

Policy Name:	Employee Succession		
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Policy Statement

The University recognizes that turnover and attrition are part of the natural evolution of every organization. The University recognizes the inherent and extrinsic value of promoting from within as the main foundation of its succession plan.

Policy Applies to

- This policy applies to all university staff.

Who Should Read this Policy

- All regular staff members

Contacts

Approval authority: Board of Governors, Governance and Human Resources Committee c/o Governance Office, 902-494- 8114, governance@nscad.ca, nscad.ca/policy.

Detail on policy meaning and application: Office of Human Resources.

Policy

The nature of NSCAD’s employee structure is small and does not provide for multi-layered staffing structure in most departments. This limited organization chart does not allow for the traditional approach to succession planning where more junior staff members are identified with the potential for development or growth into more senior Director, Vice Presidential, or Presidential Roles.

It is the shared and individual responsibility of all University leaders to ensure that staff are provided with the guidance and support to be successful in their current positions. Equally important is to identify, inform and assist staff who demonstrate the potential and interest to assume higher level positions within the University. This guide provides leaders and staff with the tools and information necessary to meet this objective through utilization of the Development Plan tool as identified in the Career Planning Component.

All staff are urged to consider future possible positions and are encouraged to work toward that achievement. The obtainment of an aspired position can never be guaranteed as it is dependent on many variables and the awarding of positions are ultimately determined by University policy and applicable collective agreements.