

**APPROVAL OF THE SUBMISSION OF THE  
UNIVERSITY SUCCESSION PLAN**

**WHEREAS**, Code of Virginia §2.2-1209 directs public institutions of higher education to prepare workforce planning, development, and succession plans for presentation to their boards of visitors and to share copies with the Commonwealth Department of Human Resource Management; and Department of Human Resources Management (“DHRM”);

**WHEREAS**, the DHRM developed *an annual* succession planning protocol in 2018 to track and manage key personnel and executive positions; and

**WHEREAS**, the university’s Office of Human Resources is monitoring hiring, training, and turnover programs to identify factors that may have an impact on our ability to recruit and retain the most talented and diverse faculty and staff possible;

**NOW THEREFORE, BE IT RESOLVED**, that the Board of Visitors approves the submission of the university’s 2022 workforce planning and development report to DHRM with a copy to the Secretary of Education.

*\*The university’s 2022 workforce planning and development report was provided as a pre-read*