

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
HUMAN RESOURCES COMMITTEE  
MINUTES  
April 17, 2013**

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*Human Resources Committee Members Present: Thomas Renier, Chair; David Paskach, Vice Chair; Margaret Anderson Kelliher, Alexander Cirillo, Clarence Hightower, and Maria Peluso*

*Human Resources Committee Members Absent: Alfredo Oliveira*

*Other Board Members Present: Ann Anaya, Brett Anderson, Duane Benson, Cheryl Dickson, Dawn Erlandson, Philip Krinkie, Louise Sundin and Michael Vekich*

*Leadership Council Committee Members Present: Steven Rosenstone, Chancellor; Mark Carlson, Vice Chancellor for Human Resources*

The Minnesota State Colleges and Universities Human Resources Committee held a committee meeting on April 17, 2013, in the McCormick Room, 30 Seventh Street East, St. Paul. Chair Renier called the meeting to order at 10:50 AM.

**1. MINUTES OF MARCH 20, 2013**

*Chair Renier called for the motion to approve the minutes of the Human Resources Committee meeting on March 20, 2013. The minutes were moved, seconded and passed without dissent.*

**2. APPROVAL OF MINNESOTA STATE COLLEGE FACULTY CONTRACT**

Vice Chancellor Carlson summarized the terms of the tentative agreement between Minnesota State Colleges and Universities and the Minnesota State College Faculty in their 2011-13 labor contract. Tentative agreement was reached on March 6, 2013, and ratification was completed on April 12, 2013. The tentative agreement was brought forward to the Board of Trustees for approval before moving on for legislative approval.

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

*The Board of Trustees approve the terms of the 2011-2013 labor agreement between Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) and authorize Chancellor Steven Rosenstone to sign the agreement on behalf of the Board of Trustees.*

The motion passed without dissent.

**3. APPROVAL OF MINNESOTA STATE COLLEGES AND UNIVERSITIES PERSONNEL PLAN FOR ADMINISTRATORS**

Vice Chancellor Carlson presented an overview of the proposed changes to the Plan, some of which included:

- Elimination of the lump sum incentive pay for the chancellor, vice chancellors and presidents
- No increases in salary ranges for the chancellor, vice chancellors or presidents

- 2% salary range schedule increase for administrators other than the chancellor, vice chancellors and presidents
- Proposed administrator increases fall well below those which were negotiated in the faculty contracts as well as those negotiated by MMB

Chancellor Rosenstone pointed out that merit increases will be based on performance. All current contracts with respect to presidents and vice chancellors will be honored with regard to performance pay; however, future contracts will not include performance incentive pay.

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

*The Board of Trustees approve the MnSCU Personnel Plan for Administrators for 2011-2013, and authorize the chancellor and his designees to take all measures they deem appropriate to secure legislative approval to implement the Plan.*

The motion passed without dissent.

Chair Renier recessed the meeting at 11:15 AM. They reconvened at 2:00 PM.

**4. APPROVAL OF INTERIM PRESIDENT OF DAKOTA COUNTY TECHNICAL COLLEGE**

Chancellor Rosenstone stated that he met with the Dakota County Technical College community soon after President Ron Thomas announced his plans to retire on June 30, 2013, to outline the process that would be used to search for a permanent president and to answer any of their questions. He assured them that he is committed to continue building on the success of the college and to ensure that DCTC is well positioned for the future. He went on to say that Inver Hills Community College and Dakota County Technical College have entered into exciting and productive collaborative partnerships and share a single chief financial officer. He stated that there has been no discussion of a merger or about formally aligning the colleges. The focus has been on the appointment of an interim president and making plans for a permanent president, a search for which will begin this fall. At the campus visit, Chancellor Rosenstone discussed the qualities of an interim president and wanting someone internal to the system who could assume leadership on July 1 to assure a smooth transition. As a result following a thorough consultative process, Chancellor Rosenstone recommended Tim Wynes, the current president of Inver Hills Community College, to serve as interim president of Dakota County Technical College. President Wynes will continue duties at Inver Hills Community College during this appointment.

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

*The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoints Tim Wynes as interim president for Dakota County Technical College effective July 1, 2013, subject to the completion of an employment agreement. The board authorizes the chancellor, in consultation with the chair of the board and chair of the Human Resources Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the MnSCU Personnel Plan for Administrators.*

The motion passed without dissent.

- 5. APPROVAL OF INTERIM VICE CHANCELLOR OF ACADEMIC AND STUDENT AFFAIRS**  
Chancellor Rosenstone stated that upon Doug Knowlton's announcement to leave his position as vice chancellor of academic and student affairs, an internal search commenced for an interim vice chancellor. Although a number of good individuals were nominated and applied, Chancellor Rosenstone consulted as appropriate and was convinced that the best person for the position was one who had not applied. As a result, John O'Brien, current president at North Hennepin Community College, was recommended by Chancellor Rosenstone to serve as the interim vice chancellor for academic and student affairs.

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

*The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint John O'Brien as interim vice chancellor of academic and student affairs effective June 1, 2013, subject to the completion of an employment agreement. The board authorizes the chancellor, in consultation with the chair of the board and chair of the Human Resources Committee, to negotiate and execute an employment agreement in accordance with the terms and conditions of the MnSCU Personnel Plan for Administrators.*

The motion passed without dissent.

Meeting adjourned at 2:25 PM.

Submitted by,  
Vicki Tschida, Recorder