



WILLIAM & MARY

CHARTERED 1693

ADMINISTRATION/ BUILDINGS & GROUNDS

September 27, 2018

ADMINISTRATION/BUILDINGS & GROUNDS

Primary Responsibilities:

- Administrative Policy
 - Human Resources
 - IT
 - Procurement
 - Restructuring
- Establishment of architectural standards for building and landscape design
- Oversight of the construction, renovation and maintenance of facilities
- Approval of Master Site Plans
- Approval of Capital Outlay Six-Year Plan
- Oversight of Building Official

COMPLETED PROJECTS

- McLeod Tyler Wellness Center
- Crim Dell
- Sunken Garden Walkway

MCLEOD TYLER WELLNESS CENTER

\$19,000,000

COMPLETED: AUGUST 2018

















CRIM DELL



SUNKEN GARDEN WALKWAY





PROJECTS UNDER CONSTRUCTION

- Landrum Hall
- West Utilities Plant

LANDRUM HALL

\$19,463,177

COMPLETION: OCTOBER 2018











WEST UTILITIES PLANT

\$30,264,000

COMPLETION: FEBRUARY 2019



SHENKMAN JEWISH CENTER



February 7, 2018

SHENKMAN JEWISH CENTER

William and Mary Real Estate Foundation











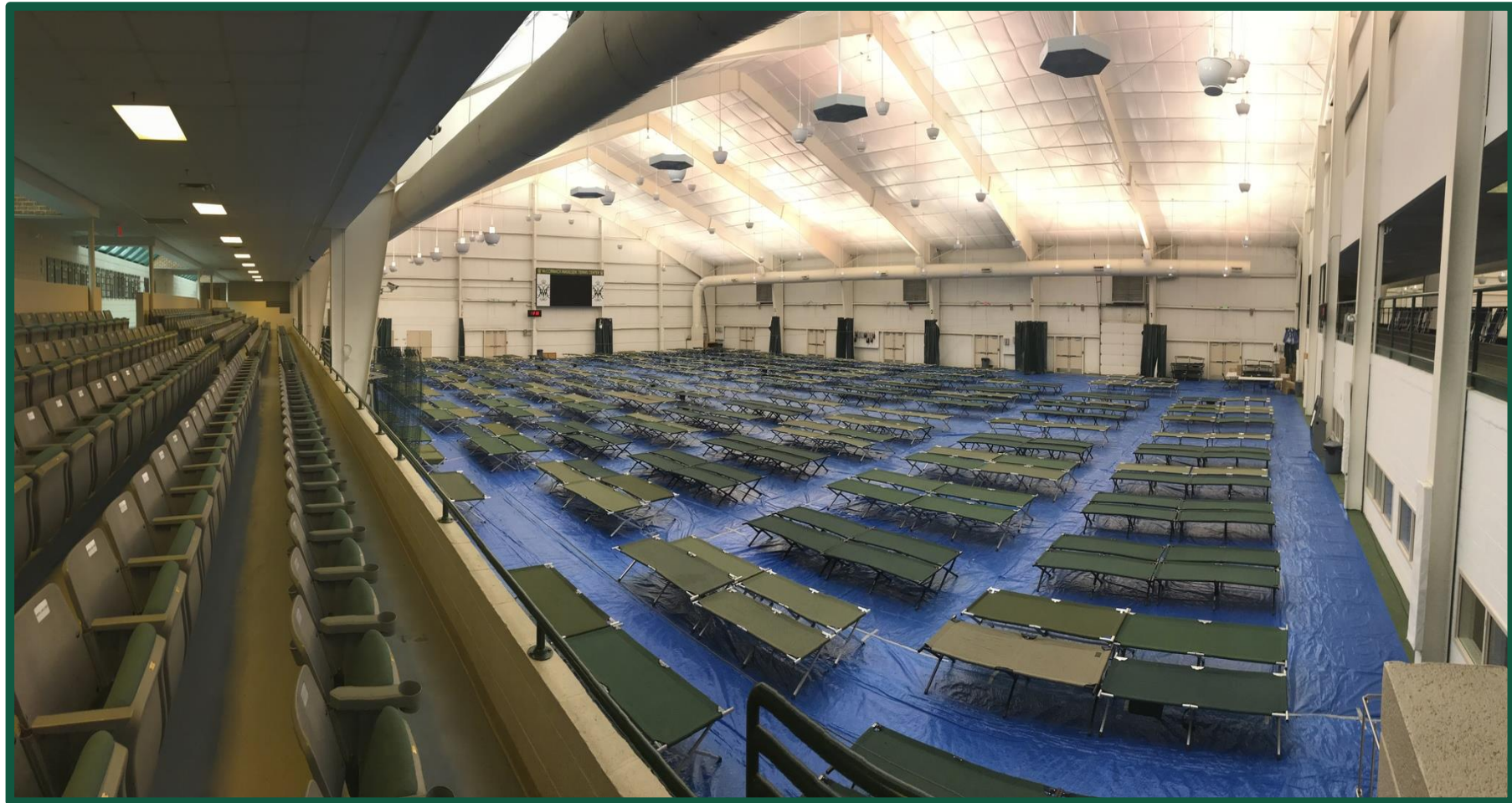
PROJECTS IN DESIGN

- Fine & Performing Arts Complex Phase I & II
- Alumni Center Renovation & Expansion

PROJECTS IN PREPLANNING

- Muscarelle Museum Renovation & Expansion
- Sadler Center West Addition
- Green & Gold Village Replacement/Renovation
- ISC 4

STATE MANAGED SHELTER (SMS)









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SUCCESSION PLANNING

John M. Poma

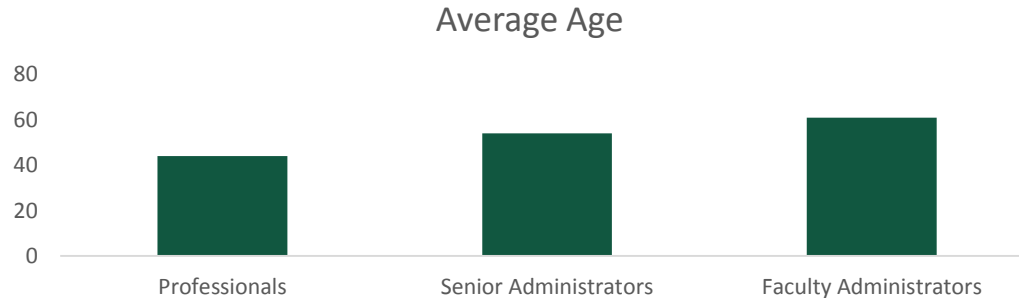
Chief Human Resources Officer

BACKGROUND

- Code of Virginia § 2.2-1209 directs public institutions of higher education to prepare succession plans for presentation to the Board of Visitors with a copy to the Commonwealth Department of Human Resource Management (“DHRM”).
- The plan template was designed by DHRM and requires approval by the BOV and signatures of the President and Chief Human Resources Officer.
