

# **Transitions to and from Leadership**

*(Retaining Institutional Wisdom and Knowledge)*

## ***The Dilemma:***

Unlike many basic science departments, the tenure of the clinical chairs is not rotational and may produce the “professional chair syndrome” which can impede organizational and personal growth, as well as limit the emergence of new leaders. In addition, we do not have an exit plan for senior faculty (whether Chairs or not) who would like to ramp down, but not retire completely.

## ***Discussion Questions:***

- What are the implications for the emergence of new leaders? Is there anything we want to do about this? What would a different model look like?
- How do we allow individuals to have a productive transition from senior faculty member to something other than retirement that is a win-win for the School and the faculty member?

