



HUMAN RESOURCES COMMITTEE
APRIL 21, 2010
9:00 A.M.

BOARD ROOM
WELLS FARGO PLACE
30 7TH STREET EAST
SAINT PAUL, MN

Please note: Committee/Board meeting times are tentative. Committee/Board meetings may begin up to 45 minutes earlier than the times listed below if the previous committee meeting concludes its business before the end of its allotted time slot.

Committee Chair Ruth Grendahl calls the meeting to order.

- (1) **Minutes of March 17, 2010 (pp. 1-3)**
- (2) Human Resources Update
- (3) **Appointment of President of Lake Superior College (pp. 4-5)**
- (4) Staffing Report (pp. 6-17)
- (5) Follow-up to OLA Evaluation of the System Office (pp. 18-19)

Members

Ruth Grendahl, Chair
David Paskach, Vice Chair
Cheryl Dickson
Jacob Englund
Christopher Frederick
David Olson
Christine Rice
Scott Thiss

Bolded items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE
MEETING MINUTES
March 17, 2010**

Human Resources Committee Members Present: Ruth Grendahl, Chair; Cheryl Dickson; Jacob Englund; Christopher Frederick; David Olson; David Paskach; Christine Rice; Scott Thiss

Human Resources Committee Members Absent: NONE

Other Board Members Present: Duane Benson, Tom Renier, Louise Sundin, Terri Thomas, James Van Houten

Leadership Council Committee Members Present: Lori Lamb, Vice Chancellor for Human Resources, and Earl Potter, President, St. Cloud State University

The Minnesota State Colleges and Universities Human Resources Committee held its committee meeting on Wednesday, March 17, 2010, at Wells Fargo Place, 4th Floor, Board Room, 30 Seventh Street East, in St. Paul. Chair Grendahl called the meeting to order at 11:05 a.m.

1. MINUTES OF JANUARY 19, 2010

Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on January 19, 2010. The minutes were moved, seconded and passed without dissent.

2. HUMAN RESOURCES UPDATE

- For their information, Chair Grendahl provided two documents to the trustees with Office of the Chancellor staffing and union data. Vice Chancellor Lamb had testified the preceding day before the Senate Higher Education Committee referencing those documents and addressing legislators' budget issues and concerns from the perspective of personnel management.
- Vice Chancellor Lamb referenced the executive summary from the Labor Relations Summit held this past December.
- Vice Chancellor Lamb updated trustees on the current presidential searches. A finalist will be recommended at the April board meeting for Lake Superior College, and a presidential recommendation for Bemidji State University/Northwest Technical College will be presented at the May board meeting.

3. APPOINTMENT OF PRESIDENT OF INVER HILLS COMMUNITY COLLEGE

Chancellor McCormick stated that a nationwide search was initiated upon the announcement of President Cheryl Frank's retirement with the assistance of an executive search firm. Ann Wynia, president of North Hennepin Community College, chaired the search committee. Chancellor McCormick, members of the Board of Trustees and Cabinet interviewed three finalists. As a result of this process, Chancellor McCormick

recommended Timothy A. Wynes to be the next president of Inver Hills Community College.

The Human Resources Committee recommended that the Board of Trustees adopt the following motion:

The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints Timothy A. Wynes as the President of Inver Hills Community College, effective on July 1, 2010, subject to the completion of an employment agreement. The Board authorizes the Chancellor, in consultation with the Chair of the Board and Chair of the Human Resources Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the Personnel Plan for Minnesota State Colleges and Universities Administrators.

The motion was seconded and passed without dissent.

4. APPOINTMENT OF PRESIDENT OF NORTH HENNEPIN COMMUNITY COLLEGE

Chancellor McCormick stated that a nationwide search was initiated upon the announcement of President Ann Wynia's retirement with the assistance of an executive search firm. Cheryl Frank, president of Inver Hills Community College, chaired the search committee. Chancellor McCormick, members of the Board of Trustees and Cabinet interviewed two finalists. As a result of this process, Chancellor McCormick recommended John J. O'Brien to be the next president of North Hennepin Community College.

The Human Resources Committee recommended that the Board of Trustees adopt the following motion:

The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints John J. O'Brien as the President of North Hennepin Community College, effective on July 1, 2010, subject to the completion of an employment agreement. The Board authorizes the Chancellor, in consultation with the Chair of the Board and Chair of the Human Resources Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the Personnel Plan for Minnesota State Colleges and Universities Administrators.

