



**TRUSTEES' ROLE IN
SUCCESSION PLANNING
AND WELA ANNUAL REPORT**

TACTC Annual Spring Convention

Cultivating Innovation

May 20, 2010



PRESENTERS

Cindy Hough, WELA Executive Director

Kathy Goebel, SBCTC Associate Director, WELA alumna

Jim Walton, Centralia College President, WELA alumnus

The slide features a dark blue background with a series of vertical stripes in various shades of blue and grey on the left side. Several blue circles of different sizes are scattered on the left, with the largest one being a solid dark blue circle. The text 'SUCCESSSION PLANNING' is written in a white, serif font, centered horizontally and positioned to the right of the circles.

SUCCESSSION PLANNING

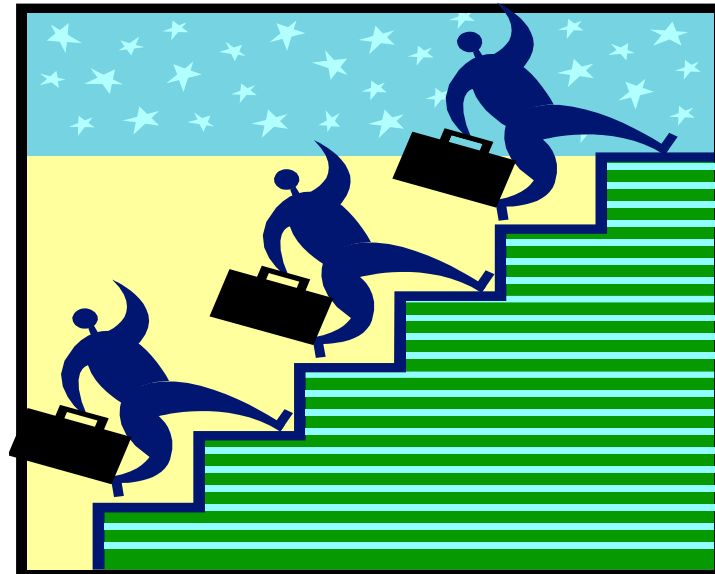
WHY WORRY ABOUT SUCCESSION PLANNING?

- Over 33% of all community and technical college staff are expected to retire by 2020
- Retirees take with them critical skills needed by the college to continue serving students
- Need to prepare for the loss of expertise and institutional knowledge



TRUSTEES' RESPONSIBILITY

- Hire the college president – therefore should care the most about developing future leadership
- Set faculty and staff development and retention policies



BE PREPARED FOR AN EMERGENCY

- Decisions made under duress are usually bad decisions



- Plan course of action BEFORE the emergency
 - Who is in charge?
 - Who should be called, in what order?
 - Who handles the media?
 - Who should be appointed acting president?
 - What will be your process/your resources for appointing an interim president?
 - Who communicates with the faculty and staff?



PLANNED RETIREMENT



- Work with your president to identify future leaders
- Develop leadership with training and new work experiences
- Invest in your staff



SUCCESSION PLANNING POLICIES

- Succession Planning Policies address:
 - Organization self-knowledge
 - Employee development
 - Retention strategies
 - Recruitment strategies and
 - Outcome measures

• **William Rothwell, 2005**



SYSTEM-WIDE LEADERSHIP DEVELOPMENT PROGRAMS

- Leading From the Middle
 - Sponsored by The ASSOCIATION
 - Aimed at developing middle-management
 - Curriculum includes:
 - **Understanding How the SBCTC Works**
 - **Budget and Finance**
 - **Human Resources**
 - **Leadership Development**
- Washington Executive Leadership Academy (WELA)



The left side of the page features a series of vertical stripes in various shades of blue and grey. To the right of these stripes are several overlapping circles of different sizes, also in shades of blue, creating a modern, abstract design.

WASHINGTON EXECUTIVE LEADERSHIP ACADEMY (WELA)

2009-2010 Annual Report



WHAT IS WELA?

