

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
HUMAN RESOURCES COMMITTEE
MEETING MINUTES
May 19, 2010**

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

Human Resources Committee Members Absent: David Paskach

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

Leadership Council Committee Members Present: Lori Lamb, Vice Chancellor for Human Resources, and Jim Johnson, President, Minnesota State College-Southeast Technical

The Minnesota State Colleges and Universities Human Resources Committee held its committee meeting on Wednesday, May 19, 2010, at Wells Fargo Place, 4th Floor, Board Room, 30 Seventh Street East, in St. Paul. Chair Grendahl called the meeting to order at 11:40 a.m.

1. MINUTES OF APRIL 21, 2010

Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on April 21, 2010. The minutes were moved, seconded and passed without dissent.

2. HUMAN RESOURCES UPDATE

- Vice Chancellor Lamb reported that human resources strategic planning efforts are nearing completion.
- Vice Chancellor Lamb further reported that a productive conversation with all bargaining units was held on May 7, 2010, at St. Cloud State University. More conversations are planned in the future.
- Work on presidential evaluation and development continues. This new approach to the presidential evaluation process for Fiscal Year 2011 will include a better understanding of the context that each president works with on their campus and an in-depth look at presidential and campus goals for the year. There will be measurable components in the evaluation to support the board's accountability concerns.
- The legislature passed a State Early Retirement Incentive at the end of their 2010 session. A document is available upon request that compares this new optional legislation with the MnSCU Board Early Separation Incentive. The BES I has been working very effectively for system employees.

- Vice Chancellor Lamb provided an update on executive searches. The executive director of internal auditing is expected to be appointed at the June board meeting, in addition to the appointment of an interim president for Anoka-Ramsey Community College and other potential interim appointments for the system.
- A Request for Proposal has been submitted for a consultant to assist the board in the search for a new chancellor. Proposals are due by June 14, 2010. Trustees stated the need to have a discussion on the types of characteristics they wish to look for in a new chancellor before a consultant selection is made, if at all. It was proposed that the board meet for two hours in a separate meeting during the June board meeting—June 15 or 16.

3. APPOINTMENT OF PRESIDENT OF BEMIDJI STATE UNIVERSITY AND NORTHWEST TECHNICAL COLLEGE

Chancellor McCormick stated that a nationwide search was initiated upon the announcement of President Jon Quistgaard's retirement with the assistance of an executive search firm. Roland Barden, President Emeritus of Minnesota State University Moorhead, 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 Richard A. Hanson to be the next president of Bemidji State University and Northwest Technical College.

After the motion was made and seconded but before it was passed, Trustee Van Houten expressed his concerns and objections over the interview process and the fact that all trustees do not have the opportunity to be part of the candidate interviews. Chair Grendahl acknowledged his issues and commented on the challenges of the open meeting law requirements.

After the aforementioned discussion, 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 Richard A. Hanson as the President of Bemidji State University and Northwest Technical College, effective on July 12, 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 passed without dissent.

4. CHANCELLOR'S EVALUATION PROCESS

Chair Grendahl brought attention to the chancellor's evaluation timeline which was in the board packet. By board policy, the Office of Internal Auditing in the Office of the Chancellor administers the survey. Trustees asked if they could take an initial look at the survey instrument. John Asmussen responded that he would provide a draft copy for the trustees following the board meeting. It was further requested that the trustees meet prior

to completing the survey so that they are consistent in their understanding of the expectations.

5. STAFFING REPORT

As a continuation of the staffing reports that have been developed for review and discussion by the trustees, updated information was provided in the board packet. There was no discussion.

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

Vice Chancellor Lamb stated that efforts continue to be underway on credentialing and classification issues as identified in the OLA report.

Meeting adjourned at 12:30 p.m.

Submitted by,
Vicki Schoenbeck, Recorder