

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE
MEETING MINUTES
April 21, 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: Dan McElroy, Tom Renier, 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, April 21, 2010, at Wells Fargo Place, 4th Floor, Board Room, 30 Seventh Street East, in St. Paul. Chair Grendahl called the meeting to order at 9:07 a.m.

1. MINUTES OF MARCH 17, 2010

Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on March 17, 2010. The minutes were moved, seconded and passed without dissent.

2. HUMAN RESOURCES UPDATE

- Vice Chancellor Lamb reported that human resources strategic planning efforts are continuing; action plans are being developed to allow us to report on results regularly. It is anticipated that a complete report will be presented to the board in June or July.
- Vice Chancellor Lamb further reported that a conversation with the labor unions has been scheduled on May 7, 2010, at St. Cloud State University. The focus of the discussions will be on future workforce needs.
- A new process for presidential evaluations is in progress with a consultant working to help us more appropriately define presidential success measurements and to make a more meaningful development process. The consultant has completed interviews with presidents and some trustees, as well as having conducted focus groups. Currently they are creating two online tools to use in this process—a presidential evaluation template and a 360 feedback instrument that will be used to help with presidential development. It will be completed in June and rolled out to the presidents at a June retreat.
- Vice Chancellor Lamb announced that there will be a spring conference for systemwide human resources staff on April 22-23 that will include professional development and training opportunities, as well as working on the strategic plan.

- The presidential appointment for Bemidji State University and Northwest Technical College is anticipated for the May board meeting, and the appointment for the executive director of internal auditing is anticipated in June. After these searches are complete, Vice Chancellor Lamb stated that she will review the process, look at ways to economize and recommend changes.

3. APPOINTMENT OF PRESIDENT OF LAKE SUPERIOR COLLEGE

Chancellor McCormick stated that a nationwide search was initiated upon the announcement of President Kathy Nelson's retirement with the assistance of an executive search firm. Don Suppala, president of Rochester Community and Technical 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 Patrick M. Johns to be the next president of Lake Superior College.

Before the motion was read, Chair Grendahl recognized Arun Goyal who requested to address the board. He wished to bring his concerns to the committee's attention, not about President Johns, but about the current culture at Lake Superior College and the need to have a leader with a longterm vision for the 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 Patrick M. Johns as the President of Lake Superior 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. STAFFING REPORT

Vice Chancellor Lamb stated that in response to the OLA's evaluation of the system office, more information on staffing is being provided to the board. She explained the various charts in the staffing report provided in the board packet and responded to questions from the trustees.

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

Vice Chancellor Lamb stated that in addition to the staffing report previously discussed, efforts are underway to respond to the issues on credentialing and classification delegation. The administrative group addressing the credentialing issues is working to identify potential ways in which this process can be improved. They will include consultation with the Minnesota State College Faculty on this issue. For classification delegation, a project plan is underway; training is being developed; and pilot campuses are being identified for delegation of classification decisions.

Vice Chancellor Lamb talked about current discussions on improving efficiencies and effectiveness through regionalization or shared services. Another effort in progress is the development of a report that will summarize accomplishments in the Human Resources division over the past year.

Meeting adjourned at 10:00 a.m.

Submitted by,
Vicki Schoenbeck, Recorder