The motion was seconded and passed without dissent.

5. HUMAN RESOURCES STRATEGIC PLAN FEEDBACK

Vice Chancellor Lamb stated that the human resources strategic planning process has been ongoing since last July and has included consultation with various constituent groups, as well as having branched out to conducting focus groups. As the result of this work, six goals have been identified. She invited trustees to provide their feedback on the goals. Several trustees provided their comments and input. In response to Trustee Englund's question about how the goals would be put into practice, Vice Chancellor Lamb stated that action plans are being developed with specific measureable objectives and timelines. A final report is anticipated to be completed by June 30, 2010.

6. FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE

Vice Chancellor Lamb stated that two issues were identified in the OLA report for Human Resources' attention—credentialing and classification. Efforts are underway to respond to these issues. For credentialing, an administrative work group has been created to identify potential ways in which the process can be improved; a targeted implementation date has not been identified at this time. With regard to classification, a project plan has been drafted to begin shifting more to campuses that have the training, ability and capacity to do so; systemwide implementation is anticipated for June 2010. Vice Chancellor Lamb stated that in terms of the OLA's recommendation for the board having more information, a staffing report will be provided at every board meeting to increase trustees' awareness of the staffing levels and changes in the Office of the Chancellor and the system.

Meeting adjourned at Noon.

Submitted by,
Vicki Schoenbeck, Recorder

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** April 21, 2010

Agenda Item: Appointment of President of Lake Superior College

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

Cite policy requirement, or explain why item is on the Board agenda:

Board Policy 4.2, Appointment of Presidents

Scheduled Presenter(s):

James McCormick, Chancellor
Lori Lamb, Vice Chancellor for Human Resources

Outline of Key Points:

It is anticipated that the Chancellor will recommend an individual for the presidency at Lake Superior College. Additional information will be provided in advance of the committee meeting.

Background Information:

The presidential semi-finalist interviews are being held on April 15, 2010, in the Office of the Chancellor.

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

BOARD ACTION

APPOINTMENT OF PRESIDENT OF LAKE SUPERIOR COLLEGE

1 **BACKGROUND**

2 It is anticipated that Chancellor McCormick will recommend an individual for the presidency at
3 Lake Superior College.

4
5 **RECOMMENDED COMMITTEE ACTION**

6 The Human Resources Committee recommends that the Board of Trustees adopts the following
7 motion.

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9 **RECOMMENDED MOTION**

10 The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints
11 _____ as president of Lake Superior College effective _____, subject to
12 the completion of an employment agreement. The Board authorizes the Chancellor, in
13 consultation with the Chair of the Board and Chair of the Human Resources Committee, to
14 negotiate and execute an employment agreement in accordance with the terms and conditions of
15 the Personnel Plan for Minnesota State Colleges and Universities Administrators.

16
17 *Date of Adoption:* *April 21, 2010*

18 *Date of Implementation:*

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** April 21, 2010

Agenda Item: Staffing Report

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

Cite policy requirement, or explain why item is on the Board agenda:

This is an extension of the response to the OLA report from Human Resources.

Scheduled Presenter(s):

Lori Lamb, Vice Chancellor for Human Resources

Outline of Key Points:

- Staffing levels in Office of the Chancellor
- Staffing changes in the Office of the Chancellor

Background Information:

During the discussion at the March 2010 board committee meeting, trustees were interested in having more information with regard to staffing in the Office of the Chancellor. Consequently, Vice Chancellor Lamb stated that a staffing report will be presented at every committee meeting.

1 **BOARD OF TRUSTEES**
2 **MINNESOTA STATE COLLEGES AND UNIVERSITIES**
3

INFORMATION ITEM
STAFFING REPORT

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7 **Background:**
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9 The Human Resources Division produces a Demographic Report for the Minnesota State
10 Colleges and Universities on an annual basis. The Board of Trustees has expressed an interest in
11 receiving more frequent staffing reports at the Board meetings throughout the year. Vice
12 Chancellor Lamb and the Staffing Unit have developed reports for review and discussion by the
13 Trustees. Those reports break down Full Time Equivalent employment for fiscal years 2007,
14 2008, 2009 and 2010, to date. The data is displayed in three tables:
15

