Succession Planning Task Force of the Faculty Council  April 5, 2011

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The task force met twice formulated 3 issues related to succession planning for faculty governance.

1. SON leadership: Faculty Council members represent the 4 departments of the SON. There are 2 elected representatives from each department, one tenure trace faculty and one clinical track faculty, – who serve two years and may serve 2 consecutive terms. The FC Chair must be an Academic Senate member and serves as Vice Chair for one year and Chair for one year requiring advanced planning for selection of members who can eventually serve as Chair. We observed that this process provided too little time to allow potential chairs to gain experience and institutional knowledge.

a. We recommend that members be appointed to FC for 3 years terms, which would require a change in the bylaws, or keep 2 year terms and encourage reappointment for 2 years more after they have experienced the FC process (no change in bylaws). Rationale: we need to grow and develop leaders for Chair of Faculty. We are facing loss of many senior faculty and need more time to develop newer faculty. Vice Chair must be backup for Chair at Coordinating Council and APB senate meetings. VC may rotate with the chair at these other meetings of senate or campus for experience.

b. Consider staggering appointments from departments so there is always overlap, one new to FC and one with experience. Selection of Chair has traditionally rotated among departments. This plan does not work when the faculty representing the next in-turn department is too inexperienced to feel confident about assuming the Chair position. The faculty need to be able recruit and foster new and junior faculty for leadership roles and this requires long range planning. Support from department chairs will be needed. For 2011-12 Shari Dworkin will be VC and for 2012-2013 she will be Chair. Therefore, we need to now plan for the succession and who will the next VC and from what department. We recommend the FC take a strategic approach by looking across departments to identify and foster leadership among newer faculty. Think future! A new faculty could be mentored in this role – expand the concept of mentorship to include leadership within the school and on campus.
c. SON representation on Senate Committees: Loss of senior faculty has created gaps. New faculty should be encouraged to participate on Senate committees but need preparation and support. Develop mentorship brown bag or hot topic for guiding newer faculty in how to participate in AS meetings: “Tips for Success in Participating as a Senate Committee Member”.