

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

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

Human Resources Committee Member Absent: Dan McElroy; David Paskach

Other Board Members Present: Duane Benson; Jacob Englund (via phone); Christopher Frederick; Phil Krinkie; Louise Sundin; 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 Tuesday, January 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 3:15 p.m.

1. MINUTES OF NOVEMBER 17, 2010

Chair Hightower called for the motion to approve the minutes of the Human Resources Committee meeting on November 17, 2010. 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. Work on succession planning will focus on the position of president in an effort to identify and develop a pool of candidates who will compare favorably to external candidates.

3. UPDATE ON SEARCHES

Vice Chancellor Lamb reported that a call for nominations was sent out for individuals who are interested in the interim president position at Southwest Minnesota State University. Searches are underway for the Anoka alignment, Saint Paul College and Century College presidential positions. One consultant is handling all three searches; recruitment is underway. Recommendations for these positions are anticipated for late spring. She deferred a report on the chancellor search to the full Board meeting.

4. DELEGATION TO THE BOARD CHAIR TO NAME CHANCELLOR FINALISTS

This item was deleted from the agenda.

5. EMERITUS RECOGNITION

Before making his recommendations for emeritus status, Chancellor McCormick stated that it may be appropriate to review Policy 4.8, Emeritus Status, at a future date. He proceeded to present his recommendation for conferring presidential emeritus status on Larry Shellito, who previously served as president at Alexandria Technical and Community College from 1995-2003, and Anne Weyandt, who served as president at Anoka Technical College from 2001-2010.

The Human Resources Committee recommended that the Board of Trustees adopt the following motion:

The Human Resources Committee recommends that, upon the recommendation of Chancellor James H. McCormick, the Board of Trustees hereby confer emeritus status upon Larry Shellito, Alexandria Technical and Community College, and Anne Weyandt, Anoka Technical College.

The motion passed without dissent.

Chair Hightower opened the discussion about reviewing the policy. After hearing from trustees, he asked Vice Chancellor Lamb to put parameters around this discussion and provide more details at a future committee meeting after the policy has been reviewed.

6. PERFORMANCE PAY DISCUSSION

Chair Hightower asked for trustees' views whether to continue performance pay provisions in executive employment agreements. Following a lengthy discussion, the Human Resources Committee recommended that the Board of Trustees adopts the following motion:

The Human Resources Committee recommends that the Board of Trustees supports the continued use of performance pay incentives for the chancellor, vice chancellors and presidents based on attainment of specific goals, in addition to the appropriate base salary.

The motion passed without dissent.

7. CLOSED SESSION ON BARGAINING

Due to the lateness in the day, the decision was made to move the closed session to the end of the board meeting on January 19.

Meeting adjourned at 4:50 p.m.

Submitted by,
Vicki Schoenbeck, Recorder