

UCEDD Directors Meeting at AUCD 2018

Topic: Roundtable 6: Succession Planning

Purpose of topic: unable to fill position after a year, no viable applicants

Facilitator: Donna Gilles

Notetaker: Linda Bimbo

Discussion and examples:

- How to develop Associate Director to prepare for Director retirement
- Barrier: must have terminal degree funding (continue after retirement?)
- Network in (leadership) crisis
- Gap: lots of faculty/staff to do project coordination, a few PI's/project directors, not upper management level

Strategies:

- Consider position description that is "softer" with requirements
- Flexibility
- Director mentoring program? "grooming"
- How to use Leadership Academy more effectively to "feed" Director/Associate Director positions

Next Steps:

- Help!
- Follow up with AUCD – network in crisis!
- Major focus on succession planning at TA meeting in March 2019