



Workforce and Organizational Effectiveness Committee Charter

Approved June 22, 2022

Purpose:

The Workforce and Organizational Effectiveness Committee is charged with assisting the Board of Trustees in fulfilling its oversight responsibilities in the arena of workforce policy and compensation. The board acknowledges to fulfill the mission of the organization, a high level of professionalism and commitment to student success is critical. It further holds that Minnesota State will endeavor to nurture a safe, inclusive, and supportive workplace for all faculty, staff, and student employees.

The Workforce and Organizational Effectiveness Committee shall not act on behalf of the board unless specifically delegated to do so by the board.

Committee Structure:

The Workforce and Organizational Effectiveness Committee of the board shall consist of no fewer than five and no more than seven members to be appointed by the chair of the board annually.

Authority:

The principal elements of the Charter of the Workforce and Organizational Effectiveness Committee are:

1. To provide advice and counsel to the chancellor and vice chancellor for human resources.
2. The preparation of an annual committee work plan that considers critical workforce and organizational effectiveness strategies (with an eye toward proactive innovation), such as:
 - a. Talent management (succession planning, staff/faculty development, diversity, and related)
 - b. Workforce trends
 - c. Organizational development
 - d. Recruitment and selection processes
 - e. Retention
3. Recommending employment contract (union) negotiation strategies and contract approvals.
4. Recommending employment plan (non-union) approvals.
5. Recommending selection of senior system executives (chancellor, vice chancellors, and college/university presidents).
6. Address additional matters deemed appropriate by the chancellor, vice chancellor for human resources, or the board.