The Pennsylvania Psychological Association (PPA) Emerging Leaders Program seeks graduate students and/or Early Career Psychologist (ECP)* members of PPA to join this hands-on, highly experiential leadership development opportunity designed specifically for promising state association leaders. This year-long experience will refine and strengthen the leadership skills of those selected for this dynamic program. The ultimate goal of the program is to identify and nurture future generations of PPA psychologist leaders. A significant effort will be put into bringing a diverse group of emerging leaders into the program. For more information on eligibility and the ideal candidate for this program, please see the “Information for PPA Emerging Leaders Program Candidates” form on the PPA website.

*The term “Early Career Professional” is defined by PPA as those who are within the first ten (10) years of receipt of their doctorate or a School Psychologist designation.

Program Structure

Goal:

- To promote and foster participant involvement in PPA leadership throughout and upon completion of the program.
- Participants will complete a Leadership Action Learning Project with an experienced PPA leader who will assist in project development and implementation.
  - Participants will collaborate with mentor to submit a CE presentation proposal for PPA 2021 Convention on any related topic, in which project outcomes will be reviewed as part of the presentation.
- Participants will attend all zoom calls throughout the program year (typically 5-7, lasting 1 hour each; 2019-2020 zoom call topics included: PPA governance, staff, and structure; PA legislation; ethics in leadership; your future in PPA; meet the PPA presidential trio; and publishing opportunities within PPA).
- Participants will attend the PPA 2020 Convention in Lancaster, PA (Friday afternoon at minimum), PPA 2021 Convention, and 2-3 additional in-person meetings throughout the year (September 2020, and February 2021).

Benefits:

- Registration waived for one day at PPA 2021 Convention and one overnight room comped.
- Ongoing leadership training workshops throughout the year.
- Exposure and opportunities to network with psychologists and psychology leaders throughout the state.
- The opportunity to expand leadership potential and explore leadership opportunities through PPA.
- Ongoing support and mentorship by a PPA member.
To apply, please review the PPA Emerging Leaders Program Application found on the PPA Website. Applications should be sent in PDF format to Erin Brady (erin@papsy.org) by March 1, 2020.

Applications should include:

• Application form

• A curriculum vitae outlining professional and educational experiences, including a list of any leadership positions and a brief description of your responsibilities for those positions.

• A cover letter (specific information included on the PPA Emerging Leaders Program Application).

• One professional reference letter endorsing your leadership skills and abilities and specifically endorsing your promise as a potential PPA leader.

While letters from PPA members are welcomed, letters should not be from current members of the PPA Board of Directors. For students, it is required that the letter come from a faculty member of your program.
PPA Emerging Leaders Program: Past Interview Questions

What are you hoping to gain from the Emerging Leaders experience?

What has been your most rewarding experience as a leader?

What has been your most disappointing experience as a leader?

Please briefly summarize your knowledge of PPA or what you would like to learn about PPA (e.g. organizational structure, available resources). Have you used any PPA resources/attended any conferences or conventions? What would you like to see from PPA that currently does not exist?

What are your plans for next year in terms of your graduate program/internship/post-doc/job and how will you be able to juggle the demands of the Emerging Leaders Program with all the other activities in your life?

What might you be looking for in terms of a PPA mentor? How might a mentor be of help to you as a student or early career psychologist?

How do you plan on staying involved in PPA beyond completion of the Emerging Leaders Program? What contributions could you make to PPA in the future? In what ways could PPA aid your professional growth after your participation in the Emerging Leaders Program?

We have a strong group of applicants; tell me how your background or your plans for involvement in the Emerging Leaders Program this year might make you stand out as a candidate.

Please share any ideas you have about implementing your Leadership Action Project over the next year. How will your Leadership Action Project benefit the membership of PPA?

Please describe your leadership development needs at this point in your training/career.

What are your thoughts on diversity within a state psychological association (like PPA) and how to engage psychologists of a wide variety of backgrounds throughout a state as large as Pennsylvania? In what ways does diversity of membership impact the growth and development of professional organizations like PPA?

Do you have any legal or criminal history? Have you ever had an issue with the Licensing Board? Have you ever been on probation or something similar in your training program?

What questions do you have for me?
Information for PPA Emerging Leaders Program Candidates

In an effort to demonstrate transparency and help prospective applicants make informed decisions, please consider the following information regarding expected leadership experience and involvement in PPA.

