

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

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** September 15, 2010

Agenda Item: Report on Board Early Separation Incentive for FY2010

- 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 4.11, Board Early Separation Incentive Program

Scheduled Presenter(s):
Lori Lamb, Vice Chancellor for Human Resources

Outline of Key Points:

- Payments made in FY2010

Background Information:
Board Policy 4.11 provides the authority for the system to offer Board Early Separation Incentives and requires an annual report to the legislature concerning paid out incentives. Attached is a report with excerpted data from the legislative report for the board to view.

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

INFORMATION ITEM
REPORT ON BOARD EARLY SEPARATION INCENTIVE FOR FY2010

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7 **BACKGROUND:**
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9 Board Policy 4.11 provides the authority for the system to offer Board Early Separation Incentives
10 (BESI) in order to reduce salary and benefit obligations in anticipation of reduced state funding;
11 reallocate resources to departments and programs in response to changing needs or strategic
12 objectives; or achieve other cost savings or efficiencies. The policy further requires an annual
13 reporting requirement to the board and to the legislature concerning board early separation incentives
14 paid.
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16 Attached is a document on payments made in FY2010 that has been prepared exclusively for
17 reporting to the board.
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19 *Date: September 15, 2010*

Board Early Separation Incentives (BESI)					
Payments Made in FY10 and Cost Savings Realized in FY11					
			FY11 Cost Savings due to:		
	FY10 BESIs	FY10 BESI	Not Filling	Replacement	Reassignment
College/University:	Offered/Accepted:	Payments:	Positions:	at Lower Cost:	of Position:
Alexandria Tech. & Comm. College	1	\$5,500	\$39,500	\$0	\$0
Anoka Technical College	9	\$362,367	\$540,234	\$18,400	\$0
Anoka Ramsey Community College	3	\$150,658	\$230,391	\$0	\$23,200
Bemidji State University	14	\$460,671	\$42,992	\$108,133	-\$4,681
Hibbing Community College	2	\$69,287	\$62,504	\$38,531	\$0
Itasca Community College	1	\$20,000	\$55,810	\$0	\$0
Lake Superior College	7	\$296,576	\$309,057	\$204,717	\$0
Mesabi Comm. & Tech. College	1	\$20,000	\$0	\$11,162	\$36,000
Minnesota West Comm. & Tech. College	1	\$83,859	\$0	\$0	\$0
MSU, Moorhead	25	\$1,108,835	\$863,887	\$163,543	\$13,350
MSU, Mankato	12	\$726,179	\$588,477	\$112,177	\$25,080
Northland Comm. & Tech. College	6	\$135,676	\$117,265	\$59,850	\$0
Ridgewater College	10	\$331,773	\$439,971	\$104,265	\$0
Riverland Community College	1	\$42,992	\$0	\$59,497	\$0
Southwest Minnesota State University	2	\$54,815	\$0	\$35,142	\$0
Vermilion Community College	1	\$39,871	\$89,067	\$0	\$0
Winona State University	17	\$730,517	\$76,183	\$139,915	\$0
Totals:	113	\$4,639,576	\$3,455,338	\$1,055,332	\$92,949