



The SPA Board of Directors engages in strategic thinking and planning to set the organization's direction, mobilize resources, and provide oversight to ensure SPA's progress in achieving its mission and vision. The Board is responsible for cultivating a community committed to advancing the evidence-based practice and impact of personality assessment. To achieve this, the Board of Directors upholds the SPA Values of passion for the field and its advancement, commitment to building an inclusive community of ethically sound, engaged, and diverse professionals, and dedication to more knowledge and the pursuit of continuing education.

## BOARD ROLE & RESPONSIBILITIES

SPA Board members have a fiduciary responsibility to the organization as required by law. These responsibilities are:

- **Duty of Loyalty-** Board members must put the interests of SPA above other personal or financial interests.
- **Duty of Care-** Board members must act prudently and diligently to protect and enhance the assets of SPA and further its mission.
- **Duty of Obedience-** Board members must obey the law and act in accordance with SPA's bylaws and policies, as legally enforceable documents.

## TERMS

- Directors serve staggered three-year terms aligned with SPA's fiscal year, January 1 – December 31.
- Those applying to the President role serve a six-year commitment.
  - Two years as President-Elect
  - Two years as President
  - Two years as Immediate Past President

## BOARD STRATEGIC CULTURE COMMITMENTS

The SPA Board has intentionally designed our governance culture for high-performance, based on mutual respect and a desire to develop and protect our profession. Therefore we endorse:

- An open, transparent integrity in our actions and wisdom in our devices.
- A diverse and inclusive governance body that suspends personal ego to be engaged for the betterment of our profession.
- Honoring each other by extending trust, displaying generosity of spirit, and being prepared before discussions.
- Respecting diverse positions in our deliberations with each other.
- Having a desire to listen, while also finding safety when being heard.
- Collaboration that leads to innovation, flexibility, and effectiveness for those we serve.
- Determination to proactively act.

For more information on SPA Expectations, please [click here](#).

Consistent with the values of human rights and justice, SPA commits to fostering an environment and culture that values intercultural dialogue, multicultural awareness, and sensitivity to our client's cultural heritage and current context, and we encourage all those who work with us to do the same. This commitment is essential to fully realize our vision and mission, and we believe it is critical to attract and engage a diverse population of members and assessment professionals to lead SPA through Board service. The Board strives to achieve broad representation of membership demographics and multi-representational factors, including career stage, education, areas of practice type and setting, broad global and cultural experience, and diverse special interests and expertise. Please see [SPA's Commitments and Non-Discrimination Policy](#) for more information.

[Access Here](#)

[Click here to view this year's open positions](#)

## TIME COMMITMENT

Being a member of the SPA Board of Directors requires a commitment of time, talent, and expertise. It is critical that those seeking a nomination for the Board have support from their employer and colleagues regarding the time and commitment required. Although each specific Board position has more explicit time commitments in the position description, all SPA Board members commit to the following:

- Prepare for, attend, and actively participate in the SPA Annual Convention in the Spring
- Attendance at SPA Board Meetings (when able)
  - In-Person Meetings
    - Board of Directors Spring Meeting (at the Convention): March/April
    - Board of Directors Fall Retreat: September/October
  - Virtual Meetings • June, December
    - Additional Board calls may be scheduled as needed
- Attend additionally selected educational programs and/or association activities
- Chair any SPA Taskforces or Committees as appropriate
- Ability and willingness to serve as a formal or informal mentor within SPA
- As able, support initiatives and/or campaigns of SPA's 1938 IMPACT development program



SPA strives to utilize a competency and multi-representational model of Board selection. We are looking to fully represent a diverse set of competencies needed for the Board, and the specific call each year will identify and ask for nominations that fill certain areas. Additionally, we strive to create a board that matches the Society's membership with regarding to practice, research, and academia; student, early career, and advanced career; identity demographics, and previous service to the Society. Individuals who possess the competencies, experience, and expertise identified in this guide are highly encouraged to apply.

## COMPETENCIES, EXPERIENCE, & EXPERTISE

### Knowledge of SPA and Personality Assessment

- Broad intellectual curiosity of topics affecting personality and its assessment, the field of psychology, and the environment impacting SPA as an organization
- Commitment to the broad domains of research, teaching and practice in personality assessment
- Understands that SPA is an operates as an international nonprofit organization
- Experience in previous SPA leadership opportunities
- Published in JPA or presented at the convention

### Stewardship and Governance

- Experience with or ability to learn fiduciary and financial responsibilities
- Working understanding of governance, including duties of care, loyalty, and obedience
- Commitment of stewardship
- Familiarity with the strategic plan, governance model, and transformation of SPA

### Openness/Integrity

- Reliably demonstrates the ability to remain transparent, objective, and impartial
- Acts with a strong sense of integrity and ethics
- Reputation for emotional maturity, honesty, courage, and collective decision making

### Strategic Thinking/Direction Setting

- Balances risk with opportunity
- Ability to juggle several variables and make complicated informed decisions
- Courage of convictions couples with the willingness to listen to other perspectives

### Judgement/Problem Solving

- Experience being a team player or collaborator, and a willingness to work in the collective
- Understands appropriate times for flexibility
- Considers decisions within the context of available resources, constraints, organizational values, and risks

### Relationship Building/Connectedness

- Generosity of spirit
- Vision, open to possibilities
- Ability to anticipate salient organizational needs, opportunities, and threats
- Commitment to collective action, even when decision may be tough or unpopular