

Overview of Proposed Change in OPA Governance Model

History of the Process: Initial Concerns

- Large Board of Directors (up to 27 members) = difficult to be quickly responsive or efficient
- Some concerns about equity
 - Some Committees sit on the Board but not all
 - Executive Committee meets almost monthly, but Board only meets 4-5x/year = difficult to maintain full communication

History of the Process

- Task Force on Governance Change
 - Chaired by (Clevelander) Kathy Ashton
 - 2012-2014
- That task force developed a new model but did not have enough support for change at that time
- The Board then approved 8 Principles for the New Model, Spring 2014

8 Principles for the New Model

1. To cultivate **leadership**
2. Increase **communication**
3. A **smaller board**
4. Support the **strategic plan**
5. Increase the use of **technology**
6. Increase **member engagement**
7. Support **staff effectiveness**
8. Attend to **diversity and inclusion**

Gov. Model Development TF

- **Fall/Winter 2014**

- Developed ideas
- Sought Board & Member input
- Further developed ideas
- Presented 3 models to Board and received input

- **Spring 2015**

- Gathered member input through online town halls, online survey, and tabling at convention
- Further developed one model

- **Summer 2015**

- Shared revised model with Board
- Discussed Member Engagement & Diversity

- Katharine Hahn Oh, Chair

- Richard Ashbrook

- Kathy Ashton

- Cathy Gaw

- Joyce Jadwin

- Mary Miller Lewis

- Wanda McEntyre

- Sandra Shullman

- Michael Ranney

Gov. Model Development TF

- **Fall/Winter 2015**

- Board discussions about specific Code of Regulations wording, inclusion of diverse leaders and role of regional representatives
- Legal Counsel reviewed proposed changes to Code of Regulations

- **Spring 2016**

- Board approved Code of Regulations changes (new model)
- Shared summary of changes with members at convention

- **Summer 2016**

- Providing information through regional town halls & newsletter

- **Fall 2016**

- Membership will vote on changes (needs **2/3 Yes** to pass)

- **Fall 2017**

- If changes were approved by membership, Code of Regulations will come into effect **12 months later**

New Model: Changed Structure

3 levels of leadership:

- 11-12 member **Board of Directors**: Pres. Trio, Finance, Council Rep, OPAGS Chair, 5 VPs
 - VPs include Communication, Diversity, Practice, Science & Education, Membership Development
- VP's will chair **Leadership Teams** of Committee Chairs & Regional Reps
- **Committee** Chairs will facilitate the work of their committees
- Creates Leadership Pipeline, each leader developing those they lead

New Model: Assembly Meeting

- 2x/year all leaders and members will be invited to the Assembly
- One meeting in person and one on-line
- Assembly will discuss current issues facing the public and facing Ohio psychologists and will advise the Board of Directors about what you think is needed now for Ohio psychologists and the public
 - **What topics would you want to discuss if we had this Assembly this fall?**

New Model: Diversity

- Every year, the Board will look at who is on the Board and what is needed
- They will look at diversity broadly-defined: race/ethnicity, sexual orientation, work setting, skill sets like marketing/fund-raising, etc.
- And they'll invite diverse leaders to run for office and do more to cultivate diverse leaders.

Final Discussions of the Board

Diversity

- Could we have an all ethnic-minority slate for President every 3 years?
- First, need to encourage and promote more diverse leaders = Leadership Development Academy, etc.
- For Code of Regulations, left in needs-assessment process and clear wording about commitment of Board to increase diversity

Regional Representatives

- How can Regional Representatives have meaningful input without serving directly on the Board?
- Wanted balance of inclusion and choice
- Regional Reps meet together
- Encouraged to join Leadership Team of their choice; suggested they send one Rep to Board meetings (open to all members)

Code of Regulations wording

4.3 Needs Assessment

The Association is committed to increasing the ethnic and racial diversity of the Board of Directors, as well as increasing diversity, broadly defined, on the Board and the Association's leadership.

Each year, prior to the presentation of slates and the recommendation of individuals for election, the Elections Committee shall conduct a needs-based assessment of the Board of Directors.

The Elections Committee will consider the Directors continuing on the Board of Directors and their specific skills, works settings, regions, and diverse identities and perspectives.

The Elections Committee will consider the current and emerging needs of the Association and recommend specific skill sets, experience, or other diversity variables that would enhance the work of the Board of Directors. The results of the needs-based assessment will inform the work of the Elections Committee as individuals are sought for nomination.

New Model OPA Board Meeting: Sample Agenda

- Updates
 - Finance Report
 - Presidential Initiatives & Task Forces
 - Strategic Plan progress
 - Prep for Convention
- Issues of Concern
 - Increase in student loan burden for Early Career Psychologists
 - Continued news of police shootings of Black men: Should we issue a statement or offer some action or support?
- Opportunities
 - Mobilize members to advocate for upcoming laws (e.g., increase foster care age to option of 21)

New Model OPA Assembly: Possible Method to Develop Agenda

- Ask all leaders and members to submit answers:
 - What are 3 important challenges to well-being for the public in Ohio that psychology or psychologists could help with?
 - What are 3 important challenges facing psychologists in Ohio?
 - What are 3 opportunities for psychology or psychologists right now in Ohio?
- Answers would be collated, and most frequent answers would become agenda items for discussion
- Each discussion would include ways for all in attendance to provide diverse perspectives (through small groups with report-out or through on-line chat functions)