

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE
MEETING MINUTES
March 17, 2010**

Human Resources Committee Members Present: Ruth Grendahl, Chair; Cheryl Dickson; Jacob Englund; Christopher Frederick; David Olson; David Paskach; Christine Rice; Scott Thiss

Human Resources Committee Members Absent: NONE

Other Board Members Present: Duane Benson, Tom Renier, Louise Sundin, Terri Thomas, James Van Houten

Leadership Council Committee Members Present: Lori Lamb, Vice Chancellor for Human Resources, and Earl Potter, President, St. Cloud State University

The Minnesota State Colleges and Universities Human Resources Committee held its committee meeting on Wednesday, March 17, 2010, at Wells Fargo Place, 4th Floor, Board Room, 30 Seventh Street East, in St. Paul. Chair Grendahl called the meeting to order at 11:05 a.m.

1. MINUTES OF JANUARY 19, 2010

Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on January 19, 2010. The minutes were moved, seconded and passed without dissent.

2. HUMAN RESOURCES UPDATE

- For their information, Chair Grendahl provided two documents to the trustees with Office of the Chancellor staffing and union data. Vice Chancellor Lamb had testified the preceding day before the Senate Higher Education Committee referencing those documents and addressing legislators' budget issues and concerns from the perspective of personnel management.
- Vice Chancellor Lamb referenced the executive summary from the Labor Relations Summit held this past December.
- Vice Chancellor Lamb updated trustees on the current presidential searches. A finalist will be recommended at the April board meeting for Lake Superior College, and a presidential recommendation for Bemidji State University/Northwest Technical College will be presented at the May board meeting.

3. APPOINTMENT OF PRESIDENT OF INVER HILLS COMMUNITY COLLEGE

Chancellor McCormick stated that a nationwide search was initiated upon the announcement of President Cheryl Frank's retirement with the assistance of an executive search firm. Ann Wynia, president of North Hennepin Community College, chaired the search committee. Chancellor McCormick, members of the Board of Trustees and Cabinet interviewed three finalists. As a result of this process, Chancellor McCormick

recommended Timothy A. Wynes to be the next president of Inver Hills Community College.

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

The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints Timothy A. Wynes as the President of Inver Hills Community College, effective on July 1, 2010, 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 Personnel Plan for Minnesota State Colleges and Universities Administrators.

The motion was seconded and passed without dissent.

4. APPOINTMENT OF PRESIDENT OF NORTH HENNEPIN COMMUNITY COLLEGE

Chancellor McCormick stated that a nationwide search was initiated upon the announcement of President Ann Wynia's retirement with the assistance of an executive search firm. Cheryl Frank, president of Inver Hills Community College, chaired the search committee. Chancellor McCormick, members of the Board of Trustees and Cabinet interviewed two finalists. As a result of this process, Chancellor McCormick recommended John J. O'Brien to be the next president of North Hennepin Community College.

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

The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints John J. O'Brien as the President of North Hennepin Community College, effective on July 1, 2010, 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 Personnel Plan for Minnesota State Colleges and Universities Administrators.

The motion was seconded and passed without dissent.

5. HUMAN RESOURCES STRATEGIC PLAN FEEDBACK

Vice Chancellor Lamb stated that the human resources strategic planning process has been ongoing since last July and has included consultation with various constituent groups, as well as having branched out to conducting focus groups. As the result of this work, six goals have been identified. She invited trustees to provide their feedback on the goals. Several trustees provided their comments and input. In response to Trustee Englund's question about how the goals would be put into practice, Vice Chancellor Lamb stated that action plans are being developed with specific measureable objectives and timelines. A final report is anticipated to be completed by June 30, 2010.

6. FOLLOW-UP TO OLA EVALUATION OF THE SYSTEM OFFICE

Vice Chancellor Lamb stated that two issues were identified in the OLA report for Human Resources' attention—credentialing and classification. Efforts are underway to respond to these issues. For credentialing, an administrative work group has been created to identify potential ways in which the process can be improved; a targeted implementation date has not been identified at this time. With regard to classification, a project plan has been drafted to begin shifting more to campuses that have the training, ability and capacity to do so; systemwide implementation is anticipated for June 2010. Vice Chancellor Lamb stated that in terms of the OLA's recommendation for the board having more information, a staffing report will be provided at every board meeting to increase trustees' awareness of the staffing levels and changes in the Office of the Chancellor and the system.

Meeting adjourned at Noon.

Submitted by,
Vicki Schoenbeck, Recorder