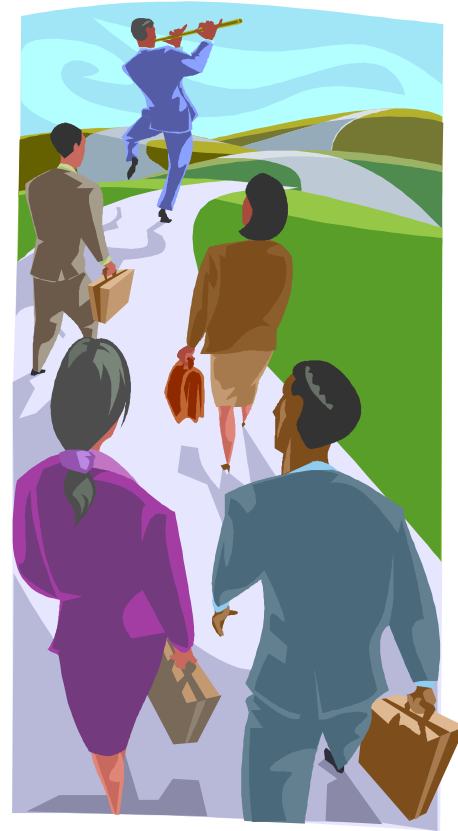
- Washington Executive Leadership Academy
- One-year leadership program for those whose next career step is a vice-presidency or presidency
- Sponsored by the Washington community and technical college system





HISTORY OF WELA

- Started in 1999 – first class in 2001
- Retiring Boomers
- Need to keep employees competitive





WELA GOVERNANCE

- WELA Board of Directors
 - Presidents, Trustees, SBCTC reps
 - 2 WELA graduates
- Ex-officio members
 - SBCTC staff
 - The ASSOCIATION Executive Director
 - WELA Executive Director





WELA GOVERNANCE

- WELA Board oversees the on-going operation and direction of the program.
- WELA Executive Director is hired by the Trustees Association at the recommendation of the WELA Board of Directors
- The Trustees Association is also the fiscal agent for WELA





WELA FINANCIAL STRUCTURE

- Annual sponsorships from:
 - The Trustees Association
 - The ASSOCIATION of Administrators and Exempt Staff
 - The State Board for Community and Technical Colleges
- Annual assessment incorporated into the Trustees Association's dues.
- Small registration fee paid by the participant
- Colleges pay for travel costs and release time





WELA CURRICULUM

- Vice-presidents
 - HR practices
 - Accreditation
 - Community responsiveness
- Trustees/Presidents
 - Board/CEO relations
 - Desired leadership skills
- State Board staff
 - Expertise of staff
 - Resource of State Board
 - Statewide issues
 - Current initiatives
- Legislative experts
 - Effective legislative relations
 - Current issues





OTHER OPPORTUNITIES

- Participants are expected to attend:
 - Trustee Association meetings
 - State Board meetings
 - Council and/or Commission meetings
 - ASSOCIATION meetings
 - Legislative hearings





WELA OUTCOMES

- **assess** interest in, and readiness for, a senior level administrative position
- **converse** knowledgeably on key issues facing community and technical colleges in Washington State
- **interact** effectively with system leaders, legislators and other state policy makers
- **demonstrate** expanded understanding of college operations outside their own area of experience, as well as of external operations (fundraising, community relations)
- **identify** personal leadership qualities and areas of improvement as well as resources for professional growth
- **access** statewide resources to assist in job search process
- **present** themselves effectively in application and interview situations





WELA ALUMNI

○ Kathy Goebel



○ Class of 2008-09

○ Jim Walton



○ Class of 2001-02





WELA CLASS 2009-2010

Several people from this year's cohort are in the room with us today.





WELA PROGRAM

Questions?

Check out WELA's
website:

<http://wela.ctc.edu>

