

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE
MINUTES
July 23, 2014**

Human Resources Committee Members Present: Thomas Renier, Chair; Margaret Anderson Kelliher, Alexander Cirillo, Dawn Erlandson, David Paskach and Louise Sundin

Human Resources Committee Member Absent: Philip Krinkie

Other Board Members Present: Ann Anaya, Cheryl Dickson, Alfredo Oliveira and Maria Peluso

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

The Minnesota State Colleges and Universities Human Resources Committee held a committee meeting on July 23, 2014, in the McCormick Room, 30 Seventh Street East, St. Paul. Chair Renier called the meeting to order at 10:05 a.m.

1. MINUTES OF SPECIAL MEETING ON JUNE 18, 2014

Chair Renier called for the motion to approve the minutes of the Human Resources Committee meeting on June 18, 2014. The minutes were moved, seconded and passed without dissent.

2. APPROVAL OF MINNESOTA STATE COLLEGE FACULTY BARGAINING 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 2013-15 labor contract. Tentative agreement was reached on June 4, 2014, and ratification was completed on July 7, 2014. 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 approves the terms of the 2013-15 labor agreement between Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) and authorizes Chancellor Rosenstone to sign the agreement on behalf of the Board of Trustees.

The motion passed without dissent.

3. APPROVAL OF MNSCU PERSONNEL PLAN FOR ADMINISTRATORS

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

- Requiring board approval for a chancellor employment contract, changes to a contract, salary setting or additional enumeration determination.
- Restructure the Health Reimbursement Account by increasing the amount from \$600 to \$800 per year, matching the IFO's contribution rate.
- Clarify the vacation leave transfer language for temporary administrative appointments.
- Authorize unpaid leave of absence from current administrative position up to one year to facilitate acceptance of a new administrative position within the system.
- Recalibrate severance formula to avoid excessive severance payments.
- Restructure the Expense Reimbursement section for clarity. Add new student loan reimbursement stipend of up to \$2500 per year as a recruitment and retention benefit, similar to the Minnesota Nurse Association benefit.
- Allow relocation expenses for individuals re-employed after a break in service of one year or more.
- Allow chancellor or vice chancellor for human resources to elect provision from MAPE supplemental agreement to apply to system office administrator (institution type election procedure). No substantive enhancement in the benefit.
- Provide for salaries of athletic directors or assistant athletic directors with head coaching responsibilities for Division I sports.

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

The Board of Trustees approves the MnSCU Personnel Plan for Administrators for 2013-15, and authorizes the chancellor and his designees to take all measures they deem appropriate to secure the legislative approval to implement the Plan.

The motion passed without dissent.

Meeting adjourned at 10:35 a.m.

Submitted by,
Pa Yang, Recorder