

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE
MEETING MINUTES
March 15, 2011**

Human Resources Committee Members Present: Clarence Hightower, Chair; Thomas Renier, Vice Chair; Cheryl Dickson; David Paskach; Christine Rice; Scott Thiss

Human Resources Committee Member Absent: Dan McElroy

Other Board Members Present: Jacob Englund; Alfredo Oliveira; Louise Sundin; 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 Tuesday, March 15, 2011, at Wells Fargo Place, 4th Floor, Board Room, 30 Seventh Street East, in St. Paul. Chair Hightower called the meeting to order at 3:15 p.m.

1. MINUTES OF JANUARY 18, 2011

Chair Hightower called for the motion to approve the minutes of the Human Resources Committee meeting on January 18, 2011. The minutes were moved, seconded and passed without dissent.

2. HUMAN RESOURCES UPDATE

Vice Chancellor Lamb provided an update on the two committee goals: contract negotiations and succession planning. Contract negotiations work is done in the context of the closed sessions. It is anticipated that there will be a closed session with trustees in April. Work on succession planning continues. We are working with presidents to identify individuals for the executive development program. Final reports on both goals will be presented in May or June.

3. UPDATE ON SEARCHES

Vice Chancellor Lamb reported on the open presidencies. A call for nominations has gone out for the interim presidency at Southwest Minnesota State University. Searches for the Anoka alignment, Century College and Saint Paul College are at the campus level. Dates of campus interviews can be found at the individual institutions' web sites. Semifinalist interviews are scheduled for March 31, April 6 and 7 in the Office of the Chancellor. Chair Hightower recommended that trustees let Inge Chapin know if they are interested in participating in those interviews. We anticipate that there will be four recommendations coming to the board in April.

4. DEMOGRAPHIC REPORT

Substantial changes have been made to the report to make it more analytical and not just data. Vice Chancellor Lamb acknowledged the work of Jim Lee and the partnership with Craig Schoenecker and his staff in Academic and Student Affairs. Trustees provided comments that will be helpful for future reporting.

5. CHANCELLOR SEARCH PROCESS DEBRIEFING

Chair Hightower opened the discussion to receive feedback from trustees on the chancellor search process. Comments were categorized as follows:

- Continuous Improvement
 - Social gatherings could have been hosted better; would prefer nicer hotel or other setting; consider our own location (referring to the events on February 1)
 - More people met the candidates before the trustees
 - Good recruitment (spouse/partner) is important
 - With the criteria given, need good screening
 - Appoint transition team earlier in the process before candidates come in for interview
 - Evaluate the search firm
 - Composition of search advisory committee – include more business people and outstate representation
 - Schedule longer interview time with the candidates over more days
- Not Within Our Control For This Search
 - Bad weather in December for hotel interviews (some candidates were not able to come in person; interviews had to be conducted via audio and video)
- Further Legislative Change to Consider
 - Open meeting law was restrictive; advocate for change
 - Making candidates public (timing)
 - Ability to hold an executive session to discuss candidates without the public and media

Meeting adjourned at 4:20 p.m.

Submitted by,
Vicki Schoenbeck, Recorder