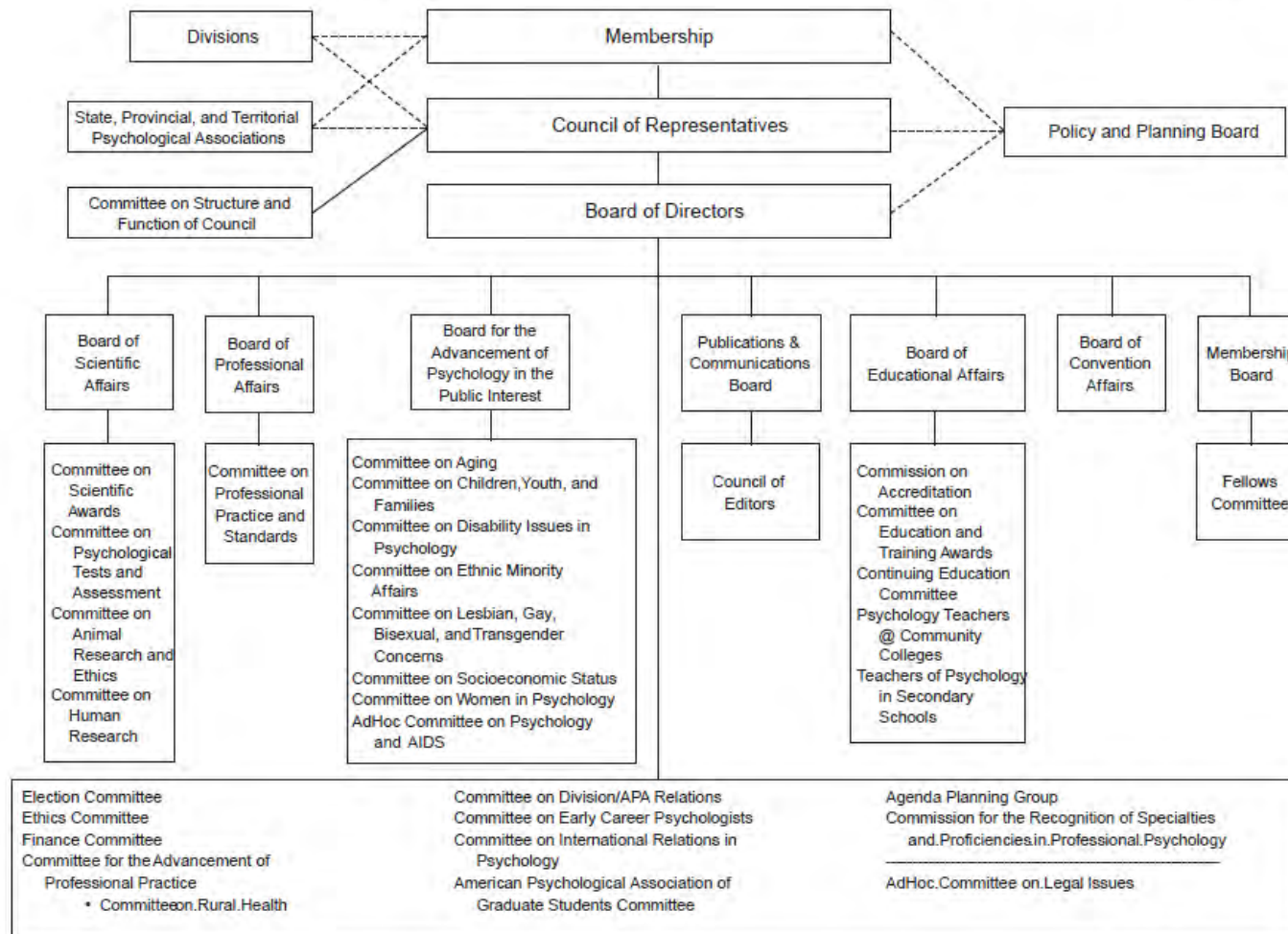


# APA AS A PHYSICAL BUILDING



# HOW IS APA ORGANIZED?

## Reporting Lines for Standing and Continuing Boards and Committees



# WHAT DO BOARDS & COMMITTEES DO?

- Develop or review policies of APA
- Represent an area of expertise or a specific constituency
- Can review new policy proposed by Council members *or* create new policy recommendations
- May carry out additional projects relevant to their mission



# AN EXAMPLE OF APA POLICY: GUIDELINES FOR PSYCHOLOGICAL PRACTICE WITH LGB CLIENTS

- Psychologists notice a need for practice guidelines to treat a specific group of clients (e.g., Lesbian, Gay, and Bisexual individuals)
- Under the guidance of a Committee or Board (Committee on LGBT Concerns), the group develops treatment guidelines
- The guidelines are reviewed by other Committees and Boards for feedback
- The guidelines go before Council for a vote (approved in 2011)



# WHAT IT'S LIKE TO BE AN ECP IN APA LEADERSHIP

- The Two Cs
  - Complex & Challenging
- and the Three Ts
  - Thrilling, Terrific, & Transformative
- Very diverse group sitting around the table
  - Identity
  - Specialty/training
  - Work setting
  - Stage of career



