

AVAPL's Women in Leadership
SIG: Facing Challenges
Together



VA Psychology Leadership Conference 2017
San Antonio, TX

Today's panel



☞ Chairs

☞ Antonette Zeiss

☞ Nicole Shiber

☞ Janna Fikkan

☞ Presenters

☞ Stacey Pollack

☞ Mary Beth Shea

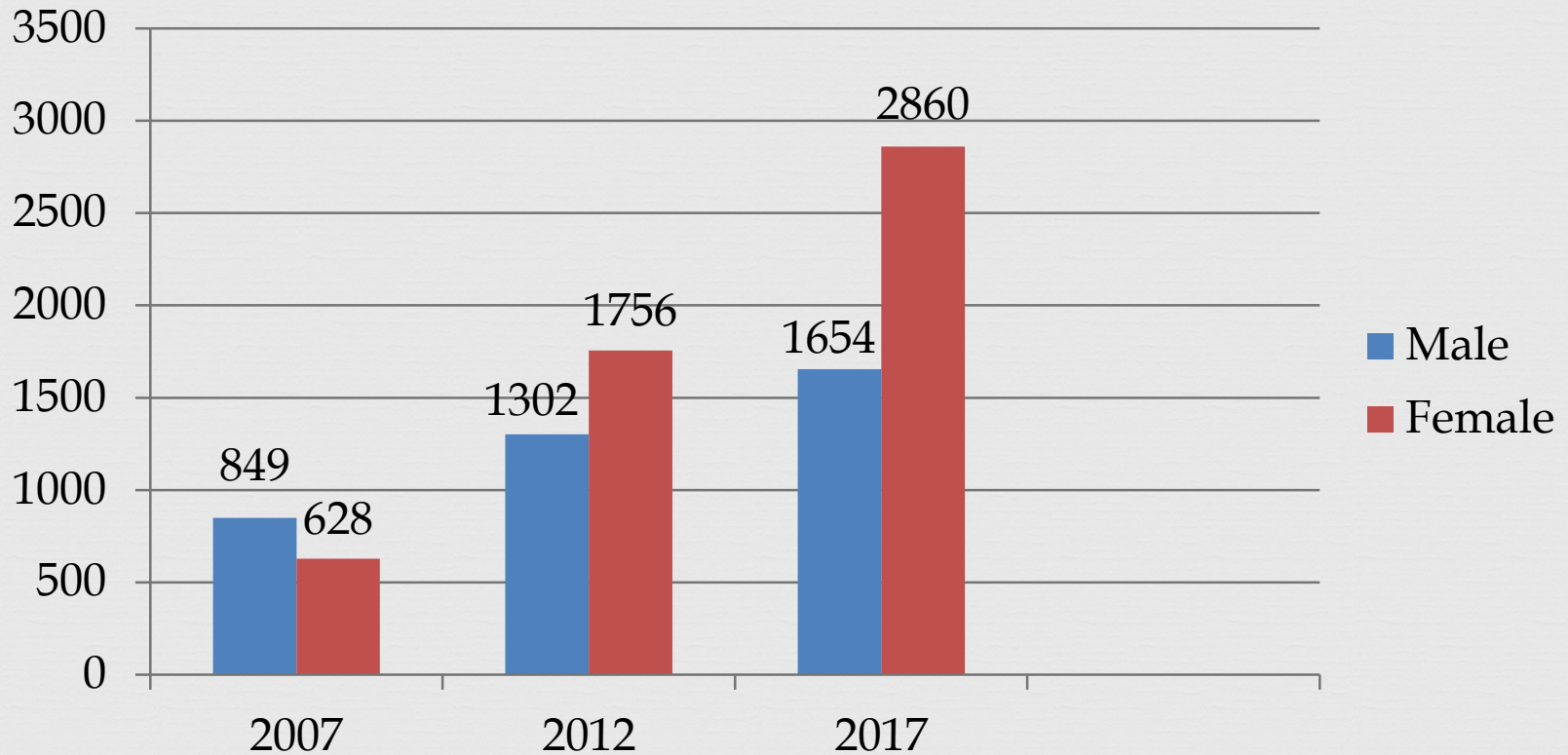
☞ Allison Aosved

What's the state of affairs?