- 16 ○ By Employee Group/Bargaining Unit and Funding Source
- 17
- 18 ○ By Institution and Funding Source
- 19
- 20 ○ By Sector and Employee Group/Bargaining Unit
- 21

22 The data for each fiscal year includes summer session employment for the summer in which the
23 fiscal year began. The FY 2010 data includes summer session FTE from the summer of 2009,
24 and is, therefore, comparable to the data from the preceding years in that respect.
25

26 Vice Chancellor Lamb will provide her analysis of the data and respond to questions from the
27 trustees.
28

29
30 *Date: April 21, 2010*

Minnesota State Colleges and Universities
Employment Trends By Employee Group And Funding
In Full Time Equivalents (FTE)
* FY 2010 Data as of April 1, 2010

Sum Of FTE By Employee Group	2007	2008	2009	2010 *
Adjuncts, Intermittent and Temporary				
General Fund	385.54	378.98	386.07	322.62
Non-General Fund	39.61	37.80	39.81	38.22
Adjuncts, Intermittent and Temporary Total	425.15	416.78	425.88	360.84
Administrators and Managers				
General Fund	539.97	552.78	572.81	569.97
Non-General Fund	28.42	30.19	33.98	35.83
Administrators and Managers Total	568.39	582.97	606.79	605.80
AFSCME Clerical Support				
General Fund	1,579.37	1,590.49	1,604.49	1,575.80
Non-General Fund	200.30	197.85	201.35	193.68
AFSCME Clerical Support Total	1,779.67	1,788.34	1,805.84	1,769.48
AFSCME Crafts				
General Fund	238.18	239.36	243.62	234.48
Non-General Fund	37.01	37.91	41.02	41.98
AFSCME Crafts Total	275.19	277.27	284.64	276.46
AFSCME Health Care Non-Prof.				
General Fund	1.61	1.65	1.75	1.58
Non-General Fund	5.86	6.27	6.63	6.97
AFSCME Health Care Non-Prof. Total	7.47	7.92	8.38	8.55
AFSCME Service				
General Fund	652.45	674.20	680.37	669.97
Non-General Fund	126.82	130.78	131.59	132.47
AFSCME Service Total	779.27	804.98	811.96	802.44
AFSCME Technical				
General Fund	455.77	464.13	468.30	471.07
Non-General Fund	66.00	58.08	63.08	64.68
AFSCME Technical Total	521.77	522.21	531.38	535.75
College Faculty				
General Fund	4,073.29	4,153.28	4,236.93	4,305.00
Non-General Fund	518.26	510.90	484.79	491.67
College Faculty Total	4,591.55	4,664.18	4,721.72	4,796.67
Confidential Employees				
General Fund	190.93	191.75	202.28	198.23
Non-General Fund	2.95	3.02	3.06	3.05
Confidential Employees Total	193.88	194.77	205.34	201.28
Health Treatment Prof.				
General Fund	0.39	0.52	0.35	0.74
Non-General Fund	2.95	2.60	2.41	3.26
Health Treatment Prof. Total	3.34	3.12	2.76	4.00
MAPE General Prof.				
General Fund	1,224.60	1,333.62	1,453.63	1,468.97
Non-General Fund	246.42	246.91	257.05	257.83
MAPE General Prof. Total	1,471.02	1,580.53	1,710.68	1,726.80

Minnesota State Colleges and Universities
Employment Trends By Employee Group And Funding
In Full Time Equivalents (FTE)
* FY 2010 Data as of April 1, 2010

Sum Of FTE By Employee Group				
	2007	2008	2009	2010 *
Middle Mgt. Supervisory				
General Fund	363.31	378.81	390.34	389.69
Non-General Fund	59.34	63.77	69.50	75.00
Middle Mgt. Supervisory Total	422.65	442.58	459.84	464.69
Mn Engineers Council				
General Fund	6.40	6.50	6.56	6.01
Non-General Fund	0.49	0.50	0.50	1.55
Mn Engineers Council Total	6.89	7.00	7.06	7.56
Mn Nurses Association				
General Fund	2.78	3.43	3.73	4.16
Non-General Fund	9.99	7.72	8.75	8.26
Mn Nurses Association Total	12.77	11.15	12.48	12.42
University Administrative Faculty				
General Fund	495.14	516.29	556.51	561.37
Non-General Fund	125.98	126.34	137.49	140.30
University Administrative Faculty Total	621.12	642.63	694.00	701.67
University Faculty				
General Fund	3,255.26	3,319.51	3,344.55	3,236.96
Non-General Fund	13.86	15.25	19.47	26.86
University Faculty Total	3,269.12	3,334.76	3,364.02	3,263.82
Grand Total	14,949.25	15,281.19	15,652.77	15,538.23

