

**RESOLUTION OF THE BOARD OF VISITORS OF
WILLIAM & MARY
APPROVING 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 (“DHRM”);

WHEREAS, the Department of Human Resources Management (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 2023 workforce planning and development report to DHRM with a copy to the Secretary of Education.

**The university’s 2023 workforce planning and development report was provided as a pre-read*