**Society for Personality Assessment**

**Leadership Development Committee**

**Committee Objectives**

This Committee shall be responsible for identifying and developing the leadership talent for the organization, including but not limited to identifying a slate of candidates for the Election of Board of Trustee members as well as identifying and developing future SPA leaders through various volunteer opportunities and training programs. Specific responsibilities of this committee will include identifying the skill needs and qualifications for SPA’s Board of Trustees, reviewing applications for open positions for the SPA Board of Trustees, and other duties relating to the nominations and elections process of SPA. Initially, the committee will develop procedures for monitoring volunteer activities, developing/identifying training needs for leadership positions, and specifying skills and qualifications for various volunteer activities, as necessary. Subsequently, the committee will be responsible for implementing, monitoring, and reporting on volunteer activities.

**Committee Composition**

The following is an overview of the total committee composition for the 2023 year:

* SPA Past President – Chair
* SPA President
* SPA President-Elect
* Diversity and Social Justice Committee Chair
* Immediate past SPAGS chair
* Six at-large members, as selected by the chair and approved by the SPA Board of Trustees. At-large membership should be inclusive of SPA members, including Fellows, practitioners, and early-career members.

Members on the Leadership Development Committee are ineligible to run for election the years they serve on the committee. If an individual is interested in running for office, they must recuse themselves from the committee, and the chair will be responsible for filling that position with a similarly qualified individual.

**Committee Member Representation and Qualifications**

As a whole, the committee would be comprised of SPA members that:

* Represent global society membership.
* Represent student, early career, as well as mid/late career members, and both clinical and academic professionals.
* Be committed to ensuring the advancement of the SPA Strategic Plan through leadership development activities.

It is anticipated that some members of the committee will have research or practice-related experience with talent development, and previous experience as a volunteer in SPA or other association’s committee work (i.e., experience in working on one or more volunteer committees). Prior Board of Director service with SPA is not required to serve on this committee.

**Estimated Time Commitment and Meeting Format**

While hard to estimate, on average, we expect no more than 3-5 hours of meetings and outside work per month. Having said that, the goals the committee sets for itself may necessitate a larger time commitment. All meetings will be virtual and will occur through Zoom.

**Term Limits**

* Three-year commitment for the Representatives-at-Large, on a rotating basis. Two of those positions would be up for election every two years.
* Other committee members serve as long as their board positions last (e.g., President Elect, Immediate Past SPAGS Chair, DISJ Chair).