Minnesota State Colleges and Universities
Employment Trends By Institution And Funding
In Full Time Equivalents (FTE)

* FY 2010 Data as of April 1, 2010

Sum Of FTE By Institution				
	2007	2008	2009	2010 *
Alex TC				
General Fund	219.60	220.20	222.84	215.12
Non-General Fund	0.79	0.00		
Alex TC Total	220.39	220.20	222.84	215.12
Anoka TC				
General Fund	145.35	156.13	154.89	166.66
Non-General Fund	19.76	20.42	20.59	21.46
Anoka TC Total	165.11	176.55	175.48	188.12
Anoka/Ramsey				
General Fund	385.09	399.47	427.86	452.54
Non-General Fund	11.85	15.03	17.61	19.67
Anoka/Ramsey Total	396.94	414.50	445.47	472.21
Bemidji St				
General Fund	495.55	491.30	498.54	493.23
Non-General Fund	51.24	49.29	48.02	46.68
Bemidji St Total	546.79	540.59	546.56	539.91
Central Lake				
General Fund	262.46	261.08	266.73	271.86
Non-General Fund	11.03	12.19	13.07	13.52
Central Lake Total	273.49	273.27	279.80	285.38
Century Coll				
General Fund	575.76	614.67	642.49	666.46
Non-General Fund	14.52	14.88	14.84	16.69
Century Coll Total	590.28	629.55	657.33	683.15
Dakota Co TC				
General Fund	239.75	235.12	236.78	241.03
Non-General Fund	27.14	19.39	19.02	16.60
Dakota Co TC Total	266.89	254.51	255.80	257.63
Fond du Lac				
General Fund	103.33	105.67	99.20	102.16
Non-General Fund	0.50	0.10	0.84	0.68
Fond du Lac Total	103.83	105.77	100.04	102.84
Hennepin TC				
General Fund	336.39	344.15	346.03	354.14
Non-General Fund	73.07	78.03	78.14	71.89
Hennepin TC Total	409.46	422.18	424.17	426.03
Hibbing Coll				
General Fund	152.40	153.64	156.53	148.38
Non-General Fund	10.47	10.94	12.94	10.96
Hibbing Coll Total	162.87	164.58	169.47	159.34
Inver Hills				
General Fund	307.26	320.99	333.11	341.14
Non-General Fund	6.36	4.50	5.26	5.41
Inver Hills Total	313.62	325.49	338.37	346.55
Itasca CC				
General Fund	104.66	105.58	103.92	98.13
Non-General Fund	8.80	9.95	16.44	16.82
Itasca CC Total	113.46	115.53	120.36	114.95

Minnesota State Colleges and Universities
Employment Trends By Institution And Funding
In Full Time Equivalents (FTE)

