

Name of Candidate & Years of affiliation with The ABPsi:

Schuyler "Sky" Webb; 15+ years

Position seeking: ABPsi Eastern Region Representative

Work Titles: Project Team Leader/Business analyst/Social scientist/Program evaluator

Name of Current Employer: Booz Allen Hamilton, Inc.

Education: PhD, I/O Psychology/Alliant International University; MBA, National University; MS, Clinical Psychology, University of Massachusetts; BA, Psychology with counseling and community psychology specialty, Morehouse College

Certification and Licensure Information: Community psychology

Recent Professional Experience: Project Team Lead, consultant, social scientist, military experience, and others. My major projects included warrior care policy and research, sexual assault prevention and response, lethality and domestic violence assessment, equal opportunity and inclusion, Air Force personnel forecasting, curriculum evaluator, and others.

Additional Experience and/or Activities involving the ABPsi governance: DC Chapter Deputy, Secretary, PAO

Other Related Memberships: Co-chair, DOD Sexual Assault Advisory Council Research Subcommittee; Sexual Assault Prevention Coordinator and Victim Advocate Credentialing Working Integrated Product Team; DON Sexual Assault Prevention Cross Functional Team; DON Sexual Assault Prevention Data Workgroup; School Board's Strategic Plan Steering Committee, Arlington Public School; Superintendent's Advisory Committee on the Elimination of the Achievement Gap; Claremont Immersion Elementary School Management Plan Advisory Committee; African International Parent Network (Claremont Immersion Elementary School); Co-chair, Gospel Youth Ministry, Fort Myer Memorial Chapel; American Society of Tropical Medicine and Hygiene; Editorial Advisory Board (*ad hoc*), *Gender Issues Journal*; Editorial Advisory Board, Disease Surveillance Program Bulletin (NAMRU-3); Contract Review Committee, Navy Personnel Command (Pers-6); American Psychological Association; Society for Industrial and Organizational Psychology, Inc; National Naval Officers Association; Professional Association of Diving Instructors; Human Factors Society; Association of Military Surgeons of the United States; Association for the Study of Classical African Civilizations; *Psi Chi*, The National Honor Society in Psychology

Awards and Honors: Performance Award (BAH), 2015, 2016, 2017, 2018; Ferocious Integrity Award (BAH), 2018; Honored Citizen Award, Arlington Public Schools, 2011; Navy Meritorious Service Medal, 1997, 1999, 2004, 2009, 2011; Global War on Terrorism Expeditionary Service Medal, 2005; Global War on Terrorism Medal, 2005; International Who's Who of Professionals, 2000; Defense Meritorious Service Medal, 1999; Joint Service Achievement Medal, 1998; Commandant's List Graduate Award (DEOMI), 1997; Who's Who in the South and Southwest, 1989, 1997; Equal Employment Opportunity Award of Excellence (NPC), 1996; Outstanding Dissertation Award, 1994; Outstanding Doctor of Psychology Student Award, 1994; Naval Duty Under Instruction Fellowship, 1991-1994; Navy Achievement Medal, 1991; National University Leadership Scholarship, 1984; Officer Indoctrination School Leadership Award, 1983; Hospital Corps School, *Honors with*

Distinction Award, 1982; National Institute of Mental Health Fellowship, 1974-1978; Walter S. Barr Fellowship (Horace Smith Fund), 1974-1977; Collegiate Committee for the Education of Black Students Fellowship, 1974-1975; *Cum Laude*, Morehouse College, 1974; Morehouse College Dean's List, 1970-1974; Morehouse College, Psychology Department Honors, 1974; Morehouse College Academic Scholarship, 1970-1974.