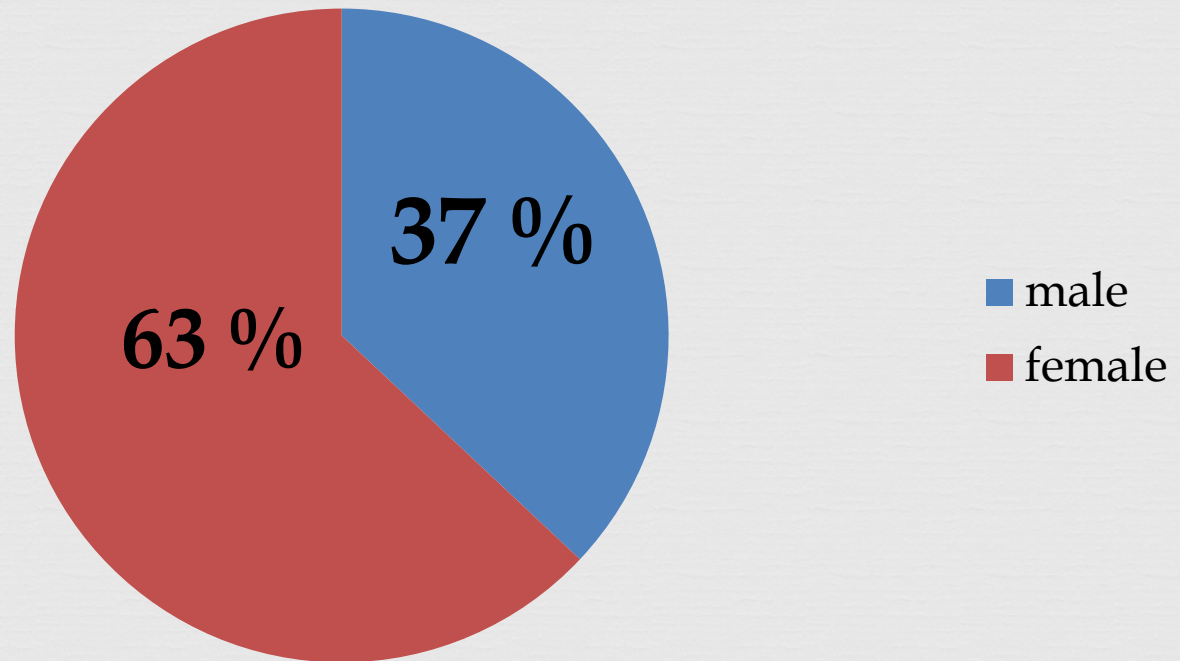


What is the current breakdown of women in VA Leadership positions (GS Level) and have these changed in recent years?