* FY 2010 Data as of April 1, 2010

Sum Of FTE By Institution				
	2007	2008	2009	2010 *
Lak Superior				
General Fund	305.26	319.96	333.89	307.82
Non-General Fund	10.11	11.36	15.14	14.60
Lak Superior Total	315.37	331.32	349.03	322.42
Mesabi CC/TC				
General Fund	93.04	98.37	93.35	86.32
Non-General Fund	33.08	33.86	38.62	35.99
Mesabi CC/TC Total	126.12	132.23	131.97	122.31
Metro State				
General Fund	543.10	568.97	604.37	593.96
Non-General Fund	7.03	8.60	17.37	26.55
Metro State Total	550.13	577.57	621.74	620.51
Minn West				
General Fund	252.83	255.38	246.88	241.06
Non-General Fund	6.42	5.17	4.96	6.04
Minn West Total	259.25	260.55	251.84	247.10
MN State CTC				
General Fund	173.26	188.77	202.31	207.57
Non-General Fund	311.85	304.63	290.37	299.06
MN State CTC Total	485.11	493.40	492.68	506.63
MnSCU System				
General Fund	350.99	367.85	395.12	397.34
Non-General Fund	25.15	25.80	24.22	25.34
MnSCU System Total	376.14	393.65	419.34	422.68
Mpls TC/CC				
General Fund	537.27	541.00	560.25	579.36
Non-General Fund	50.04	45.63	42.76	39.82
Mpls TC/CC Total	587.31	586.63	603.01	619.18
MSC-SE Tech				
General Fund	106.96	109.04	106.41	104.35
Non-General Fund	58.73	60.46	67.18	73.52
MSC-SE Tech Total	165.69	169.50	173.59	177.87
MSU Moorhead				
General Fund	711.40	723.64	719.99	689.69
Non-General Fund	53.73	53.42	58.59	56.14
MSU Moorhead Total	765.13	777.06	778.58	745.83
MSU, Mankato				
General Fund	1,347.10	1,379.94	1,392.44	1,335.50
Non-General Fund	114.72	116.78	129.11	133.76
MSU, Mankato Total	1,461.82	1,496.72	1,521.55	1,469.26
N. Hennepin				
General Fund	360.51	373.01	385.08	393.41
Non-General Fund	8.70	7.89	9.80	15.27
N. Hennepin Total	369.21	380.90	394.88	408.68
NE Serv Unit				
General Fund	8.85	9.10	9.66	10.22
Non-General Fund	3.24	3.35	0.57	
NE Serv Unit Total	12.09	12.45	10.23	10.22

Minnesota State Colleges and Universities
Employment Trends By Institution And Funding
In Full Time Equivalents (FTE)

* FY 2010 Data as of April 1, 2010

Sum Of FTE By Institution				
	2007	2008	2009	2010 *
Normandale				
General Fund	526.06	539.90	563.67	572.94
Non-General Fund	12.35	11.06	9.84	11.20
Normandale Total	538.41	550.96	573.51	584.14
Northland				
General Fund	217.90	212.03	215.76	198.64
Non-General Fund	101.89	101.35	98.43	97.86
Northland Total	319.79	313.38	314.19	296.50
Northwest TC				
General Fund	74.50	80.93	82.49	85.87
Northwest TC Total	74.50	80.93	82.49	85.87
Pine City TC				
General Fund	82.30	83.52	87.33	85.53
Non-General Fund	11.22	9.80	10.45	12.87
Pine City TC Total	93.52	93.32	97.78	98.40
Rainy River				
General Fund	45.27	44.22	36.78	30.82
Non-General Fund	2.85	2.84	2.98	2.39
Rainy River Total	48.12	47.06	39.76	33.21
Ridgewater				
General Fund	243.68	242.35	245.59	234.69
Non-General Fund	96.92	102.00	107.23	102.52
Ridgewater Total	340.60	344.35	352.82	337.21
Riverland				
General Fund	263.28	265.96	263.30	261.07
Non-General Fund	0.06	0.03	0.43	0.21
Riverland Total	263.34	265.99	263.73	261.28
Rochester				
General Fund	426.27	425.16	447.17	451.30
Non-General Fund	17.20	16.21	15.52	17.78
Rochester Total	443.47	441.37	462.69	469.08
SCSU				
General Fund	1,440.92	1,474.82	1,528.28	1,491.32
Non-General Fund	103.94	107.36	113.86	118.80
SCSU Total	1,544.86	1,582.18	1,642.14	1,610.12
So Central				
General Fund	246.31	259.59	283.40	264.35
Non-General Fund	57.67	51.04	27.27	26.03
So Central Total	303.98	310.63	310.67	290.38
Southwest St				
General Fund	376.17	370.70	359.69	350.09
Non-General Fund	25.92	26.80	28.20	26.32
Southwest St Total	402.09	397.50	387.89	376.41
St Paul Coll				
General Fund	316.05	324.77	341.99	343.83
Non-General Fund	14.60	14.62	14.22	15.99
St Paul Coll Total	330.65	339.39	356.21	359.82

Minnesota State Colleges and Universities
Employment Trends By Institution And Funding
In Full Time Equivalents (FTE)
* FY 2010 Data as of April 1, 2010

