

TRANSITIONAL ITEM:

Finding: The medical school leadership at the dean and department chair levels has, in general, been in place for a significant period. There is no obvious succession planning underway at the institutional level.

Effective July 1, 2011 Dr. Charles McKown assumed the role of Vice President for Health Sciences Advancement in the Office of the President. Dr. Robert Nerhood, a recently retired Clinical Chair and Senior Associate Dean for Clinical Affairs at The Joan C. Edwards School of Medicine was appointed Interim Dean for the School of Medicine. In August, 2011, a search committee was formed and a prestigious national search firm hired. As a consequence of that search, a permanent Dean was selected, Dr. Joseph Shapiro, and hired effective July 1, 2012.

Each Clinical and Basic Science Department has provided a succession plan for unplanned crises that will be updated yearly or sooner if need be.

Each Acting (OB/GYN, Anatomy and Internal Medicine) Chair's performance in their role was evaluated and in each case, their appointment as Chair confirmed.

Each Clinical and Basic Science Chair has been encouraged to provide active mentoring and opportunities for faculty development with particular attention to academic leadership. It is expected that all departments will have sponsored the attendance of at least one faculty at a nationally recognized leadership conference by the end of 2015.

ACTION GRID

STANDARD: Transitional Item

TASKS (Steps to be taken that will lead to the desired outcome)	INDIVIDUALS/ GROUPS RESPONSIBLE	INDICATORS THAT THE TASK HAS BEEN ACCOMPLISHED	EXPECTED DATE OF ACCOMPLISHMENT OF THE TASK	DESIRED OUTCOME THAT ILLUSTRATES COMPLIANCE WITH THE STANDARD
<p>Create succession plan for the Dean</p> <p>Create succession plan for Chairs</p> <p>Create faculty development opportunities in academic leadership and succession planning</p>	<p>President Kopp Interim Dean Nerhood Chairs of Departments</p> <p>Office of Faculty Development</p>	<p>Each clinical and basic science department has provided a succession plan for unplanned crises, and has been encouraged to provide active mentoring and opportunities for faculty development with particular attention to academic leadership.</p>	<p>Interim Dean put in place July 2011</p> <p>New permanent Dean- July 2012</p>	<p>New Dean in place</p> <p>Chairs with succession plans created and reviewed by the Dean</p>
Dean resigned	MU president	Interim appointed	July 2011	Interim in place
New dean	MU president, search committee, search firm	Search completed new dean head	July 1, 2012	Dr. Joseph Shapiro
3 active chairs	Interim dean	Evaluate & decide on permanent appointment	August 2011- March 2012	3 active chairs appointed permanently
Crisis succession planning	Basic science & clinical chains	Identify faculty members with sufficient knowledge and skill to assure leadership in emergency	Completed August 2011, reconfirm annually or sooner if need be	Confidential emergency succession list kept in dean's office
Leadership training	Basic science & clinical chains	At least 1 additional faculty member in each department will attend a national leadership course	June 30, 2015	Each department will have broader leadership potential