

Title: Committee Charter (Ex: Editorial Board Charter)

Effective Date: June 15, 2023

Revision: 1

Supersedes: April 18, 2021 (B2141)

Approved with Motion B2362

Purpose

- (1) Provide promising SWE members with opportunities, information, and encouragement to continue as an active leader in SWE.
- (2) Offer leadership training for each participant to develop and advance their leadership competency skills.
- (3) Expose program participants to the various inlets of the SWE leadership pipeline to continue fostering new leaders within the Society.
- (4) Beginner track will focus on serving members with minimal and/or introductory leadership skills.
- (5) Advanced track with focus on serving members who have graduated the beginner track or have proficient leadership skills.

Background

In FY08, region and section leaders were asked to nominate outstanding freshman and sophomore collegiate SWE members to identify candidates for additional training and leadership opportunities, called SWE Future Leaders (SWEFL). These Future Leaders would receive opportunities to be involved during region meetings and take part in HQ focus groups. Over time, the number of SWEFLs accepted fluctuated from the 20s up to 70 and back to a current total of 21. The Future Leaders continue to be offered admission to the Collegiate Leadership Institute (CLI). In FY18, the original SWEFL group began to move to a merit-based (not only region-based) program and in FY19 it was decided to split the original group into multiple tracks: early collegiate and late collegiate/grad school.

In FY20, the tracks are being better defined to focus on leadership competency skills rather than strictly professional development. Applicants will now be evaluated based on current leadership abilities at the time of application as opposed to credit hours in college. These recommendations are from the SWE Collegiate Engagement Task Force, established as a one-year task force in FY20 to improve collegiate engagement and address the FY19 Senate White Paper leadership gap follow-ups.

In FY23, it was decided that SWE members admitted into the LDP will no longer be offered direct admission into CLI. Participants of the LDP are welcomed and encouraged to apply to CLI and may be accepted to both.

Scope

The LDP will:

- Support the creation of a personal development plan for each participant.
- Deliver content focused on the SWE leadership competency model and creating or building upon a basic SWE knowledge foundation. In addition, the programming does not need to be exclusively SWE based to educate in these areas (e.g. ethics, strategic planning).
- Foster a sense of community among SWE members in the program
- Provide collegiates with exposure to leaders within SWE and allow them to expand their SWE network through conferences as well as guest speakers throughout the year.
- Create a pipeline for new SWE leaders who are familiar with the society and have experience working on improvement projects.

Beginner track will:

- Create and facilitate a leadership development-based curriculum for beginning collegiate leaders to build a foundation of SWE knowledge.
- Encourage beginner track participants to apply for the advanced track program and other SWE leadership positions.
- Beginner track content should be a baseline of SWE knowledge and/or leadership skills before entry to advanced track program.

Resources and References

Advanced Track will:

- Create and facilitate a leadership development-based curriculum for advanced collegiate leaders to build upon an existing foundation of SWE knowledge and their leadership competencies.
- Deliver content focused on excelling as a SWE collegiate leader and how to develop into a professional SWE leader.
- Provide collegiates with exposure to opportunities within SWE leadership.
- Encourage advanced track members to self-nominate for coordinator-elect beginner track position and other SWE leadership positions.
- Advanced track content should build upon leadership skills gained within the beginner track or through other leadership experience and be project based.
- Advanced track members will complete a project each fiscal year to solve a problem facing collegiate members.

Authority & Limitations Deliverables

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- SWE LDP Beginner Track Google Account - ldpbeginner@gmail.com
 - SWE LDP Advanced Track Google Account - ldpadvanced@gmail.com
 - SWE Advance Learning Center

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- Coordinators have no budget authority.

Track Coordinators & Coordinator Elects will:

- Complete kickoff call to introduce the program and provide an LDP overview
- Conduct monthly SWE education and leadership development calls; discretion may be used to conduct calls in July, the month of Society conference, December, and June if necessary.
- Provide assignments in between calls for the purposes of networking, professional/leadership development, conference preparation, and SWE leadership development.
- Recruit and select the annual class of participants with potential to grow their SWE knowledge and leadership abilities, with Advanced track including a focus on reaching out to the LDP beginner coordinator for recommended participants.
- Assist with the selection process for the following year's coordinator elects.

Membership

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- There will be one Coordinator and one Coordinator-Elect for each track in the LDP.
 - Track Coordinators will follow the standard progress for a two year term: one year as coordinator-elect and one year as coordinator.
 - All Coordinators and Coordinator-Elects will be selected through the standard Society committee chair process.

Criteria for Success

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- Coordinators are prepared to fulfill their duties in support of LDP participants.
 - Coordinators are well-informed regarding SWE leadership and governance and supported by SWE leadership.
 - Coordinators are able to rely on and collaborate with one another as well as special guests identified for monthly calls.

Report To

Collegiate Director

Duration

This charter shall be reviewed every other year (based on effective date) and updated as required.
