

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE
MEETING MINUTES
May 18, 2011**

Human Resources Committee Members Present: Clarence Hightower, Chair; Thomas Renier, Vice Chair; Cheryl Dickson; Dan McElroy; David Paskach; Christine Rice (via phone conference); Scott Thiss

Human Resources Committee Member Absent: None

Other Board Members Present: Duane Benson; Jacob Englund; Christopher Frederick; Phil Krinkie; James Van Houten; Michael Vekich

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, May 18, 2011, at Wells Fargo Place, 4th Floor, Board Room, 30 Seventh Street East, in St. Paul. Chair Hightower called the meeting to order at 11:15 a.m.

1. MINUTES OF APRIL 19, 2011

Chair Hightower called for the motion to approve the minutes of the Human Resources Committee meeting on April 19, 2011. The minutes were moved, seconded and passed without dissent.

2. HUMAN RESOURCES UPDATE

Vice Chancellor Lamb reported that progress is continuing on the board goals— negotiations and succession planning. Conversations are on track with regard to negotiations. A full report on the accomplishments in the area of succession planning will be presented in June. One of the accomplishments includes the creation of the executive development program, which will be implemented next year.

Dr. Ann Valentine, President of Minnesota State Community and Technical College, notified Chancellor McCormick that she has accepted a position at another higher education institution out of state effective July 1, 2011. A call for nominations for interim president has been issued. It is anticipated that the Chancellor will bring his recommendation to the board in June for the appointment of an interim president. It is expected that an interim president will be in place on July 1, 2011.

The spring HR conference was held in April. Individuals discussed progress on the HR strategic plan, workforce planning and more.

3. CHANCELLOR'S EVALUATION TIMELINE

Since last month's discussion and at Chair Hightower's request, the timeline for Chancellor McCormick's evaluation has been simplified. Vice Chancellor Lamb explained each step of the process. She clarified that the closed session, which is

scheduled on June 8, is for the full board and that the Chancellor will be present at the beginning of the meeting. He will leave the meeting to allow trustees to have a conversation about the overall evaluation. Chair Thiss will summarize that discussion which will be read at the board meeting. Vice Chancellor further clarified that it is the Human Resources committee's purpose to set the evaluation process for the chancellor, and it is the full board that participates in the evaluation discussion.

4. PROPOSED AMENDMENTS TO BOARD POLICY 4.8 – EMERITUS STATUS (FIRST READING)

Vice Chancellor Lamb reviewed the history of the emeritus policy. It is being revisited at this time to accomplish the board's intent to have a policy with more substance and to make the conference of the emeritus status unique and meaningful. She shared research findings, which had been done by HR staff, on how other institutions confer emeritus. Revisions to the policy, along with adding new language, have been proposed in the policy for the trustees' consideration. Based on the trustees' discussion, Vice Chancellor Lamb will make adjustments to the policy and bring it back for its second reading in June.

Meeting adjourned at 12:10 p.m.

Submitted by,
Vicki Schoenbeck, Recorder