Sum Of FTE By Institution				
	2007	2008	2009	2010 *
StCloudTC/CC				
General Fund	269.14	290.30	300.56	301.01
Non-General Fund	12.03	8.30	8.34	6.17
StCloudTC/CC Total	281.17	298.60	308.90	307.18
Vermilion CC				
General Fund	57.06	61.53	57.45	53.79
Non-General Fund	18.13	18.73	17.95	15.50
Vermilion CC Total	75.19	80.26	75.40	69.29
Winona State				
General Fund	761.91	786.49	800.16	793.92
Non-General Fund	91.15	94.08	100.30	101.50
Winona State Total	853.06	880.57	900.46	895.42
Grand Total	14,949.25	15,281.19	15,652.77	15,538.23

Minnesota State Colleges and Universities
Employment Trends By Sector and Employee Group
In Full Time Equivalents (FTE)
* FY 2010 Data as of April 1, 2010

Sum of FTE by Sector and Employee Group				
	2007	2008	2009	2010 *
Colleges				
Adjuncts, Intermittent and Temporary	256.69	244.79	250.91	214.19
Administrators and Managers	302.38	310.23	324.69	326.28
AFSCME Clerical Support	997.77	1,010.99	1,025.89	1,009.84
AFSCME Crafts	120.33	119.76	125.14	123.85
AFSCME Health Care Non-Prof.	1.61	1.65	1.75	1.51
AFSCME Service	427.24	447.05	448.58	440.78
AFSCME Technical	367.64	372.05	377.18	377.35
College Faculty	4,591.55	4,663.79	4,721.72	4,796.67
Confidential Employees	104.11	102.49	110.58	109.12
Health Treatment Prof.	0.37	0.52	0.35	0.74
MAPE General Prof.	981.25	1,049.30	1,127.62	1,130.93
Middle Mgt. Supervisory	294.70	309.81	317.32	323.92
Mn Nurses Association	3.54	2.48	2.78	2.91
University Administrative Faculty		0.05		
University Faculty	0.05	0.39		
Colleges Total	8,449.23	8,635.35	8,834.51	8,858.09
System Office				
Adjuncts, Intermittent and Temporary	2.07	0.47	0.56	0.08
Administrators and Managers	103.83	106.57	109.19	110.65
AFSCME Clerical Support	30.11	32.68	34.68	33.52
AFSCME Technical	13.02	11.90	12.75	14.18
College Faculty		0.39		
Confidential Employees	33.70	34.31	34.72	33.13
MAPE General Prof.	178.07	190.43	210.10	213.41
Middle Mgt. Supervisory	15.34	16.90	17.34	17.71
System Office Total	376.14	393.65	419.34	422.68
Universities				
Adjuncts, Intermittent and Temporary	166.39	171.52	174.41	146.57
Administrators and Managers	162.18	166.17	172.91	168.87
AFSCME Clerical Support	751.79	744.67	745.27	726.12
AFSCME Crafts	154.86	157.51	159.50	152.61
AFSCME Health Care Non-Prof.	5.86	6.27	6.63	7.04
AFSCME Service	352.03	357.93	363.38	361.66
AFSCME Technical	141.11	138.26	141.45	144.22
Confidential Employees	56.07	57.97	60.04	59.03
Health Treatment Prof.	2.97	2.60	2.41	3.26
MAPE General Prof.	311.70	340.80	372.96	382.46
Middle Mgt. Supervisory	112.61	115.87	125.18	123.06
Mn Engineers Council	6.89	7.00	7.06	7.56
Mn Nurses Association	9.23	8.67	9.70	9.51
University Administrative Faculty	621.12	642.58	694.00	701.67
University Faculty	3,269.07	3,334.37	3,364.02	3,263.82
Universities Total	6,123.88	6,252.19	6,398.92	6,257.46
Grand Total	14,949.25	15,281.19	15,652.77	15,538.23

Office of the Chancellor – FTE and Headcount by Division

	March 1, 2010			April 1, 2010	
DIVISION	FTE	Head Count	DIVISION	FTE	Head Count
ASA	93.80	93	ASA	94.80	94.00
Board of Trustees	2.00	2	Board of Trustees	2.00	2.00
Presidents	32.00	32	Presidents	32.00	32.00
Chancellor's Office	4.00	4	Chancellor's Office	4.00	4.00
Diversity & Multiculturalism	6.50	7	Diversity & Multiculturalism	6.50	7.00
Finance	64.75	64	Finance	64.75	64.00
Foundation	3.00	3	Foundation	3.00	3.00
General Counsel	8.00	8	General Counsel	8.00	8.00
Government Relations	4.00	4	Government Relations	4.00	4.00
Human Resources	28.38	29	Human Resources	28.38	29.00
Internal Audit	10.00	10	Internal Audit	10.00	10.00
ITS	165.17	166	ITS	166.17	167.00
Public Affairs	6.00	6	Public Affairs	6.00	6.00
Total	427.60	428	Total	429.60	430.00

