

Bridging the Professional Gap

Professional Development



Part 4 of a 4-Part Series



Professional development refers to the process of identifying, learning, and maintaining skills and knowledge for growth and success. Elements of professional development can help you assess whether a new job opportunity is right for you (i.e., will this position help you achieve your professional goals and values*), lead you to a promotion, provide data in support of a salary raise, or lead you to a new position entirely?

The following will discuss different growth and promotion opportunities. During the job search or interview process, knowing what types of growth and promotion opportunities your current or future employer offers can help you navigate your values-driven job search. We'll also discuss considerations to make when choosing a career path that may limit what you can do outside of your role (e.g., non-compete clauses). Lastly, we will offer information about professional development funds and how they may be offered or utilized.

** Previous modules in the Bridging the Gap series work through identifying one's professional goals and values.*

Overview

Section I

Growth &
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Development Funds

Section I

Growth & Promotion

- ❖ Leadership Opportunities
- ❖ Planning / Preparing for Promotion
- ❖ Providing Supervision
- ❖ Board Certification

Leadership Opportunities



Clinical Coordinator



Clinical Director



Division Manager



Chief Psychologist

Positions open to psychologists are undergoing significant transformation and implementing models such as collaborative teamwork that use new systems to effect change.

Psychologists are in a unique position to change the landscape in leadership roles that extend beyond clinical care in treatment settings.

Leadership Opportunities



Clinical Coordinator

- Typically located in hospitals or other healthcare facilities.
- Works as an assistant to the clinical director in overseeing clinicians.



Division Manager

- Typically located in hospitals or other health care facilities.
- Leads psychological provision in a specialist field such as clinical neuropsychology, pediatric psychology, etc.



Clinical Director

- Typically employed in research settings, community health clinics, or teaching facilities.
- Can be an experienced licensed clinician who holds a master's degree or doctoral degree from various disciplines such as psychology, social work, counseling, public administration, business management or other related fields.
- Oversees the day-to-day process of a clinical department including maintaining health records, hiring new staff/trainees, funding opportunities for services, budgets, etc.
- Provides consultation services to other agencies and departments.

Leadership Opportunities



Chief Psychologist

- Typically located in hospitals or in mental health integrated services.
- Licensed psychologist responsible for the oversight of mental health services at a given facility/institution (i.e., doctoral degree).
- Assists with the collaboration with other departments throughout the facility to assess patient needs and where/how psychological services can be provided.
- Addresses departmental issues or matters such as recruitment, hiring, and training.
- Sometimes referred to a chief mental health officer.
- Responsibilities include performing and supervising psychological research, providing psychological consultation, ongoing evaluation of clinical services that meet standards of accreditation, provides supervision to professional psychologists, psychology interns and externs.
- Usually start out as clinical directors and then are promoted to chief psychologist.
- Conducts programmatic evaluations and initiates improvement plan.

Planning for Promotion

As you get settled into your new position, it is important to quickly learn your company's promotion guidelines.

It is recommended that you start a promotion file as soon as possible, as this file can serve as a roadmap to promotion and encourage you to engage in the activities that are valued by your institution.

Promotion seekers generally track professional activities in addition to relevant promotional materials.

Suggested ways to track relevant promotion materials include storing hard copies or keeping an electronic filing system.



Consider ways to create a habit of updating your curriculum vitae (CV) regularly and/or subsequent to engaging in professional activities (e.g., giving a talk, submitting a manuscript, serving on a committee). Track measurable impact data (e.g., I worked at a university that served 48,000 students).

Suggestions for Activities to Prepare for Promotion

Academic Positions

Supervising or mentoring students/trainees, participating in continuing education courses, presenting at professional conferences, teaching activities, scholarly writings.

Accepting roles such as “Director of Psychology Training” or “Chief Psychologist” are also helpful when it comes time to applying for promotion.



Clinically-Focused Positions

Consulting services, giving talks, publishing clinical reviews, engaging in scholarly writing that discusses innovative clinical activities, program development activities.

Other activities to note include professional trainings, awards and recognitions, client reviews, committee service, and examples of student work.



Providing Supervision



Supervision opportunities help you bridge the gap to future leadership positions.

Supervision is a relationship between a supervisor and supervisee that is collaborative, facilitative, and evaluative in nature.

One important goal of supervision is working towards goals to further extend an individual's professional identity.

Providing Supervision

Domains of Supervision <i>per the APA Guidelines for Clinical Supervision in Health Service Psychology*</i>		
A Supervisor Competence	B Diversity	C Supervisory Relationship
D Professionalism	E Assessment / Evaluation / Feedback	
F Problems of Professional Competence	G Ethical, Legal, and Regulatory Considerations	

* created by the Board of Educational Affairs Task Force on Supervision Guidelines and approved by the APA Council of Representatives,
<https://www.apa.org/about/policy/guidelines-supervision.pdf>

Board Certification

The American Board of Professional Psychology (ABPP) awards certificates for a number of specialties in psychology, which signals to the public that these professionals have undergone the highest level of scrutiny in their field to receive such a designation. In addition to placing receiving professionals on a nationally distributed list of experts, this also offers those employing board-certified psychologists benefits by increasing the prestige and credentials of the employer.

