

SUCCESSION PLAN TEMPLATE

CHECKLIST: STATE/BRANCH LEADERSHIP SUCCESSION PLAN

ITEM		DATE
Review term limits for Board Members and Officers in current By-Laws	September of every fiscal year	09/01/20
Review current Board, officers, and committees roster	September of every fiscal year	09/01/20
Evaluate effectiveness of current assignments	September of every fiscal year	09/01/20
Conduct Board self-evaluations (if not completed within last 12 months)	Annual Meeting in May or June of every fiscal year	06/01/20
Determine upcoming term expirations / vacancies – (in terms of persons and skills)	Annual Meeting in May or June of every fiscal year	06/01/20
Conduct exit interviews with members leaving Board to learn positives and negatives	Annual Meeting in May or June of every fiscal year	06/01/20
Review needs of branch/state with regard to upcoming projects, developments, etc.	Nominations Committee, Feb of every year	02/01/20
Review potential new Board members identified throughout the year for skills and experience	Nominations Committee, Feb of every year	02/01/20
Identify potential leaders from current Board list	Nominations Committee, Feb of every year	02/01/20
Complete Board and leadership succession grids	Annual Meeting in May or June of every fiscal year	06/01/20
Assign a mentor to each newly elected Board member	Annual Meeting in May or June of every fiscal year	06/01/20

LEADERSHIP SUCCESSION GRID

POSITION	CURRENTLY HELD BY	ACTION	SUCCESSOR / YEAR
TITLE	NAME	RE-ELECT / ROTATE	
BRANCH/STATE BOARD			
President	Audia Boyles/Whitney Carmichael	2020-2022	Successor to Susan Wheatley 2014-2020
Finance Officer	Peggy Eyer	2019-2021	Eligible for a 2nd 2-year term, succeeded Carolyn Princes
Programs Officer	Patricia Holmes	2020-2022	Advanced from secretary, succeeded Lori Woods
Membership Vice President	Charlotte Manges	2017-2021	Is serving 2nd 2-year term
AAUW Funds Chair	Mary Jo Bowes	2017-2021	Is serving 2nd 2-year term
Bylaws Chair	Margaret Stempiem	2020-2022	Eligible for a wnd 2-term, succeeded Susan Wheatley
Public Policy Chair	Lori Woods	2017-2021	is serving 2nd 2-year term
College/University Relations	Lori Woods	2017-2021	no term limit; is Prof. at Saint Francis University
Communications Officer	Susan Wheatley	2014-2022	no term limit; manager for website

MENTOR GRID

CURRENT BOARD MEMBERS	NEW BOARD MEMBERS	YEAR
Susan Wheatley		2014-present
Patricia Holmes (African Amer)		2014-present
	Lillian Clemons (African Amer)	2019-present
Cathy Schloemer		2018-present
Audia Boyles/Whitney Carmichenl		2018-present
Mary Jo Bowes/Lori Woods		2017-present
	Peggy Eyer	2019-present
	Margaret Stempien	2019-present