

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

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** November 16, 2011

Agenda Item: Board Committee Goals

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

Cite policy requirement, or explain why item is on the Board agenda:
At the Board's request

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

- Outline of Key Points:**
- Provide leadership and support in the development and implementation of human resources shared services initiatives across the system

Background Information:
Each board committee was asked to present their goal or goals at the November board meeting.

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

INFORMATION ITEM
BOARD COMMITTEE GOALS

1 **BACKGROUND**

2
3 Proposed Goal:

4
5 **Provide leadership and support in the development and implementation of human**
6 **resources shared services initiatives across the system.**

7
8 **Description:**

9
10 Considerable work has been done to create system-wide understanding and acceptance for a
11 shared services approach to providing HR services. This work is ongoing.

12
13 The actions to achieve this goal involve implementing real and measurable instances of shared
14 services across the system wherein efficiencies are created and overhead costs are reduced,
15 without reduction in service levels. Assessments will be made regarding the return on
16 investment of larger scale initiatives which may require resources (e.g. system modifications,
17 automation, equipment, etc). Greater tracking and communication of shared service efforts,
18 small and large, will begin.

19
20 **Outcome:** Ten or more initial cross-campus projects will be identified, implemented,
21 measured and tracked. Project successes will be communicated and celebrated and the shared
22 services culture will be advanced within the HR community. As HR vacancies occur,
23 opportunities to share services will be pursued in greater number.

24
25 **Targeted Completion:** Identification and scope of initial projects will be complete by
26 January 2012. Tracking and measurement of shared service instances will be ongoing. Plan
27 for project expansion and new projects will be developed in late spring 2012.

28
29
30
31 *Presented to Board:*

November 16, 2011