- As directed by DHRM, the plan has a threefold focus: mission critical positions, employees nearing retirement; and executive positions.

KEY TRENDS

1. Professional/Executive retirements
 - Manageable at 2% to 3% (\approx 16-17/year).
2. Age distribution suggests that pace of non-faculty retirements will continue to increase in next 5 to 10 years since approximately 14% of the population is over the age of 60 at W&M and VIMS.
3. Risk of turnover due to nearing retirement is higher for Deans and Vice Provosts than it is for senior level administrators.



3 – TIER W&M APPROACH

1. Senior Leadership – committed to open and public searches to attract the best pool of candidates and promote and increase diversity of leadership.
 - 19 key executive positions
 - 9 Deans and Vice Provosts
2. Building strength within mid-level management to develop leadership depth.
 - Identified approximately 40 positions where retirements, and unplanned departures present a higher risk of disruption to university operations.
 - Developing plans to train potential leaders and provide them with relevant experience to step into mission critical roles.
3. Develop supervisory opportunities and job progression opportunities broadly for employees.
 - Supervisor and pre-supervisory programs
 - Leadership programs
 - Training and Development

RESOLUTIONS #22-26

- 9(C) Revenue Bond Program Participation: Renovate Dormitories (Landrum Hall)
- Declaring the Intention to Reimburse the Cost of Certain Expenditures: Renovated Dormitories/Landrum Hall
- 9(D) Debt Resolution of the Board of Visitors of the College of William and Mary Virginia College Building Authority Financing Authorization: Construct the Sadler Center West Addition
- Declaring the Intention to Reimburse the Cost of Certain Expenditures: Sadler Center West Addition
- University Succession Plan