ITEM
SUCCESSION PLANNING

BACKGROUND:

To sustain and grow Minnesota State Colleges and Universities into the future, it is imperative that we fill the pipeline with high-performing people. To this end, the Human Resources Division is in the initial development of a succession planning framework to identify, develop, and promote leaders who can ensure the success of the system.

Objectives for the FY11 work plan include:

1. Promote importance and opportunities for succession planning
2. Identify definitions, key elements and parameters of a succession planning framework
3. Assess implications of retirements and competition for and development of system leadership in key/linchpin positions
4. Obtain input on best means of support, barriers, and readiness for succession planning

A copy of the FY11 Succession Committee work plan is attached.

To help set the context for a discussion on succession planning, a set of frequently asked questions (FAQs) adapted from William Rothwell's "Effective Succession Planning" (2005) can be accessed at http://www.hr.mnscu.edu/training_and_development/staff_development_ne.html

Date: *November 17, 2010*

FY11 Workplan –