

Idaho Board of Nursing Philosophy on Executive Director Succession

The Idaho Board of Nursing (IBON) is charged by statute to safeguard the public health, safety and welfare through the regulation of nursing practice and education. The IBON determines the vision, strategic goals and objective benchmarks of the organization to accomplish its Mission.

While the Board is ultimately responsible for accomplishment of Mission and strategic goals, it is the Executive Director who is executor of that strategy. In addition, it is the Executive Director who is accountable for day-to-day operations of the Board and for its effective management.

The Board of Nursing believes that long-term retention of the executive director is of benefit to the Board. The Board is also well aware that departure of the Executive Director at some point is inevitable.

In the event of departure or incapacitation of the Executive Director, the Board believes that prior planning for executive replacement provides a commitment to minimize disruption to the operation of the Board and to invest in the continued future success of the organization.

Toward this end the Board is committed to planning for executive succession by:

- Implementing policies and strategies to attract and retain committed, qualified individuals in the role of executive director
- Adopting and immediately implementing a process for executive replacement in the event of planned or unplanned executive departure
- Preparing for executive replacement by allowing adequate time to identify and employ the individual best qualified for the position
- Recruiting individuals to the position of executive director who have characteristics consistent with those of successful nurse leaders
- Recruiting individuals with characteristics compatible with an approach to governance that will 'add value' to the Board
- Identifying individuals who have the ability to inspire people with the possibilities of looking to the future

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