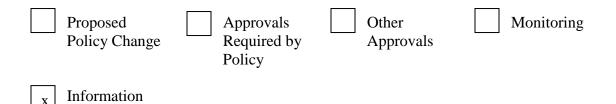# MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES

Agenda Item Summary Sheet

Committee: Human Resources Committee   **Date of Meeting:** June 15, 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.

INFORMATION ITEM

FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE

1   Vice Chancellor Lamb continues her report on progress made with regard to classification
2   delegation and credentialing, areas assigned to the Human Resources Committee.
3
4   Information on shared services has been provided through the Finance Committee, and Human
5   Resources continues to partner in that effort.
6
7
8   *Date: June 16, 2010*

Progress Update from the Credentialing Task Force

Background

Concerns regarding flexibility and timeliness of decisions have been raised related to the college faculty credentialing process. Colleges have also expressed an interest in having the decision making process for unlimited faculty hires at the campus level.   A task force on credentialing was formed in March 2010 to consider the recommendations from college presidents along with the recommendations on credentialing from the OLA audit of the system office.

The Task Force

The task force includes college and Office of the Chancellor members from academic affairs and human resources. The task force is being facilitated by a consultant from Insight Solutions Group, Inc.

Progress Update

The task force has set forth six primary recommendations for consideration.

Recommendations include:

- Bringing the decision making process closer to the campus
- Continuing the current system established minimum qualifications, but including some flexibility for in-field determinations.
- New concept for managing hiring in emerging/cutting edge fields.
- Eliminating or refining currently required forms.
- Continuing the use of the Salary and Credentialing On-line System.
- An acknowledgement that it is necessary to fully and openly vet all recommendations with vested stakeholders, including presidents, the MSCF, and academic administrators.

Implementation timelines are still under discussion.

The task force will continue to meet to develop a more comprehensive outline of the recommendations, next steps, and formalize communication channels.