

PROGRESS REPORT

Working Group Name: Succession Planning

Working Group #: 34

Chair: Damon Slaydon

Date: March 23, 2022

Update on Actions Taken Since Last Report:

3/3/22 The working group was visited by President Banks who elaborated on her vision and strong support for succession planning and talent management at Texas A&M University.

Discussed the list of prompts assigned as homework from the last meeting.

Discussed the 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:

3/31/2022: 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 institutions 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