

**YALSA Board of Directors Meeting
ALA Annual Conference, Chicago
June 23 – 27, 2017**

Topic: Succession Plan Review

Background: When YALSA’s Succession Plan was approved by the Board in 2015, the Board delegated the task of annually reviewing and updating the plan, as needed, to the Executive Committee. With the recent change in focus of the Executive Committee, this task now reverts to the Board. Beth Yoke has provided some information below to guide the plan’s review. This proposal for the board’s consideration via virtual discussion in June 2017. In order to be entered into the official record of the organization, this document is presented as a consent item for the Board’s 2017 Annual Meeting.

Action Required: Consent

The Succession Plan can be found in YALSA’s Handbook at <http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/SuccessionPlan.pdf>

The YALSA logo and staff organization chart need updating. Other than that, what else in the document is no longer current, correct, or appropriate? In reviewing the plan, please consider the following questions:

1. Is any content out of date? If so, what specifically needs updating?
2. Since the document was approved in 2015, are there policies or practices from either ALA or YALSA that have been put into place that should be mentioned in this document?
3. Since the document was approved in 2015, are there any new resources or emerging industry practices in succession planning that should be considered? If so, what?
4. Are all the URLs functional? If not, what is the correct URL for the links that are not functioning?

Additional Resources

- Blending Nonprofit Succession Planning and Executive Transition: a Successful Case, <https://nonprofitquarterly.org/2017/03/23/succession-planning-executive-transition-non-profit/>
- Onboarding isn’t Enough, <https://hbr.org/2017/05/onboarding-isnt-enough>
- Annual 2015 board document #30, Succession Planning Policies & Procedures, http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/SuccessionPlanning_AN15.pdf