# WHAT DO CONSOLIDATED MEETINGS LOOK LIKE?



# WHY GET INVOLVED IN LEADERSHIP?

- Opportunity to
  - integrate understanding across diverse perspectives within psychology
  - have a first look at ongoing work of APA
  - impact the field and direction of psychology as a whole
  - help the public through psychology
  - develop your leadership skills
  - make new friends and connections



# EXAMPLES OF CHANGE RELATED TO ECPs

- **Creating the first APA definition of an Early Career Psychologist**
  - APA will define an Early Career Psychologist as being within 10 years of receipt of doctorate
  - The official definition allows APA to better collect information to provide services to ECPs, provides consistency, & gives ECPs more time to gain Division/SPTA leadership experience before serving in APA Leadership
  - (Approved by Council in February 2014)
- **Having an Early Career Psychologist on all Boards and Committees**
  - (Approved by Council in August 2014)



# SPECIFIC OPPORTUNITIES FOR ECPs

- Some Boards & Committees already have ECPs
  - Membership Board
  - Policy and Planning Board
  - Board of Education Affairs
  - Board of Convention Affairs
  - Committee on APA/Division Relations
  - Committee on the Advancement of Professional Practice
  - Committee on Lesbian, Gay, Bisexual, & Transgender Concerns
  - Committee on Aging
  - Committee on Disability Issues in Psychology
  - Committee on Socioeconomic Status
  - Committee on Early Career Psychologists



# SELECTION PROCESS FOR *APPOINTED* VS. *ELECTED* POSITIONS

- Nominations due in July-September are for Appointed positions (most Committees)
  - Committee chooses their top candidates for each position
  - Board of Directors approves the selection
- Nominations due in February/March each year are for Elected positions (most Boards)
  - Board or Committee chooses 3 candidates for each “slate” (or position)
  - Council Representatives vote to determine who is elected



# TIPS FOR NOMINATION & ELECTION

- Establish yourself as a reliable leader in your Division or State, Provincial, or Territorial Psychology Association (SPTA)
- Get to know your Council Representatives and other APA Leaders in your Division or SPTA
- Ask your Division or SPTA to appoint you as a liaison to a Board or Committee
- Personal contacts are critical. Talk about your leadership interests with
  - Mentors
  - Division and SPTA Leaders
  - Chair of a Board or Committee you are interested in joining and other APA Leaders
- Don't be discouraged if you don't get a position the first time. It is worth the wait.



# NUTS & BOLTS OF NOMINATION PACKET

- Materials for most *appointed* positions
  - Letter of interest or self-nomination
  - Nomination letters (from individuals and Divisions or State, Provincial, or Territorial Psychology Associations)
  - CV
- For most *elected* positions
  - Divisions; State, Provincial, or Territorial Psychology Associations; Boards & Committees, and Council Representatives can enter your Name and CV into the on-line nomination system
  - Multiple nominations indicate more support



# INTRO TO ELECTIONS

- 150 word statement for Council Representatives to read before voting
- Can campaign by email directly to Council Representatives
- Can request endorsement from Caucuses (interest groups within Council)
- Tip: Seek mentoring for each step if you are on a slate for an elected position, especially if competing against well-known psychologists
- See the resource, “Get Your Voice Heard,” for more details and the timeline of elections



# LEADING IN APA HELPS YOU LEAD AT HOME

- Leading in APA helps you transform by enhancing your
  - Confidence
  - Communication skills
  - Networking abilities
  - Strategic and critical thinking
  - Negotiation skills
  - Vision for the small and large picture
  - Time management
  - Multi-tasking abilities
  - Appreciation for the many psychological disciplines



# LEADING IN APA HELPS YOU LEAD AT HOME

- You become a resource for your
  - City, State, Division
  - Work environment (university, academic medical center, hospital, clinic, group practice, private practice)
  - Other professional organizations
  - Peer and Senior Colleagues
  - Students, Interns, Fellows
  - Mentees



# RESOURCES FROM APA AND CECP

- APA Early Career Webpages
- Early Career Listserv
- Early Career Leadership Network (ECPLN) Listserv
- ECP Leadership Network meeting at APA Convention
  - discuss challenges and successes in leadership and governance (usually Saturday morning)
- APA *Monitor* and Access



# FREQUENTLY ASKED QUESTIONS

- Where can I find more information about APA Leadership positions?
  - Visit the individual web pages of Boards & Committees
- Who can I contact if I have additional questions?
  - Send an email to [earlycareer@apa.org](mailto:earlycareer@apa.org), and you will be connected with a CECP member or staff person
- How do I join the ECP or ECPLN listserv?
  - Send an email to [listserv@lists.apa.org](mailto:listserv@lists.apa.org)
- How can I get connected with other ECP Leaders at APA convention?
  - Visit the ECP Booth, come to the CECP Social Hour and the Saturday morning Coffee Hour and ECPLN Business Meeting



# LINKS TO RESOURCES FROM THIS WEBINAR:

- [APA's Mission](#)
- [Boards & Committees](#)
- [How to Get Nominated & Elected](#)
- [Get Connected](#)
- [Get Your Voice Heard](#)
- [Making APA Work for You](#)

