

## **Sandy Shullman, PhD**

APA is at a critical moment of transformation. We need to listen and **learn** from each other to build a robust community of psychologists, supported by the strength of our diversity. As a unified, mission-driven organization, we can **lead** toward resolution of key national and global issues such as healthcare, workplace well-being, poverty, violence, and immigration. We can create **change** together at a new, enhanced level of impact – one discipline, united by our mission as a scientifically grounded organization, committed to the public good, supporting our members to create a positive future for all.

I have dedicated my career to enhancing leadership opportunities for women and marginalized populations, supporting enhanced organizational diversity and leadership effectiveness, and now encouraging the promise of what psychology can contribute to the quality of people's lives globally. As detailed in my biographical statement, I've served numerous leadership roles at both SPTA and APA levels.

Specifically we will:

- **CREATE a truly multicultural organization**, nationally and globally, where every psychologist feels welcome and actively welcomes others
- **Fully ENGAGE ECPs and students *NOW*** in creating APA for the future
- **FORTIFY and advance psychological science** as our foundation for knowledge and action, juxtaposed with a **strong moral compass** and the will to use it
- **REDEFINE both science and practice more broadly**, leveraging contributions of general applied psychologists to delineate the psychology workforce of the future
- **PREPARE psychology and its practitioners for a rapidly changing future**, addressing the transformative challenges and opportunities of the digital age
- **ENHANCE APA's impact on public policy and social justice** through strategic collaborative initiatives and team-based advocacy across populations, issues and contexts, such as health care disparities
- **DEVELOP psychologists' understanding of our potential as skilled learning leaders** to initiate positive, ethical and scientifically based solutions

With your help, we will create APA's vibrant organizational future.

**BIOGRAPHICAL STATEMENT:**

**Sandra (Sandy) Shullman**, PhD, is currently managing partner of the Columbus, O.H. office of the Executive Development Group, an international leadership development and consulting firm, with offices in Greensboro, N.C., Atlanta, Columbus, O.H., and London. In this role, she directs large scale executive coaching, executive education, and development projects for national and multinational client organizations. Sandy also works individually as an executive coach with senior executives, especially in the financial services, high technology/scientific, higher education and health care areas. She has had a distinguished career working with senior executives and executive teams in a wide range of national and multinational organizations.

In addition to over 15 years of executive leadership of an organizational and behavioral healthcare firm, Sandy served as director of Managerial Effectiveness Programs at the Center for Creative Leadership (CCL). At CCL, she led major projects involving performance management and executive and managerial effectiveness.

Sandy has degrees from Dickinson College, Harvard University, and a PhD in counseling psychology with organizational emphasis from The Ohio State University. She was awarded a fellowship at the Center for Creative Leadership and was a Kathryn Sisson Phillips fellow of the National Association for Women Deans, Administrators and Counselors.

In addition to her previous leadership role at the Center for Creative Leadership, Sandy served as part of the Ohio State University administration and was formerly co-founder and senior partner of Organizational Horizons, Inc., a regionally based consulting firm. She also served as senior consultant and director of research for a management consulting organization in Charlotte, N.C.

Sandy has chaired the Work Group on Executive Coaching for the American Psychological Association and has served as a member of the APA's Board of Directors. She currently serves as a member of the Board of Directors for the American Psychological Foundation. Sandy is an APA fellow and was recently honored for her contributions to organizational practice in her field. She co-chaired the Council of Representatives Work Group on the APA Multicultural Guidelines, chaired the APA Task Force on the World Congress against Racism Report, and chaired the Board of Educational Affairs/Committee on International Relations in Psychology Task Force on APA's Role in International Quality Assurance. Sandy was a member of the Council of Representatives Strategic Planning Advisory Committee and has held Board level positions in the Divisions of Counseling Psychology, Consulting Psychology and Independent Practice. She has been involved with Divisions 1, 13, 14, 17, 31, 35, 42, 44 and 45 for many years. Sandy currently chairs the APA Good Governance Project, a strategic initiative designed to help APA assure its governance structure is effectively aligned with the APA strategic plan.

Sandy serves as a senior lecturer for the HEC School of Business in Paris, teaching global Executive Master of Business Administration leadership courses in Paris, Shanghai and Doha. She is also a member of the Duke University Corporate Education academic and global learning network and she lectured for over 15 years for the John Glenn School of Public Management at The Ohio State University. She previously served as a graduate faculty member for the Diversity Management Program in the psychology department at Cleveland State University. She has been involved in assessment-for-development and executive coaching work since 1976 and has worked with managers and leaders from many parts of the world in both U.S. and international locations.

Sandy has co-authored "Performance Appraisal on the Line," an early groundbreaking book about assessing performance with multiple raters and is currently working on several writing projects related to leadership effectiveness, ambiguity and uncertainty. She has written extensively throughout her career on timely workplace and leadership issues.