The purpose of the PPA Emerging Leaders Program is to develop a group of individuals who desire to move into positions as new leaders within PPA. The program is also focused on building the diversity of leadership in PPA in a variety of areas, including gender, race/ethnicity, sexual orientation/expression, geographic region, and professional interests.

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- Participants will attend the PPA 2020 Convention in Lancaster, PA (Friday afternoon at minimum), PPA 2021 Convention, and 1-2 additional in-person meetings throughout the year (September 2020, and February 2021).

Preference will be given to those who have the following.

- The candidate should have minimal leadership experience in PPA.
  - We will ask candidates about the specifics and quality of experiences they have had in their leadership roles (including roles within and outside of PPA).
  - Have no more than one prior committee or leadership position in PPA and should not have served as a committee/board chair (of a non-student run committee).
  - The candidate could have served in a leadership role in PPAGS or APAGS.
- The candidate should have limited leadership experience in other psychological groups beyond PPA (e.g. APA, APA Division, City Association; each are evaluated separately) and should not have served as chair on committees/boards within those organizations.
- All levels of leadership activity throughout school, postdoc, and work experience are accepted (they are not required and not disqualifying).
- The candidate’s diversity factors (reflected in the mission statement above) will be considered.
• Year in graduate program and consideration of progress on dissertation will have bearing in candidate consideration and could be discussed during the interview process to ensure Emerging Leaders program project will be feasible in relation to school demands.
• Importantly, candidates for the Emerging Leaders program, including their previous leadership experience, are reviewed on an individual basis. If you have any questions about your eligibility or whether you would be a good fit for the Emerging Leaders program, please reach out to Dr. Julie Radico (juliera@pcom.edu).

If, in reading this, you have identified as someone who may have too much experience for this program, please do not be discouraged!

PPA wants you to be involved as well. Please reach out to Dr. Julie Radico (PPA Emerging Leaders Chair) at juliera@pcom.edu. Please make reference to Emerging Leaders in the subject line of your email.
PPA Emerging Leaders- Mentor

Role

• To provide guidance and support to assigned Emerging Leader from July 2020-June 2021.
• Help the Emerging Leader fully identify and plan their Leadership Action Project for PPA. (Project aims to be innovative, timely, and highly relevant for PPA and by the end of the year has an identified implementation plan.)
• Support for Emerging Leader’s plan implementation.
• Collaborate with Emerging Leader to submit a CE presentation proposal for PPA 2021 Convention on any related topic, in which Emerging Leader will report project outcomes as one component of the presentation.

Timeline:

1. Help Emerging Leader identify and have steps for implementing project by their September in person meeting (a meeting that you are not expected to be at).
   a. This includes helping them identify if IRB approval will be needed.
2. By October have them connected to other PPA partners (e.g. committee chairs, PPA president) that can help them in their project (if applicable).
3. Monitor their project progress on your monthly check-ins/calls.
4. In March return to conversation about how this project can be best implemented in PPA.
5. In May talk about their brief lecture and full poster presentation progress for PPA Convention in June 2021.

Aside from above timeline, the structure of the check-ins will be open. For you and your Emerging Leader to decide.

• Suggested ongoing topics include:
  o Setting and monitoring progress on goals for the year
    ▪ Emerging Leaders goals for mentoring.
    ▪ Goals for professional growth.
  o Discuss ongoing problems in their careers/development.
  o Discuss opportunities for growth as a leader (in general and in PPA)

Definite Time Involved

• 1 hour a month for call/facetime/Zoom/in-person meeting with Emerging Leader (one of those options, once a month).
• **Regular** email communication of support for Emerging Leader and their Leadership Action Project.

• Collaborate with Emerging Leader to submit a CE presentation proposal for PPA 2021 Convention.

**Optional involvement:**

- Presence at poster presentations during PPA Convention in June 2021. (1 hour)
- Join 5-7 hour-long Zoom calls during the year (i.e. PPA staff will teach Emerging Leaders about ethical issues, legislative concerns, structure of PPA; PPA presidential leadership trio will speak; and plans for Emerging Leaders transition into leadership). (7 hours total for year)

You are **not** expected to be at the two in person Emerging Leaders meetings.