Leadership Development Academy (LDA)

Investing in the Future Leaders of OPA

Background
In 2007, the Leadership Forum was created by Dr. Cathy McDaniels-Wilson during her term as OPA President. The intent was to create a structured program that would encourage and develop potential OPA leaders. The Leadership Forum sought to engage individuals both from within and outside of OPA. The structure was a 1 day program which included an invited speaker who was recognized as a local, regional and/or national leader. Typically, the presentation would be followed by a panel of OPA leaders discussing their leadership paths and their individual challenges and successes as business, community and association leaders.

While the Leadership Forum has been very informative, thought provoking and well attended over the past 7 years, it seemed that its fullest potential was not being met as a 1 day program. Participants were learning a lot about leadership in general, but not as much about becoming a leader in OPA. Out of this seed grew the idea of the OPA Leadership Development Academy.

The OPA Leadership Development Academy
The mission of the OPA Leadership Development Academy is to develop and nurture an active pipeline of future OPA leaders which reflects the broad diversity of psychologists in Ohio.

The purpose of the Leadership Development Academy is to provide opportunities for emerging leaders to develop a deeper understanding of their individual leadership style, to learn how to be an effective leader in a professional association, to expand their engagement, experience and mentoring with OPA leaders, to enhance their leadership skills and to learn about significant leadership challenges in OPA.

Participants: We welcome anyone interested in developing their leadership potential. To ensure diversity, priority will be given to ECPs, mid-career psychologists, cultural and ethnic minorities and other underrepresented groups, including LGBTQ and persons with disabilities.

2015 – 2016 Inaugural Year:
In our inaugural year of the Leadership Development Academy (LDA) we accepted a total of 11 applicants (fellows) for a ten-month leadership program. The program includes a focus on content, assessment and process. Readings and discussion included adaptive leadership, articulating purpose and leadership and diversity. All fellows were given an assessment tool, the FIRO-B which measures interpersonal needs along three dimensions: inclusion, control and affection. Fellows also attended OPA Board meetings to observe leadership in action. In order to understand the importance of advocacy in psychology, fellows also attended Legislative Day. They learned about current legislative issues affecting psychologists and most had the opportunity to meet with their legislator or legislative aide. As a part of their LDA experience, all fellows worked with their mentors to develop a project based on their leadership goals and interests. The following is a brief description of each project, written by each LDA fellow.

LDA Fellow: GARY E. CARRINGTON, PHD
Mentor: Wanda McEntyre, PhD ABPP
Project: Webinar on Understanding and Demystifying Racial Microaggressions

Project Description: The webinar will explore racial microaggressions which have been defined as brief and commonplace daily, verbal, behavioral, or environmental indignities, intentional or unintentional that communicate hostile, derogatory, or negative racial slights, and insults toward people of color (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin, 2007). Racial microaggressions are a type of perceived racism that negatively impacts the health and well-being of people of color, and describe a dynamic interplay between perpetrator and recipient that operate to create psychological dilemmas. The webinar will explore racial microaggressions in the life experiences of African Americans and discuss five domains that represent the way microaggressions are articulated. In addition, coping mechanisms used by people of color to stave off the negative effects of microaggressions will be discussed, along with increasing awareness of how microaggressions are expressed. A taxonomy of three identified forms and nine categories with distinct themes will be reviewed. Barriers to clinical practice along with examples of racial trauma will be discussed in the webinar.
LDA Fellow: ANGELA L. HARRIS, PSYD  
Mentor: Katharine Hahn Oh, PhD  
Project: Promoting the Benefits of OPA to graduate and undergraduate students

Project Description: On Wednesday, March 23rd, Ohio University welcomed OPA President, Dr. Bob Stinson, and OPA Diversity Chair, Dr. Gary Carrington, to speak to both undergraduate and graduate psychology and counseling students about the benefits of joining OPA. Dr. Stinson informed the students about professional development opportunities in OPA, OPA scholarships, and the OPA convention. Dr. Carrington highlighted the Diversity Committee, the committee’s diversity initiatives and encouraged students to get involved. Dr. Harris provided information about OPAGS, OU’s OPAGS representative, and the Leadership Development Academy. One student won a free gift certificate and three students won free OPA memberships which were paid for by OU’s Psychology and Social Work Clinic.

LDA Fellow: AMBER A. HEWITT, PHD  
Mentor: Cathy McDaniels-Wilson, PhD  
Project: The role of psychology in the infant mortality crisis

Project Description: Infant mortality rates in Ohio are staggering. Psychologists are often absent from the dialogue on how to address the problem. For my project, literature and recent legislation on infant mortality were studied and reviewed. From this research, recommendations about how psychologists can help tackle infant mortality were presented at OPA’s Legislative Day.

LDA Fellow: JOYCE E. JADWIN, PSYD  
Mentor: Katharine Hahn Oh, PhD  
Project: Psychology and Healthcare: Emerging Roles and Opportunities

Project Description: The focus of this webinar is to discuss emerging clinical and non-clinical roles in the field of healthcare. In addition, lessons learned from those working in a variety of healthcare related fields and suggestions for transitioning into the roles will be discussed.

LDA Fellow: JENNIFER LAMANNA, PHD  
Mentor: Bobbie Celeste, PhD  
Project: Marketing OPA-BWC: Strategic Early Intervention Program (SEIP)

Project Description: Dr. Lamanna joined the OPA Bureau of Worker’s Compensation (BWC) Reform Task Force and participated in activities designed to market the Task Force’s Strategic Early Intervention Program (SEIP) for injured workers to employers. These activities included phone conferences with BWC administration, writing articles on the SEIP for BWC publications, and collecting data on employer perceptions of early intervention for injured workers.

LDA Fellow: ANGELA N. R. MILLER, PHD, MPH  
Mentor: Kathy Ashton, PhD, ABPP  
Project: Quantifying mental health provider distribution across the state

Project Description: It is becoming increasingly difficult to find outpatient psychiatric care for our patients. This LDA project sought to explore this issue by quantifying mental health provider distribution across the state and examine that distribution relative to population counts and known estimates of the prevalence of mental illness. Snapshots of the findings were utilized to generate infographics for Legislative Day 2016.
As our first leadership academy is nearing completion, we are celebrating a successful program, an exceptional group of LDA fellows and a fabulous faculty of LDA teachers and mentors. Kudos to all!

If you are interested in learning more about the Leadership Development Academy (LDA), please contact Dr. Peg Mosher at mmrpsych@gmail.com. The next LDA class begins this fall.