Selected Publications: *All about Depression*, 2nd ed. (2019). Dubuque, IA: Kendall Hunt; *Selected Aspects of Mentoring: Advise, Challenges and Approaches* (2019). Kendall Hunt; *Socio-economic and Education Factors Impacting American Political Systems: Emerging Research and Opportunities* (2018). IGI Global; *A 50 year History of the Association of Black Psychologists. Psych Discourse* (2018). Department of Defense FY 2014 Annual Report on Sexual Assault in the Military. Washington, DC: SAPRO; Department of Defense FY 2014 Report to the President of the United States on Sexual Assault Prevention and Response. Washington, DC: SAPRO; *All about Depression*, 1st ed. (2013). Kendall Hunt; *Department of the Navy Report to Secretary of the Navy: Sexual Assault Study* (2012). DoN Sexual Assault Prevention and Response Office, Washington, DC; *Department of the Navy Report to Secretary of the Navy: Sexual Assault Study* (2009). Office of the Naval Inspector General, Washington, DC; *Self-reported Combat Stress among Troops Deployed to Iraq and Afghanistan: An Epidemiological Study* (2008). *Comprehensive Psychiatry*, 49(4), 340-345; *Guidelines for Providing Culturally Appropriate Services for People of African Ancestry Exposed to the Trauma of Hurricane Katrina* (2007). *The Journal of Race and Policy*, 3(1), 141-165; *The Philosophical Aspects of Cultural Difference* (brochure) (2005). Nichols & Associates, Inc., Washington, DC; *Personal Empowerment for People of Color: Keys to Success in Higher Education* (2001). Kendall Hunt; *Managing Diversity in the Military: Research Perspectives from the Defense Equal Opportunity Management Institute* (2001). Transaction; *Perspective of Equal Opportunity among Women and Minority Army Personnel* (2000). *Sociological Inquiry*, 70(2), 215-239; *Equal Opportunity in the U.S. Navy: Perceptions of Active-Duty African-American Women* (1998). *Gender Issues*, 16(3), 99-119. In R. Simon (Ed.) (2001). *Women in the Military*. Transaction.

Selected Presentations: *Epigenetic Outcomes of Oppression/Racism: Reestablishing Mental Health through Culturally Salient Clinical Decision-Making* (2018). Presented at the 50th Association of Black Psychologists Annual International Convention, Oakland, CA.

21st Century Gatekeepers: Protections from Research on Genetics and Crime (2012). Presented at the 44th Association of Black Psychologists Annual International Convention, Los Angeles, CA.

Selected Findings and Fleet Recommendations from the 2005 and 2009 Navy Sexual Assault Surveys: Implications for Action. Presented at the 2011 National Naval Officers Association Professional Development and Training Conference, San Diego, CA.

Community Service: Navy Research Psychologist, 30 year career; church activities; volunteer at elementary/middle/high school programming and tutoring

Candidate Questions to be answered in your statement

(1) Why do you want to serve on the ABPsi Board of Directors?

It would be my honor to serve our beloved ABPsi. ABPsi was influential at the beginning of my career particularly during the time I was a psychology student at Morehouse College. Since that time, I have

instilled a genuine, deep appreciation of this increased understanding of the role of an African worldview in humankind's development. I was mentored and taught by the pioneers of Black Psychology to know and understand that Black psychologists have an indispensable role in reintroducing, resurrecting the world consciousness to the African-centered perspective on ethical thinking. Until recently, this perspective has been superimposed by the European worldview that finds humankind competing against ecology and within its membership leading to self-implosion. There is a better way.

I believe that a re-emergence of foundational principles of African thought can help the global community in the re-discovery and reawakening of its true nature and intended purpose. ABPsi is the only international association qualified to fulfill this purpose. Thus, I am particularly excited that this role will allow me to forward ABPsi's mission throughout the world.

I trust my collaboration with the Board of Directors will be mutually respectful, progressive and ultimately productive. We can agree that there is much work to be done.

Finally, I want to be an ABPsi change agent committed to changing the course of thought and action throughout the world. As a member of the ABPsi Board of Directors, I will be allowed to actively participate in a historical movement predestine for success.

(2) What specific skills and experiences would you bring to the position?

