Leadership Development Academy (LDA)

Investing in the Future Leaders of OPA

The mission of the OPA Leadership Development Academy (LDA) 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 LDA 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.

For this second year of the LDA, we accepted 10 applicants (fellows) for a ten-month leadership program. The overall program focused on five primary components: leadership content, self-assessment, interpersonal process, legislative advocacy and project collaboration and development. Readings and discussion topics included adaptive leadership, articulating purpose, leadership and diversity, diversity/cultural competency as leaders, work/personal life management, navigating leadership dilemmas, and intentional career development. All fellows, faculty and administrative staff took the FIRO-B, an assessment tool that measures interpersonal needs along three dimensions: inclusion, control and affection. This proved to be an effective way to delve more deeply into behavioral preferences and their impact on leadership style. 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. Following is a brief description of each project.

LDA Fellow: **CHIVONNA CHILDS, PHD**
LDA Faculty Mentor: Jennifer Franklin, PhD
Project: **Spirituality and Therapeutic Integration**

**Project Description:** Dr. Childs developed a webinar in which she provided information on the importance of addressing spirituality within the context of therapy.

LDA Fellow: **JUSTIN DEWBERRY, PSYD**
LDA Faculty Mentor: Suzanne LeSure, PhD
Project: **Barriers to Providing Behavioral Health Services to Refugee Communities in Ohio**

**Project Description:** The primary barriers in providing behavioral health services to refugees are: 1) access to care, 2) cultural norms, 3) competence in treating war related trauma, and 4) language barriers. Dr. Dewberry will disseminate information about understanding and dealing with these barriers in a webinar (accessing translation services), in a presentation through OPA (submitting a proposal for the 2018 convention) and in an article for *The Ohio Psychologist*.
Leadership Development Academy (LDA) continued...

**LDA Fellow:** CATHERINE GOLDEN, PHD  
**LDA Faculty Mentor:** Kathy Ashton, PhD  
**Project:** Ohio HB 49 (Board Consolidation)  

**Project Description:** Dr. Golden summarized the Board consolidation bill and disseminated the summary and relevant updates in an OPA e-publication.

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**LDA Fellow:** ELIZABETH HARRIS, PHD  
**LDA Faculty Mentor:** Wanda McEntyre, PhD  
**Project:** Preschool to Prison Pipeline (The concept that children, especially African-American children, are funneled from the academic environment to the criminal justice system through suspensions, expulsions and other punitive measures through the use of “zero tolerance” policies.)  

**Project Description:** Dr. Harris developed a webinar to inform professionals about the “preschool to Prison Pipeline.” The webinar is designed to educate psychologists, counselors and educators about how to advocate for children who have been identified as having behavioral problems in school.

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**LDA Fellow: STEVEN KNIFFLY, PSYD  
LDA Faculty Mentor:** Cathy McDaniels-Wilson, PhD  
**Project:** Reducing Mental Health Stigma in the Black Community through Education and Engagement  

**Project Description:** Dr. Kniffley’s project has three primary objectives: 1) to create a program that will educate members of the Dayton area Black community about the etiology and treatment of mental health issues, 2) to develop collaborative partnerships with churches and local nonprofit organizations to disseminate program information, and 3) to create an assessment tool to determine the impact of the mental health education program.

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**LDA Fellow: LESLIE MCCLURE, PSYD  
LDA Faculty Mentor:** Jim Broyles, PhD  
**Project:** Ethical Interaction with Third Party Payers  

**Project Description:** To assist psychologists in private practice to become more confident and competent in working with third party payers and to learn how to effectively advocate for their work with clients. The two components of Dr. McClure’s project are: 1) to develop a network of office/billing managers to share information, and 2) to co-facilitate a seminar at the 2017 OPA convention (Ethical Interaction with Third Party Payers).

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**LDA Fellow: JESSICA SMEDLEY, PSYD  
LDA Faculty Mentor:** Mary M. Lewis, PhD  
**Project:** School to Prison Pipeline  

**Project Description:** Dr. Smedley is interested in creating a voice for those struggling with discrimination and harsher punishments in the school system, often including the involvement of law enforcement. As a result, they are tracked through adulthood and are
more likely to end up in the prison system. Dr. Smedley would like to bring awareness to 1) the lack of services offered in school systems in Ohio, 2) the discrepancy in numbers of minority and non-minority youth who are offered treatment in lieu of juvenile detention, and 3) the need to inform providers and educators regarding significant risk factors.

LDA Fellow: CYNTHIA VANKEUREN, PSYD
LDA Faculty Mentor: Cathy Gaw, PsyD
Project: Ethical considerations when psychologists are asked to write letters supporting the acquisition or endorsement of an Emotional Support Dog

As our second Leadership Development Academy is nearing completion, we are celebrating another successful program, an exceptional group of LDA fellows and a fabulous faculty of LDA mentors. Kudos to all!

If you are interested in learning more about the Leadership Development Academy (LDA), please contact Dr. Peg Mosher at mmpsrpsych@gmail.com. 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. The next LDA class will begin in the Fall of 2018.

**OPA LEADERSHIP DEVELOPMENT TASK FORCE:**

Kathy Ashton, PhD, ABPP
Jim Broyles, PhD (Co-Chair)
Bobbie Celeste, PhD
Jennifer Franklin, PhD
Cathy Gaw, PsyD
Suzanne LeSure, PhD
Mary M. Lewis, PhD, ABPP
Cathy McDaniels-Wilson, PhD
Wanda McEntyre, PhD (Co-Chair)
Peg Mosher, PhD (Co-Chair)
Sandy Shullman, PhD

OPA Staff:
Michael Ranney, MPA
Karen Hardin, BA

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