Recently, Serious Mental Illness and Addiction Psychology were awarded specialties, and opportunities to become board certified in SMI and Addiction Psychology are forthcoming.

Board Certification

Specialty boards include:

Behavioral & Cognitive	Counseling	Organizational & Business
Clinical Child & Adolescent	Couple & Family	Police & Public Safety
Clinical Health	Geropsychology	Psychoanalysis
Clinical Neuropsychology	Group	Rehabilitation
Clinical	Forensic	School

Board Certification

Costs of Board Certification

The following is a breakdown of fees for the forensic psychology subspecialties. This calculation can be used to negotiate with your employer for your professional development funds:

Fee	Cost
Application & credential review (varies depending on status as student or early career psychologist when submitted)	\$125 (\$25 /students)
Practice sample review and establishment of examination team	\$250
Written exam	\$300
Oral examination	\$550
Total	\$1,225

Section II

Limiting Considerations

Limiting Considerations

Non-Compete Clauses/Restrictive Covenant

By definition, non-compete clauses are portions of employment contracts that prevent an employee from conducting certain work-related activities. The terms could include both during and a specified period following termination of employment. These restrictions can be through:

- Proximity: prohibits employees from working in a certain geographical location.
- Non Solicitation clauses: prohibits the employee from retaining or attempting to retain either past or current clients/patients after leaving the company/organization.

Considerations before signing:

- Is the clause reasonable in terms of protecting business interest?
- Does it cause any burden on the employee?
- Could the restriction be injurious to the public?

Limiting Considerations

In-Office Relationships

What are the office policies on social/business interactions with current/former co-workers? Do they align with your personal and professional values?

Trademark and Research Restrictions

What this means for researchers is that the ideas and the facts that are learned while conducting research or writing a paper are not copyrightable.

Arbitration Agreements

It is being increasingly utilized in conjunction with informed consent documents as a means to mitigate client/patient concerns if they have a concern regarding the service.

The arbitrator is an independently certified party that will hear both sides of the dispute and facilitate the solution.

- The solution is binding.
- Typically a faster resolution than a lawsuit.

Section III

Professional Development Funds

- ❖ General Information
- ❖ Allocating Funds
- ❖ Grants
- ❖ Acquiring Funds

Professional Development Funds

One form of compensation an employer can offer may be professional development (PD) funds.

These funds can include additional credentialing (e.g., board certification), credentialing maintenance (e.g., Continuing Education Units or CEs), conference registration and travel, and access to literature.

Financial support for PD are unfortunately still not commonplace. Employers may also require that funds be paid if the employee leaves the organization within a certain period of time after receiving the benefit.

Professional Development Fund Budgets

Companies provide funds for PD in several different ways, employees may receive:

- A dedicated dollar amount annually or a discretionary amount, (the latter may require management approval)
- Increased base salaries to cover PD expenses

PD budgets vary, but many range from \$500 to \$2,000 or more.

Considerations When Allocating Funds

Related to career goals:

- Short-term: What do you hope to achieve in your current role?
- Long-term: In what direction is your career moving? What are the gaps in your skill set that you can grow to achieve those goals?

Personal growth and career development examples:

- Deepening your skill set (e.g., coding, statistical analysis)
- Conferences (e.g., knowledge, skills, and networking)
- Leadership training and development

Other eligible expenses (e.g., textbooks, materials, professional memberships, journal subscriptions, travel, accommodation expenses, workshop fees, seminars, conference fees, webinar registration fees.)

Grants

PD grants are available through various universities and psychological societies (e.g., military, academic).

Example: PD Grants for Teachers of Psychology through Psi Chi.

“In order to promote the professional development of Psi Chi faculty members, the Professional Development Grants for Teachers of Psychology provides funds for the development or purchase of educational materials and/or training by covering the costs of books, conference attendance, workshops, licensure preparation, and professional activities, such as teacher training. The funds are awarded to well-rounded applications demonstrating competence, commitment to psychology, and Psi Chi's Mission (Psi Chi, 2024).”

Budget: Organizations can offer a range of funds. For example, faculty members may request up to \$1,250 or \$2,500

Tips for Requesting Funds

Be prepared to answer questions related to justification for any form of PD funding.

For example:

Please describe the outcomes you expect from participating in this program/activity, and how you will benefit from attending. Describe specific activities that will strengthen your knowledge and understanding, enhance your professional performance, and how they are substantially related to your role within [insert company/university/role].

Please provide a breakdown of the costs including registration fee, travel, lodging, etc.

We recommend keeping a detailed account of the funds used for professional development, the types of activities conducted, and receipts to provide your employer with.



SECP Interview Dr. Marty Martin



References

Psi Chi. "Professional Development Grants for Teachers of Psychology."

<https://www.psichi.org/page/profdevgrantsteachers#>



Thank you!

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Student and Early Career Psychologists