

Charter of the Board of Trustees Human Resources Committee

March 16, 2016

Purpose:

The Human Resources Committee is charged with assisting the Board of Trustees in fulfilling its oversight responsibilities in the arena of personnel policy and compensation. The board acknowledges that to fulfill the mission of the organization, a high level of professionalism and commitment to student success is critical. It further holds that MnSCU will endeavor to nurture a safe, inclusive, and supportive workplace for all faculty, staff, and student employees.

Committee Structure:

The Human Resources Committee of the board shall consist of no fewer than five and no more than seven members to be appointed by the chair of the board annually.

Authority:

The principal elements of the Charter of the Human Resources Committee are:

1. To provide advice and counsel to the chancellor and vice chancellor for Human Resources.
2. The preparation of an annual committee work plan that considers critical Human Resources strategic components (with an eye toward proactive innovation), such as:
 - a. Talent pipeline (succession planning, staff/faculty development, diversity, etc.)
 - b. Workforce trends
 - c. Organizational development
 - d. Search and recruitment processes
 - e. Retention
3. Recommending employment contract (union) negotiation strategies and contract approvals.
4. Recommending employment plan (non-union) approvals.
5. Recommending selection of senior system executives (chancellor, vice chancellors, and college/university presidents).
6. Address additional matters deemed appropriate by the chancellor, vice chancellor for human resources, or the board.

The Human Resources Committee shall not act on behalf of the board unless specifically delegated to do so by the board.