



Office of the Chair and Graduate Chair

## DPES 2012-3 Succession

From: William A. Gough, Chair, DPES

Date: March 27, 2012

The Dean announced recently that Professor Bernie Kraatz has agreed to chair the department starting July 1 2012. I am very pleased that Bernie has agreed to take on this task. I have worked with him since his arrival in the department last July. I have found him to be very supportive of the department and of me in the role of chair. He brings with him a rich experience from other universities but at the same time has also been careful to be respectful of the University of Toronto culture and practices. This combination in his leadership will enable further positive change in the department.

Over the next three months I will be involving Bernie in more of the quotidian details of the Chair's Office to allow him to become familiar with the operational aspects and strategic planning for the department. I will remain available to him after the July 1 transition in an advisory role for as long as he deems this beneficial. This will enable continuity for a number of critical issues as well as more general counsel on navigating the choppy waters sometimes found within and without a department. I personally benefited from having access to a previous chair (as of now we will discontinue the use of the term "the old chair"!) with Charles Dyer as part of my administrative team. I have developed mentoring relationships with many of you and I would be happy for these to continue if desired.

The final months of my chairship will not be a "lame duck" period. There are a number of initiatives I want to bring to full fruition prior to the end of June. It is not my intention to leave difficult decisions for my successor nor to create difficult circumstances in the waning days of my term!