



**HUMAN RESOURCES COMMITTEE
MAY 22, 2013
12:45 P.M.**

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
McCORMICK ROOM, FOURTH FLOOR
30 7TH STREET EAST
SAINT PAUL, MN**

In addition to board members attending in person, additional board members will participate by telephone.

Committee Chair Thomas Renier calls the meeting to order.

- (1) Minutes of April 17, 2013 (pp. 1-3)**
- (2) Appointment of Acting President of North Hennepin Community College (pp. 4-5)**

Members

Thomas Renier, Chair
David Paskach, Vice Chair
Margaret Anderson Kelliher
Alexander Cirillo
Clarence Hightower
Alfredo Oliveira
Maria Peluso

Bolded items indicate action required.

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

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

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

Agenda Item Summary Sheet

Committee: Human Resources Committee

Date of Meeting: May 22, 2013

Agenda Item: Appointment of Acting President of North Hennepin Community College

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

Cite policy requirement, or explain why item is on the Board agenda:

Board Policy 4.2, Appointment of Presidents

Scheduled Presenter(s):

Steven Rosenstone, Chancellor

Outline of Key Points:

It is anticipated that the chancellor will recommend an individual for the position of acting president of North Hennepin Community College.

Background Information:

At the last board meeting, the Board of Trustees approved the appointment of John O'Brien as interim vice chancellor of academic and student affairs effective June 1, 2013. It then became necessary for Chancellor Rosenstone to search for an acting president of North Hennepin Community College to serve during President O'Brien's absence.

BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD ACTION

APPROVAL OF ACTING PRESIDENT OF
NORTH HENNEPIN COMMUNITY COLLEGE

1 **BACKGROUND**

2 At their meeting on April 17, 2013, the Board of Trustees approved the appointment of John
3 O'Brien as interim vice chancellor of academic and student affairs effective June 1, 2013. It then
4 became necessary for Chancellor Rosenstone to search for an acting president of North Hennepin
5 Community College to serve during President O'Brien's absence. It is anticipated that
6 Chancellor Rosenstone will recommend an individual for this position.

7
8 **RECOMMENDED COMMITTEE ACTION**

9 The Human Resources Committee recommends that the Board of Trustees adopt the following
10 motion.

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12 **RECOMMENDED MOTION**

13 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint
14 _____ as acting president of North Hennepin Community College effective June 1,
15 2013, subject to the completion of an employment agreement. The board authorizes the
16 chancellor, in consultation with the chair of the board and chair of the Human Resources
17 Committee, to negotiate and execute an employment agreement in accordance with the terms and
18 conditions of the MnSCU Personnel Plan for Administrators.

19
20 *Date of Board Action: May 22, 2013*

21 *Date of Approval: May 22, 2013*

22 *Date of Implementation: June 1, 2013*