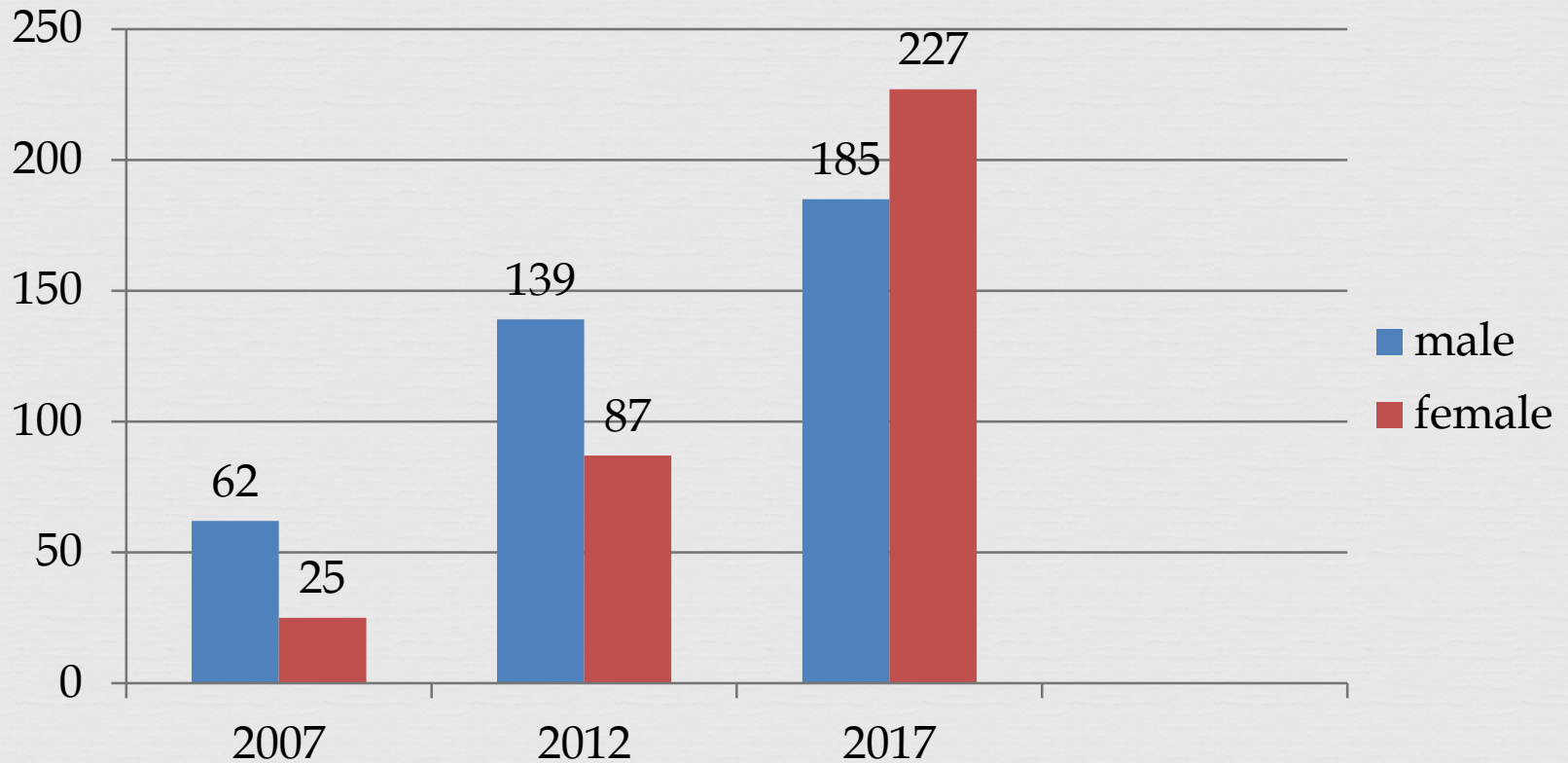
GS-13 Psychologists



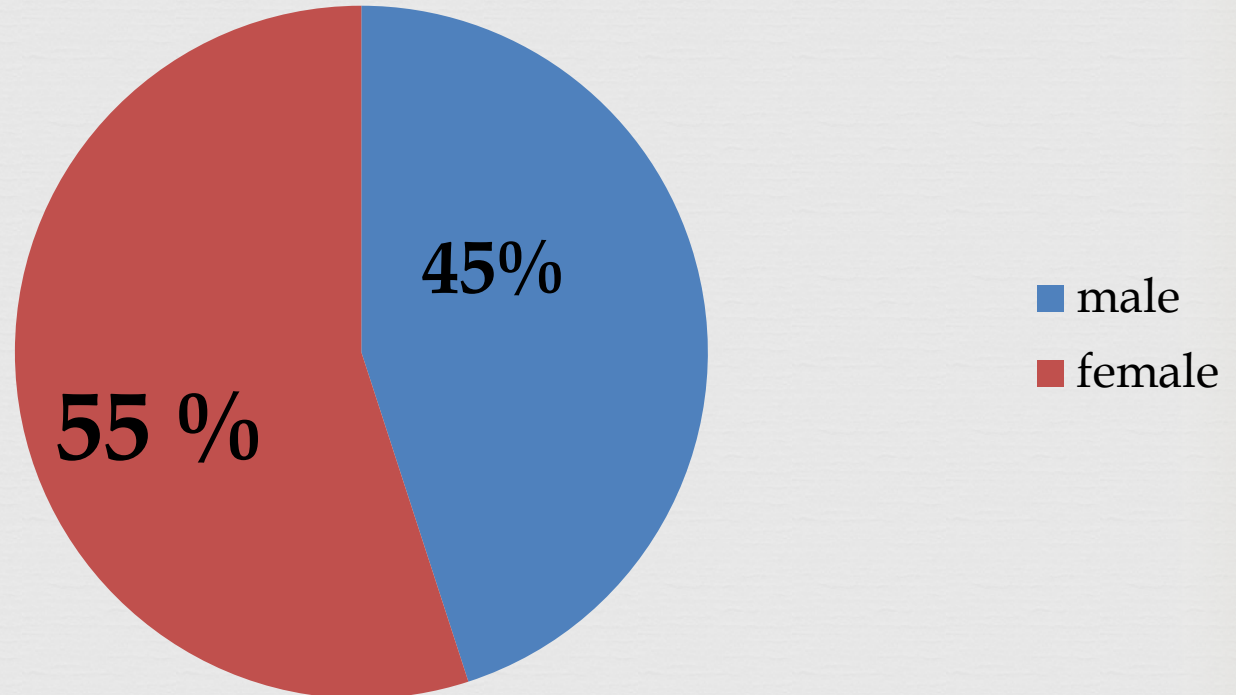
Percentage of GS-13 Female Psychologists - (2017)