- Strong supervisory and management abilities, including leadership orientation, project planning and oversight, conceptualizing systems/processes/projects, and problem-solving.
- Record of accomplishment of research excellence on topics related to organizational assessment and development, change management, and strategy.
- Familiar with business operations, planning, processes, assessments, monitoring/surveillance, and evaluation.
- Knowledgeable of organizational theory and systems; organizational mapping, process and outcome evaluations; social network history and analysis; acute attention to detail and follow-through.
- Familiar with cognitive, behavioral, educational, medical, and physiological procedures and terminology.
- Proficient in qualitative and quantitative research methodologies in the conduct of applied socio-cultural research with semi-structured interviewing and group facilitation skills.
- Recognized for cross-cultural competency, diversity, and inclusion research.
- Self-starter who can work autonomously, comfortable working with virtual and geographically dispersed teams.
- Ability to lead and take part in dynamic team-oriented environments.
- Effective interpersonal skills including courtesy, professionalism, and a cooperative attitude.
- Ability to work in a fast-paced office environment under strict deadlines.
- Agile, flexible, and able to adapt to emerging opportunities; comfortable with ambiguity and remote locations.
- Excellent communicator; composition, editing, and proofreading skills geared for interdisciplinary audiences.
- Capable of thinking strategically, including the ability to recognize and leverage opportunities related to the mission.
- Proven effectiveness in military, civilian, diverse, and political work groups/ agencies/ organizations.

(3) What is your vision for establishing a solid financial infrastructure for ABPsi?

Vision A: I would recommend adopting an underlining financial principle like "Keep things simple!"

Vision B: One of the first steps is to determine the current state of affairs regarding our associate.

Second, I would consider our ABPsi in a phase of development and considering ways to generate

revenue. Also, I assume that ABPsi wants to lower costs and expenditures as much as possible going forward.

Vision C: ABPsi needs a simple accrual-based accounting structure with reporting processes. This will act as the foundation for our financial infrastructure. Consider re-evaluating the current business banking account. ABPsi may want to switch to a bank with experience in managing large organization ledgers. If not presently accomplished, ABPsi needs to set up a workable system for accounts payable that includes segregation of duties and manual checks.

Vision D: Be aware of tax obligations. Future tax trouble can be avoided, if ABPsi takes the correct steps. [I assume that ABPsi is a 501(c)3 entity and that our treasurer is aware of this contingency]

Vision E: If ABPsi has stock investments, then we should track/monitor our stock records from the outset. Proper stock administration management will save ABPsi from future confusion down the road.

Vision F: ABPsi should not do its own accounting processes. Hiring a professional accountant firm with large organization experience is a worthwhile investment that saves time, undue hassle, and, of course, capital.

(4) What do you believe are the most crucial internal and external opportunities and challenges facing The Association of Black Psychologists, and how would you seek to address them?

(4) Our most critical opportunities or resources is our international membership. Our membership brings a plethora of skill sets, a wealth of “common sense,” and experience thereby enriching our ABPsi. Our collective resilience has proven that we can and will identify, deconstruct, and then resolve organizational and individual challenges. For example, we are challenged to sustain and grow our student membership as well as early career membership. It will require a collective effort to find methods or strategies to garner their input and maintain their long-term commitment and participation.

As in most large organizations, our challenges center on internal and external communication. As you know, internal and external communication is the lifeblood of any organization. In my professional experiences, it is difficult yet necessary to address challenges within an organization. For example, one individual should not be able to create challenges/issues given the proper and actionable “checks and balances” articulated in our by-laws and their enforcement via leadership (i.e., President, Board of Directors) and membership (i.e., all ABPsi members). Concerted and constant dialogue between these parties can avoid internal and external challenges. At minimum, our dialogue can and will inform our risk management approach.

Guided by our ancestral values, history, and philosophical harmony, we are all accountable to each other to “do the right thing” (i.e., ethical thinking) at all times and in all situations. My prospective leadership role is to ensure that ABPsi’s internal and external communications are transparent and serve the best interests of our association. This approach of transparency lends its self to the previous question regarding financial infrastructure, which is a constant challenge for ABPsi membership.