

**RESOLUTION TO APPROVE THE UNIVERSITY SUCCESSION
MANAGEMENT PROGRAM**

WHEREAS, the Code of Virginia §2.2-1209 directs each public institution of higher education to prepare a succession plan for presentation to the board of visitors; and

WHEREAS, the Code always requires each agency to participate in a succession management training program offered by the state department of human resources; and

WHEREAS, the university's Division of Human Resources, through its HR Transformation Initiative, has developed a conceptual framework for a university succession management program; and

WHEREAS, the program consists of three planning domains: workforce development, leadership and executive development, and critical position planning; and

WHEREAS, the Division of Human Resources, during FY19, will refine the program components and begin implementation of the succession management program; now

THEREFORE, BE IT RESOLVED, that the Board of Visitors directs the President of the University, through the Vice President for Human Resources, to implement a university succession management program based upon the framework presented; and

BE IT FURTHER RESOLVED, that the Board of Visitors requests an annual update of the university succession management program and the university's progress towards implementing a program that addresses workforce development, critical position planning, and leadership and executive development.

RECOMMENDATION:

That the Board of Visitors approve the Resolution to the University Succession Management Program.

August 27, 2018