



# 2018-2019 LEADERSHIP DEVELOPMENT AND NOMINATING COMMITTEE REPORT

June 12, 2019

Submitted by: Molly Ekstrand

The Leadership Development & Nominating committee continued to work into the summer after the Leadership Summit in May 2018. We continued to develop materials to aid in committee leadership succession planning, leadership handoffs, and mentorship roles to help new and emerging leaders feel more comfortable transitioning into a leadership role in MPhA. In the late winter of 2019, we worked further to identify candidates for the Board and Speaker positions. I want to thank the members who served on this committee; my co-chair Michelle Aytay, Lowell Anderson, Cole Davidson, Craig Else (ad-hoc), Paul Iverson, Jeff Lindoo, Ernie Ruiz, Laura Schwartzwald, Christel Svingen, Randy Seifert, Scott Setzepfandt, and Jill Strykowski.

Name	Committee Term
Lowell Anderson	2017-2019
Cole Davidson	2018-2020
Paul Iverson	2018-2020
Jeff Lindoo	2018-2020
Ernest Ruiz	2018-2020
Laura Schwartzwald	2018-2020
Randy Seifert	2017-2019
Scott Setzepfandt	2017-2019
Jill Strykowski	2017-2019
Christel Svingen	2018-2020

This committee is searching to welcome new members for the 2020 cycle as well.

## **SECTION I: 2018-2019 CHARGES**

The Leadership Development and Nominating Committee was charged as follows for the 2018-2019 reporting period:

### **Bylaws:**

The Nominating Committee shall consist of a minimum of five (5) active members who shall not be Directors, each of whom shall serve a two year term. These individuals shall be selected by the Chair of the Committee from individuals that have responded to a solicitation for committee service made available to all active members. The two year term may be adjusted by the Chair, only as needed to ensure a balance and overlap of incoming and current members on the Committee. The balance of the committee members shall include the Immediate Past-President who will serve a three (3) year term as a member of the committee. The Chair of the committee shall be the Immediate Past-President during the initial year of their 3 year term serving on the committee.

### **Charge as stated in the MPhA Bylaws (Article IV, Section I):**

The Leadership Development Committee ... The Nominating committee shall select at least two active members as candidates for President-Elect, Secretary-Treasurer, Speaker and Vice-Speaker of the House of Delegates. The committee shall support the Association's intent of representation of pharmacists from a variety of practice

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settings and geographic locations in preparing a slate of candidates. The report of the committee shall be reported not less than annually to the Association at a state wide meeting of the general membership.

## **Charge from the 2018-2019 President & Board of Directors (continuing):**

- The Leadership Development Committee shall develop an Emerging Leaders Program that provides a process for identifying future leaders and providing development opportunities that would prepare them to serve in association leadership positions within MPhA.
- Annual Report to the House of Delegates - May 3, 2019

## **SECTION II: REPORT OF COMMITTEE ACTION AND PROGRESS ON DELIVERABLES**

During the summer of 2018, this committee developed three main deliverables.

- A Committee Chair Succession Process Flow Diagram
- A Succession Planning Mentor Checklist
- An abbreviated Description of MPhA Committees that more clearly outlines time commitments and deliverables.

These deliverables were shared with the MPhA Board of Directors at the Board Retreat in July 2018. The committee will need to determine an implementation plan for 2019-2020.

In late winter 2019, this committee also identified candidates for the four open Board Seats, President-Elect and Speaker and Vice-Speaker for the 2020-2021 cycle.

## **SECTION III: COMMITTEE POLICY RECOMMENDATIONS TO THE HOUSE OF DELEGATES**

- a. Resolved that the Minnesota Pharmacists Association approve the following candidates for **President-Elect**, recommended by the Leadership Development & Nominating Committee to run on the ballot in Spring of 2020:
  - Rebecca Pickler
  - Allyson Schlichte
- b. Resolved that the Minnesota Pharmacists Association approve the following candidate for **Speaker of the House and Vice Speaker of the House** for the 2020-2021 term as recommended by the Leadership Development & Nominating Committee:
  - Speaker of the House: Alison Knutson
  - Vice Speaker of the House: Luke Slindee