

OPA Governance Change: Important Update

OPA GOVERNANCE TASK FORCE:

Richard Ashbrook, PhD
Kathy Ashton, PhD, ABPP
Cathy Gaw, PsyD
Katharine Hahn Oh, PhD (Chair)
Joyce Jadwin, PsyD
Mary Miller Lewis, PhD, ABPP
Sandy Shullman, PhD
Wanda McEntyre, PhD, ABPP

OPA Staff:
Michael Ranney, MPA

A Brief History

OPA is undergoing a proposed change to its governance structure. Then president Jim Broyles formed the OPA Governance Structure Task Force in December 2012 to examine OPA governance structure, assess for effectiveness, and propose changes if necessary. The task force was chaired by Kathleen Ashton and included David Hayes, Cathy McDaniels Wilson, Sandy Shullman, Michael Ranney, and Mary Miller Lewis.

The Task Force met regularly and held discussions with the OPA Board of Directors about its progress. They did extensive research that was presented to the OPA Board, who agreed with the need for at least some change. Along the way, the task force did a member survey, held membership town hall meetings, and reviewed governance change in other organizations and best practices. The next step was to work with the OPA Board on a group of agreed upon principles.

Principles

The Board structure should:

- Cultivate leadership at all stages, including ECPs and within committees
- Increase communication and meaningful discussion among leadership, committees, staff, and members
- Include shifting fiduciary responsibility from the full board to a smaller board (i.e., an expanded EC) and separate the role of committee chair from board member. Consider forming a separate “council-like” group of committee chairs/task force leaders
- Support OPA’s strategic plan
- Include increased use of technology to maximize inclusion of psychologists around the state, improve efficiency, and improve communication
- Increase engagement at the leadership, committee and member levels
- Support the maximum effectiveness of staff
- Specifically attend to issues of diversity and inclusiveness

After the principles were agreed upon, a new task force was formed to develop a specific

model for change.

The Governance Model Development Task Force formed

Fall 2014 and was charged to develop a model for OPA governance that addresses or fulfills the principles for governance approved by the Board.

Fall & Winter 2014: Developed rough model ideas. Sought Board member and OPA member input on components of models. Sought input from OPA staff members. Further developed models and presented 3 possible models to the Board. Received the Board’s input.

Spring 2015: OPA member input was gathered through an online survey, tabling at OPA convention, and open online town hall meetings. With input from OPA members and from the Board, we further developed one model.
Summer 2015: At the Board meeting in June 2015, the task force shared a revised model and discussed significant components of Member Engagement and Diversity.

Fall 2015: The task force and OPA Board worked together to address concerns and refine the model.

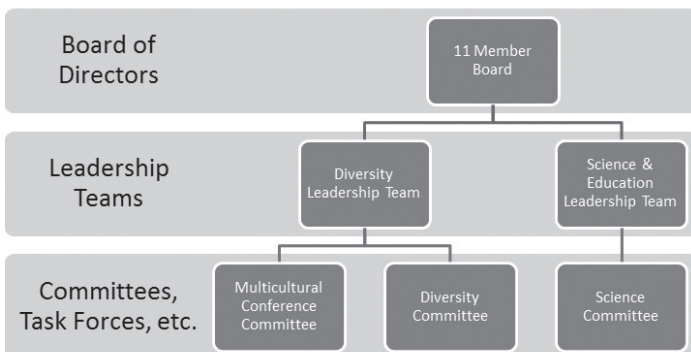
Spring 2016: The final model was approved by the OPA Board. OPA bylaws were reviewed and proposed revisions to implement the new model were written. Town hall meetings were held regionally to help members understand the new model.

Summer 2016: OPA Members will have the opportunity to vote on bylaws changes to implement the new model.

Model Overview

There are three significant changes with the new model.

1. The structure is changing so that there will now be **3 levels of leadership**:
 - the 11-12 member Board of Directors will include the Presidential Trio, Finance Officer, Council Rep, and OPAGS Chair, as well as 5 Vice Presidents over different areas like Professional Practice, Communications, and Diversity
 - the Vice Presidents will chair Leadership Teams of Committee Chairs and Regional Representatives
 - the Committee Chairs will facilitate the work of their Committees
 - This structure provides a leadership pipeline, and each leader works to develop the leadership potential of people on their Committee or Leadership Team
2. There will now be an **Assembly meeting** twice each year with all leaders and members invited.
 - One of these meetings will be in person and the other probably on-line.
 - We will discuss current issues facing Ohio psychologists and advise the Board of Directors about what we think is needed now for Ohio psychologists and the public.

