

Realizing the University's Doctoral Research Mission

Board of Trustees Retreat

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North Carolina Agricultural and Technical State University



Discussion Topics





Succession Planning

Faculty of the Future

- Endowed Chairs/Professorships
- Pre-Tenure and Post-Tenure Review
- Recruitment and Compensation
- Start-ups
- Evaluation
- Rewards



Succession Planning

Experienced Staff and Administrators

- Strategic Recruitment and Retention Efforts
 - » Job descriptions
 - » Enhanced search process
 - » Advertising
 - » Onboarding to the university



Succession Planning

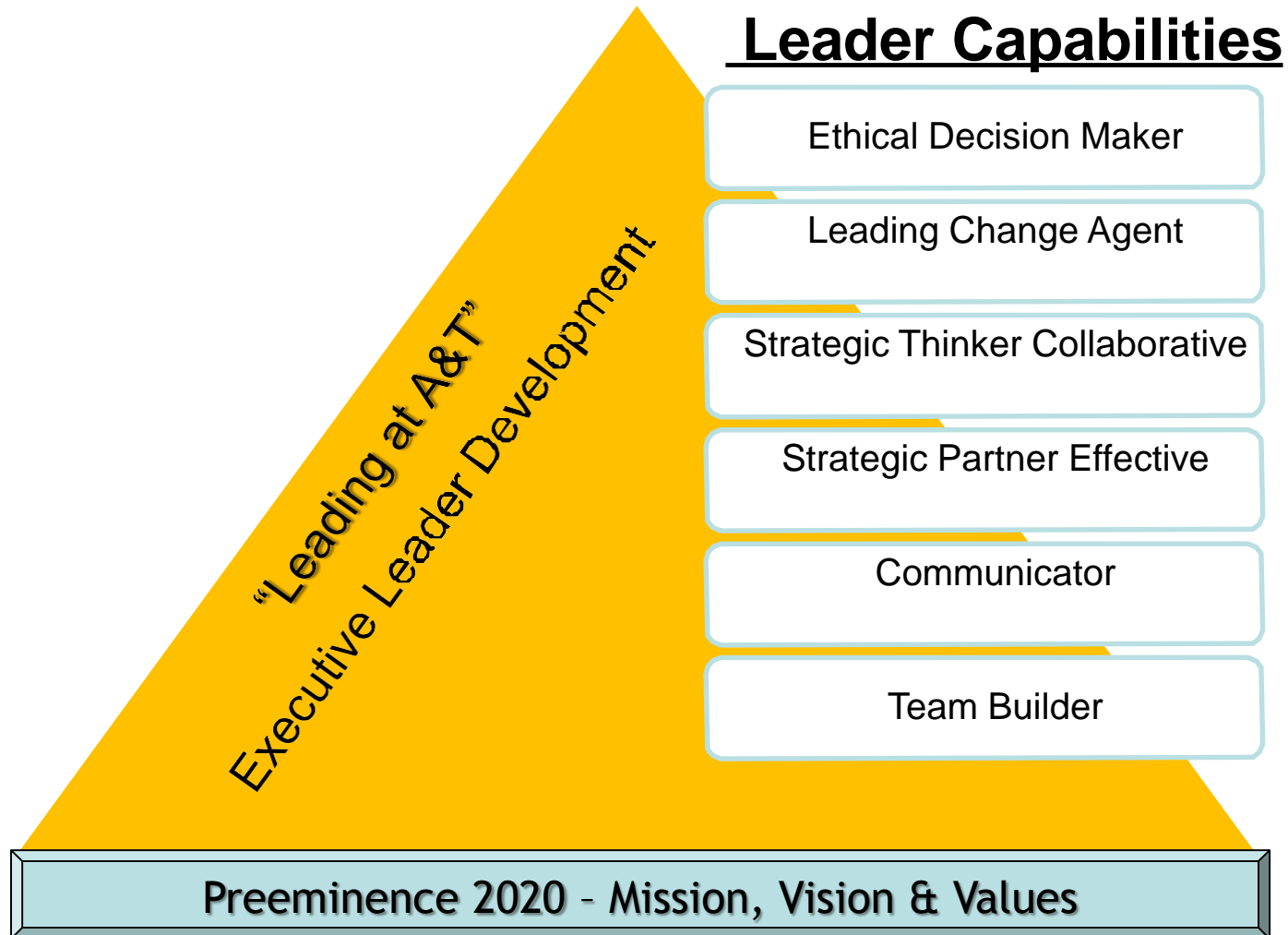
Leadership Development: Leading at A&T

The mission of the Executive Leadership Development Program (ELDP) is to cultivate and promote a culture of high performance and sustainable leadership at North Carolina Agricultural and Technical State University.





Leading at A&T





Leading at A&T

P

Participate in university leadership experiences:

- Participation as member, chair or co-chair in current university standing committees, i.e., Military Student Success & Campus Based Committee, February 1 Committee, Data Integrity Committee, etc.

R

Redefine ELDP based upon assessments and new identified gaps, strengths and opportunities:

- Defining program curriculum and needs based on assessment results.

I

Identify outcomes of leader capabilities:

- Provide post-assessment to measure effectiveness of program.
- Determine new cohort strategy.
- Reevaluate leadership capabilities, have they changed with the demands of internal and external drivers?

D

Develop community leadership experiences:

- Community Involvement, i.e., United Way, Leadership Greensboro, Greensboro Partnership, Guilford County School System.

E

Engage lessons learned through:

- Providing “real world” case studies to enhance dialogue and critical thinking from a leadership perspective.
- Identification of coaches/mentors.



Next Steps

Fall 2015

- Finalize Strategies
- Implementation
- Execution
 - » Leading at A&T launched June 2015

