

**Succession Planning Articles for San Diego Bonus Conference breakout session, entitled Success(ion)  
Planning: Managing Leadership Change and Preparing for Retirement Across Your Career**

**April 23, 2015, 1:45-3:00 p.m. Breakout Sessions**

**Rudy Gomez, M.B.A., CHC and William K. Wachob, M.A.**

- 1) Early succession planning for nursing faculty  
By Vogelsang, Laura Elizabeth  
Nurse education today, ISSN 0260-6917, 10/2014, Volume 34, Issue 10, pp. 1277-1279
- 2) Effective succession planning in nursing: a review of the literature  
By Griffith, Mary Bess  
Journal of Nursing Management, ISSN 0966-0429, 10/2012, Vol 20, Issue 7, pp.900-911  
This review summarizes and evaluates succession planning initiatives in nursing and proposes a new, comprehensive succession planning model for nursing background....
- 3) Succession Planning for Nurse Faculty: Who Will Replace Us?  
By Fitzpatrick, Joyce J.  
Nursing Education Perspectives, ISSN 1536-5026, 11/2014, Volume 35, Issue 6, p. 359  
...applicants are turned away annually from nursing schools due to lack of capacity. That pronouncement should garner attention, along with the mention that “the baby boomer population is growing in its health care consumption – compounding the urgency of the situation” (ABC News, 2014). We all know facts, even if the public is only now learning of our dilemma.....
- 4) Succession planning: developing tomorrow’s leaders  
By Donner, Gail J. and Wheeler, Mary  
The Canadian nurse, ISSN 008-4581, 09/2008, Volume 104, Issue 7, p. 37,39  
... for the future and offer some advice to individuals who want a leadership role as part of their own career path. ORGANIZATIONAL STRATEGIES Succession planning for leadership...
- 5) Succession planning in health care organizations  
By Fibuch, Eugene and Van Way, 3<sup>rd</sup>, Charles W.  
Physician executive ISSN 0898-2759, 09/2012, Volume 38, Issue 5, p. 44  
...Succession planning is critical to every organization and is based on two undeniable premises. 1. No person is indispensable. 2. Change happens. ....
- 6) Introducing Technical (Not Managerial) Succession Planning  
By Rothwell, William J.  
Public Personnel Management, ISSN 0091-0260, 12/2004, Volume 33, Issue 4, p. 405-419  
...Succession planning to most government executives probably means executive replacement planning – planning for senior level backups. But succession planning actually means far more than that. It isnot just about finding replacements. It is also about developing talent and building sufficient bench strength, and preserving the organization’s institutional memory as embodied in the heads of veteran performers at all levels.....
- 7) The Five Keys to an Effective Succession Plan  
By Joan Garry, <http://www.joangarry.com/effective-succession-plan/>