



Growing a Strong Senate Family Tree

John Stankas - San Bernardino Valley College

Kim Harrell - Folsom Lake College

A landscape photograph featuring a vibrant green field in the foreground, a neat row of dark green trees in the middle ground, and a bright blue sky filled with scattered white clouds. The text is overlaid on the sky and field areas.

What is Succession Planning?

WHY is it important to you?

To succeed or not to succeed...

Benefits

- Institutional knowledge
- Integrity of process
- Executes business
- Faculty purview upheld
- Faculty development

Ramifications

- Ineffective consultation
- Confusion over process
- Work doesn't get done
- Administration fills void
- Lack of faculty growth/
burnout



Miracle Gro for Succession...

Constitution & Bylaws

District Policies and Regulations

Professional Development

Mentorship Programs

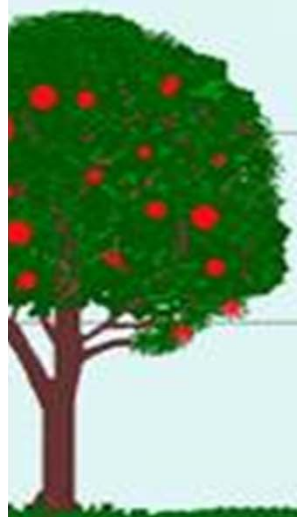
Relationships...Relationships...Relationships...Relationships



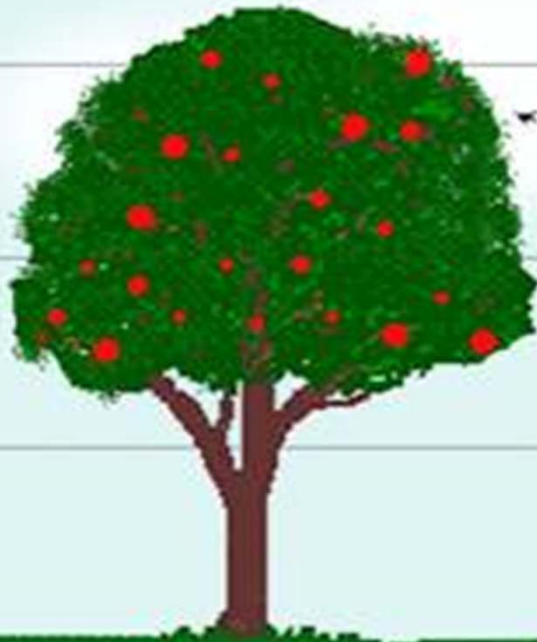
Leadership Composition



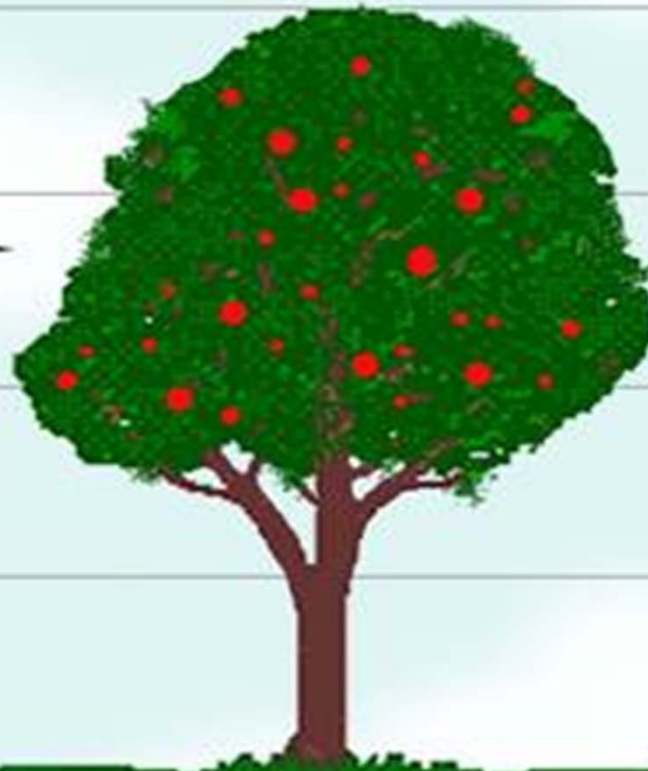
What stunts the growth of your senate tree?



2.8m
(9'2")



3.4m
(11'2")



4m
(13'1")



A row of seven tall, conical evergreen trees, possibly yew or cypress, planted in a garden. The trees are dark green and have a pointed top. They are arranged in a slightly curved line. The background is a clear blue sky. The foreground shows a green lawn and a light-colored path.

Let's Talk...

What challenges are you facing?
What works well on your campus?
Who will be your next senate
president?

Resources



[Training Your Replacement \(Morse & Kawaguchi, September 2011\)](#)
[White Paper from Success Factors](#)
[5 Succession Planning Steps](#)