Office of the Chancellor – Base Appropriation Funding by FTE

DIVISION	March 1, 2010	April 1, 2010
ASA	34.12	34.12
Board of Trustees	2.00	2.00
Presidents		
Chancellor's Office	4.00	4.00
Diversity & Multiculturalism	2.25	2.25
Finance	17.58	17.58
Foundation	3.00	3.00
General Counsel	5.55	5.55
Government Relations	2.00	2.00
Human Resources	7.91	7.96
Internal Audit	5.65	5.65
ITS	5.12	4.94
Public Affairs	3.70	3.71
Total	92.88	92.76

Human Resources Division

Office of the Chancellor – Shared Services Funding by FTE

	March 1, 2010			
DIVISION	Base Appropriation	Campus Chargeback	Grant	Other Revenue
ASA	24.60		5.40	1.80
Board of Trustees				
Presidents				
Chancellor's Office				
Diversity & Multiculturalism	4.25			
Finance	26.43			12.36
Foundation				
General Counsel	2.45			
Government Relations	2.00			
Human Resources	18.22	2.00		
Internal Audit	3.35			
ITS	159.43			
Public Affairs	2.30			
Total	243.03	2.00	5.40	14.16

	April 1, 2010			
DIVISION	Base Appropriation	Campus Chargeback	Grant	Other Revenue
ASA	24.60		6.40	1.80
Board of Trustees				
Presidents				
Chancellor's Office				
Diversity & Multiculturalism	4.25			
Finance	26.43			12.36
Foundation				
General Counsel	2.45			
Government Relations	2.00			
Human Resources	18.12	2.00		
Internal Audit	3.35			
ITS	160.73			
Public Affairs	2.29			
Total	244.22	2.00	6.4	14.16

Human Resources Division

Office of the Chancellor – Systemwide Funding by FTE

	March 1, 2010						
DIVISION	Base Appropriation	Presidents	Grant	Misc	Other Revenue	Retirement	Revenue
ASA	1.00	1.00	18.98	1.00	5.70		0.20
Board of Trustees							
Presidents		32.00					
Chancellor's Office							
Diversity & Multiculturalism							
Finance		4.47	0.90				3.00
Foundation							
General Counsel							
Government Relations							
Human Resources						0.30	
Internal Audit		1.00					
ITS			0.50				
Public Affairs							
Total	1.00	37.47	20.38	1.00	5.70	0.30	3.20

	April 1, 2010						
DIVISION	Base Appropriation	Presidents	Grant	Misc	Other Revenue	Retirement	Revenue
ASA	1.00	1.00	18.98	1.00	5.70		0.20
Board of Trustees							
Presidents		32.00					
Chancellor's Office							
Diversity & Multiculturalism							
Finance		4.47	0.90				3.00
Foundation							
General Counsel							
Government Relations							
Human Resources						0.30	
Internal Audit		1.00					
ITS			0.50				
Public Affairs							
Total	1.00	37.47	20.38	1.00	5.70	0.30	3.20

Human Resources Division

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** April 21, 2010

Agenda Item: Follow-up to OLA Evaluation of the System Office

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

Cite policy requirement, or explain why item is on the Board agenda:

Chair Olson has delegated assignments to various committees to follow-up on the recommendations from the program evaluation conducted by the OLA.

Scheduled Presenter(s):

Lori Lamb, Vice Chancellor for Human Resources

Outline of Key Points:

- Credentialing
- Classifications

Background Information:

This item was heard initially at the March 2010 board committee meeting. Updates will continue to be discussed at every committee meeting until the assignments for human resources are completed.

1 **BOARD OF TRUSTEES**
2 **MINNESOTA STATE COLLEGES AND UNIVERSITIES**
3

INFORMATION ITEM
FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE

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6
7 Vice Chancellor Lamb will report on progress made with regard to credentialing and
8 classification, two areas of human resources which were noted in the OLA report as needing
9 attention.

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11
12 *Date: April 21, 2010*