

PROGRESS REPORT

Working Group Name: Succession Planning

Working Group #: 34

Chair: Damon Slaydon

Date: February 25, 2022

Update on Actions Taken Since Last Report:

2/3/22 Hosted one, central kick-off meeting via Zoom to introduce the HR leadership team and give a high-level assessment of all HROE chapters in the accepted MGT recommendations.

2/16/22 High-level areas of focus identified for working group at the first meeting. Members were assigned homework:

- Socialize a list of prompts to provoke thought/consideration and be prepared to discuss at the next meeting
- Read thru resources provided by Dr. Welch to enhance understanding of our efforts

Next Major Issue to be Addressed:

1. Identify the scope and develop a method to select participants
2. Locate available training vs those that need to be developed/contracted
3. Assessment methods
4. Technology needs

Problems or Barriers Encountered and Solutions Identified:

None to report

Deliverables Completed:

None to report

Timeline for Completion of Remaining Deliverables:

3/17/2022: identify scope and theme relevant to succession planning at Texas A&M University (TAMU)

3/31/2022: review and assess programs and resources existing across TAMU landscape and unify efforts for succession planning

3/31/2022: benchmark industry and institutes of higher education models with elements conducive to implementing progressive and sustainable vision of succession planning program for TAMU

4/15/2022: identify fundamental approach to succession planning for TAMU staff and faculty

4/15/2022: determine practical approach to identify appropriate participants in succession planning

5/31/2022: initial draft of succession planning program for faculty

6/30/2022: initial draft of succession planning program for staff

7/30/2022: surveys and assessments