

Leadership Development Committee Charter

Purpose	The Leadership Development Committee is responsible for cultivating and recognizing leadership within the organization to have an ongoing pool of diverse and qualified candidates for the Board (and committees). The Committee works with the Board to identify the skills and experiences that the board will need in the next round of nominations and identifies potential candidates for the election.
Ongoing Committee Activities / Committee Charges & Strategies	<p>The committee undertakes the following activities:</p> <ul style="list-style-type: none"> • Design a leadership development pathway for general members to gain the necessary experiences and competencies for board service • Create and implement a transparent nominating process that avoids conflicts of interest and supports diversity and inclusion. • Work with the board, staff, and committees to identify potential candidates for leadership positions and strengthens relationships with these individuals. • Develop a process for going out into the membership to identify, recruit, interview, qualify, and place individuals within the organization’s governance structure. • Identify the skills and experiences for Board service to identify potential candidates.
Roles and Responsibilities	<p>Chair</p> <ul style="list-style-type: none"> • Help structure agenda for meetings. • Run an effective meeting to ensure involvement of committee members and the advancement of activities and charges. • Communicate with the Board as needed on updates from the Committee and to hear about new Board initiatives. Report back to the full committee on each discussion. • Assist with the selection of committee members.
Expected Commitment	<p>The committee meets monthly via conference call. Committee members are expected to review all agenda/materials prior to each meeting, attend the conference calls as scheduled.</p> <p>The estimated monthly time commitment is 1.5 hours.</p>
Committee Composition	The Leadership Development Committee is comprised of one Board member, the immediate past president (1 year term), and up to 7 members.
Committee Terms	The immediate past president serves a one-year term and all other committee members serve a two (2) year term and are eligible for reappointment once. Terms run May to April. The Committee Chair serves one, two-year term.
Selection/ Appointment	Members are appointed by the President with input from the Chair.

Committee Requirements	<p>Committee Members:</p> <ul style="list-style-type: none"> • Express desire to serve with a special interest in developing future leaders for the organization. • Desire to advance the mission of PALTmed. • Ability to make the necessary time commitment. • Must be a member in good standing. • Must disclose all financial relationships on an annual basis. • Ability to attend and actively participate in conference calls.
Committee Members	<ul style="list-style-type: none"> • Chair, Milta Little, DO, CMD, milta.little@duke.edu • Deb Bakerjian, APRN, FAAN, PhD, FNP, dbakerjian@ucdavis.edu • Jessica Coleman, DO, CMD, Colemanjessica@icloud.com • Heidi White, MD, Med, CMD, heidi.white@duke.edu • Matt Wayne, MD, CMD, mwayne@chs-corp.com
Staff Liaison(s)	Michelle Zinnert, CAE, mzinnert@paltc.org
Board Liaison	Milta Little, DO, CMD