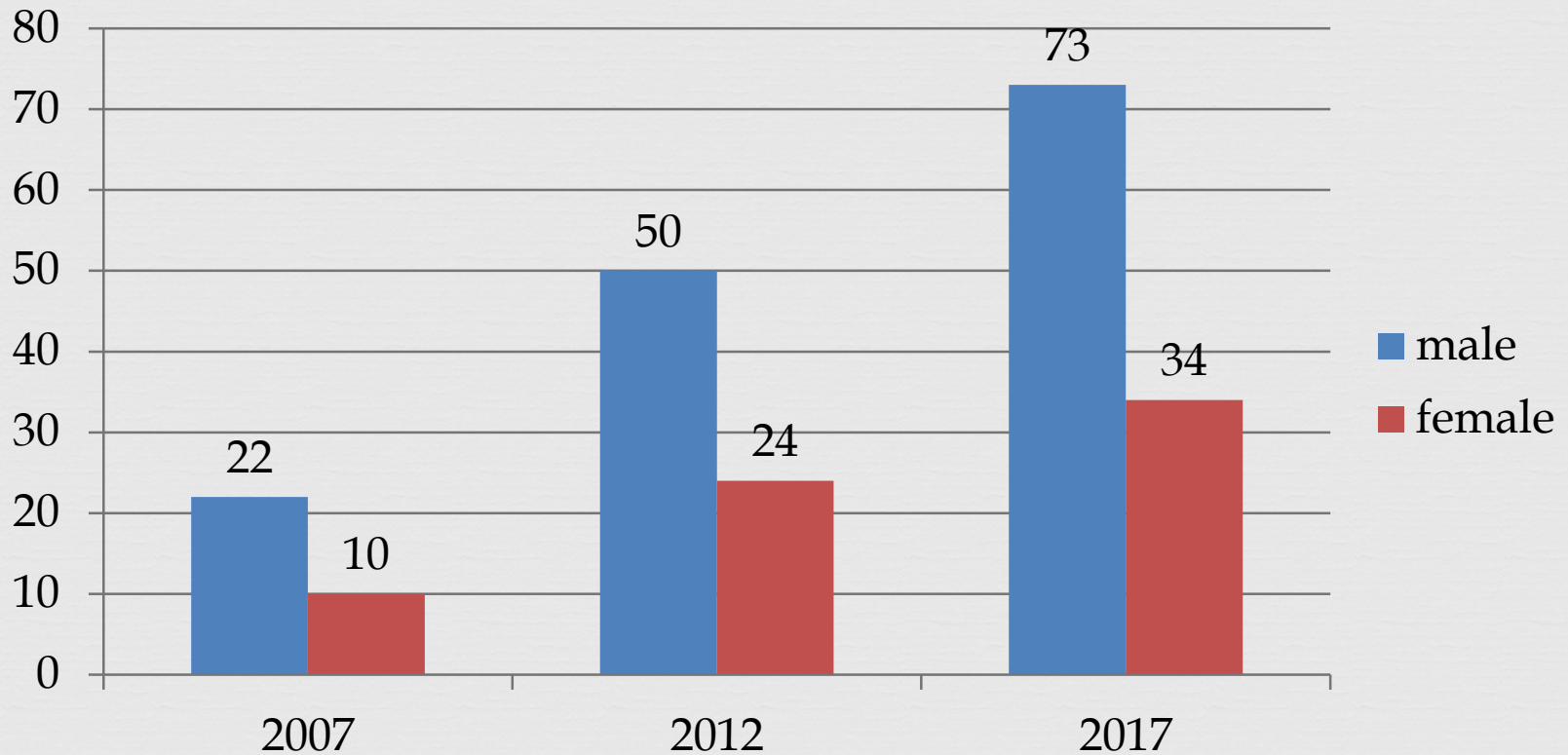
GS-14 Psychologists



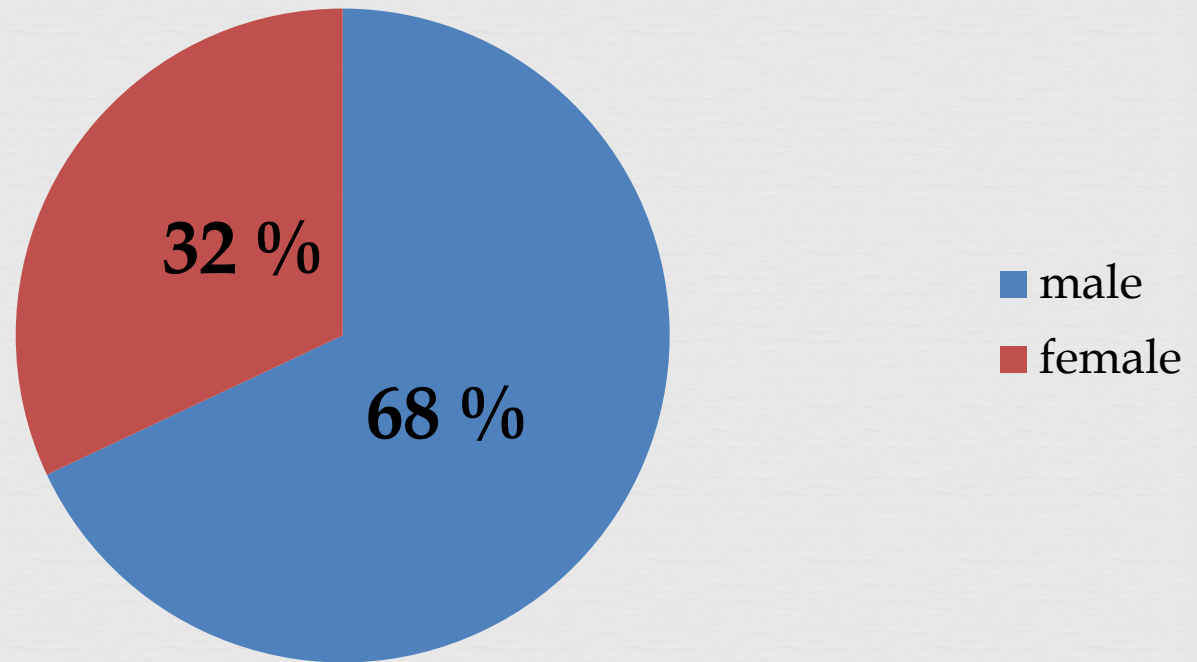
Percentage of GS-14 Female Psychologists (2017)



GS-15 Psychologists



Percentage of GS-15 Female Psychologists (2017)



Thinking broadly about leadership



What are opportunities for leadership outside of one's psychology service – in larger medical center roles, national roles, professional organizations, etc.?

What *is* leadership?



- ∞ What must leaders be prepared to face?
- ∞ What attributes are vital to leaders?
- ∞ How might these attributes intersect with gender roles and norms?

What gets in the way?



What are barriers that women experience in seeking leadership positions, both within themselves (e.g., feeling of “not ready”) and externally (e.g., lack of opportunities to network with appropriate professionals, gender-based discrimination)?

What role do men play?



How can men support and encourage leadership opportunities for women – as colleagues, supervisors, partners, etc.?



Questions / Comments

Thank you for joining us!



We have recently established a listserv specifically to address issues related to women psychologists in leadership roles in VA. In order to be added to the listserv, please send a request to Jeff Burk at webmaster1@avapl.org. The name of the SIG is Women in Leadership.