Planning Ideas for establishing a **Leadership and Career Planning Council**

Faculty: Focus on post-tenure Faculty and Gender Diversity

Council members participate in one or more of the following activities

* One-on-one career planning and mentoring: Matched with an individual faculty member for certain number of contact hours, includes options also for peer mentoring
* Career planning and navigation in groups: council members come together for advice and mentorship of faculty seeking career info, options, and advice. They discuss different topics for post-tenure career planning and navigation to provide guidance in key areas
* Help-desk-type resource: promoting awareness about access leadership programs, training programs, or events; awareness of career advancement options, paths for recognition or awards; advice about connecting to other career resources

**Important elements:**

Council members must receive recognition by their units/Faculties: What types of recognition are needed to encourage people to be engaged?

Different from coaching: members provide information, advice, and connections related to new options to explore; covering areas for which participants do not necessarily have experience or knowledge

Partnership with senior staff leaders in Faculties: Council may include both faculty and staff, and/or may be connected with a similar leadership council for staff

**Questions:**

What will make this attractive to faculty council members?

What are critical elements that need to be added?

How to get started – e.g. canvass all faculty for interest? Canvass within Faculties? Other ideas to get started?