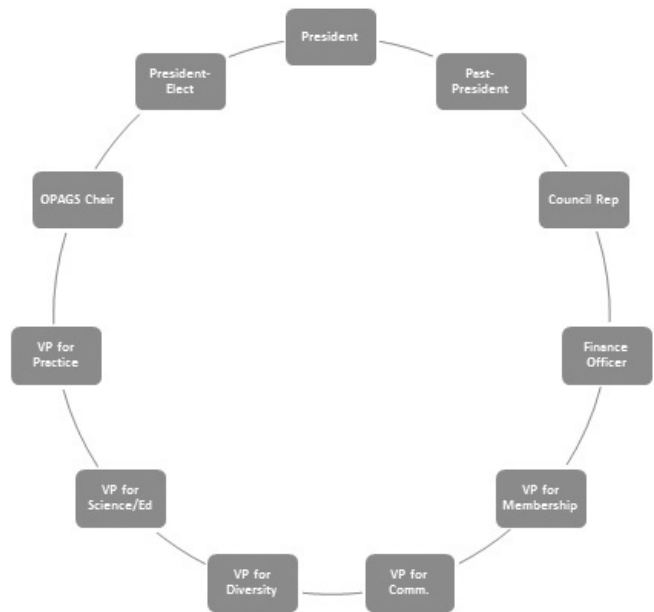


3. The Board will also attend very intentionally to **diversity**.
- Each year, the Board will look at who is on the Board and what is needed.
 - They will look at diversity broadly defined: race/ethnicity, sexual orientation, work setting, region, skill sets like marketing or fund-raising. And they'll invite leaders to run for office or do more to cultivate diverse leaders.

We hope this new model will create space for new and diverse leaders and for more member and leader engagement.

The next step is you! Members will have the opportunity to vote on the bylaw changes to implement the changes to governance structure. The task force is excited to have the culmination of four years of research, careful examination by the task force and OPA Board, and input from membership to bring this new governance model. We believe that the new model will increase effectiveness of the OPA board and staff, position OPA to move into the future effectively, and provide great partnerships with membership and leadership to increase communication and engagement.

For more information about the Model Development, including membership survey results, background information, and minutes, go to www.ohpsych.org



2016-2017 OPA Slate of Committee Chairs

Join us at OPA's Annual Membership Meeting - September 16, 2016

The Ohio Psychological Association (OPA) Board of Directors will hold its Annual Membership Meeting on Friday, September 16 at 7 p.m. at the Crown Plaza Dublin, 600 Metro Place North, Dublin to elect the new OPA Board of Directors.

At 5:30 p.m., there will be a reception immediately followed by dinner to which OPA members are invited. Cost for the dinner is \$45 and reservations must be made by September 10. Contact Carolyn Green at cgreen@ohpsych.org or by calling 614.224.0034 to reserve your spot.

The recommended slate of committee chairs (voting members of the board) for the 2016-2017 membership year is proposed as follows:

Standing Committee Chairs :

- Communication and Technology:
Dr. Marc Dielman
- Diversity: Dr. Gary Carrington
- Education: Dr. Jerome Gabis
- Ethics: Dr. Elizabeth Swenson
- Membership: Dr. Peg Richards Mosher
- Professional Practice:
Dr. Patrick Palmieri
- Committee on Social Responsibility:
Dr. Amy Untied
- Public Sector Issues: Dr. Dawn Graham
- Science: TBD
- Early Career Psychologists: Dr. Milo Wilson
- OPAGS: Ashely Debeljak

Regional Representatives:

- Akron Area Professional Psychologists:
Dr. Colin Christensen
- Cincinnati Academy of Professional Psychologists: Dr. Sarah Greenwell
- Central Ohio Psychological Association: TBD
- Cleveland Psychological Association:
Dr. Cathy Gaw
- Dayton Area Psychological Association:
Jon Cleveland, PhD
- Toledo Area Academy of Professional Psychologists: Dr. Mark Babula

Under the Code of Regulations of the Ohio Psychological Association, the Board of Directors must be elected by the membership.