

UCEDD Director's Meeting: Round Table on Succession Planning

Facilitator: Sandy Root-Elledge, WY

Why are we here?

- Share lessons learned
- What are the pitfalls?

Strategies / Tips / Ideas

- Be flexible because cannot predict what the situation will be when a new director is needed. Recommend having several succession plans (e.g., upcoming leadership leaves)
- Need to find someone who is acceptable to local organizations; may mean no external search
- To increase leadership: Get more UCEDD members involved in relevant external / national organizations.
- Don't just focus on mid-level folks, build capacity of junior partners and trainees.
- Hire Associate Director with plan that they'll be next director. Maybe have two associate directors.
- Get involved in finances to understand this – perhaps one of the biggest learning curves
- Director's first task should be trying to identify next director
- Increased UCEDD core travel budget to get more folks to national meetings and
- 5-year plan for much of our history has been a "black box"; now sharing directly with project directors so more shared leadership
- Co-Director Model: Internal person who can manage administration and an external person who has the advocacy / relationship expertise
- Recognizing that hiring decisions made by external partners (e.g., Dean, Department Chair) underscores importance of educating new leaders at university in what a UCEDD is and how it needs to be run. Tony (RI) so critical to make sure university understands the contribution of UCEDD to university and state (e.g., finance, outcomes).
- Recognizing director position is very different from other academic admin positions, so need to hire someone with skills working with community and entrepreneurial.
- Recommend that an external UCEDD director be part of a search
- There's a danger in naming a successor as well because they may lack credibility if hired. Important that they compete fairly for the position.
- New UCEDD directors who are succeeding have developed strong relationships with staff and faculty internally and with external partners