

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

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

***Human Resources Committee Members Absent:** Jacob Englund*

***Other Board Members Present:** Dan McElroy, 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 Tuesday, January 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 2:00 p.m.

1. MINUTES OF NOVEMBER 17, 2009

Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on November 17, 2009. The minutes were moved, seconded and passed without dissent.

2. HUMAN RESOURCES UPDATE

- Vice Chancellor Lamb reported that the human resources strategic planning efforts are underway and scheduled to conclude by June 30, 2010.
- The Labor Relations Summit was held on December 17-18, 2009, at St. Cloud State University, which was a first-time event aimed at assisting in the development of effective, long-term labor relations strategies for future bargaining. There were approximately 120 participants. Discussion focused on what the future learning environment will look like and how to prepare ourselves to meet those challenges.
- Vice Lamb reported on the status of the current presidential searches for Bemidji State University, Inver Hills Community College, Lake Superior College and North Hennepin Community College. She acknowledged that work has been done to address Trustee Van Houten's issues related to needing more information on the search processes.
 - More in-depth information has been included in the action sheet of the board packet.
 - A web site has been created for accessible information, and the web address will be communicated to the all board members for their ease of access.
 - In consultation with Trustees Olson and Grendahl, Vice Chancellor Lamb reported that if trustees are interested in attending and observing interviews on campuses, they can request permission from Chair Olson,

and he will respond to those requests to insure we do not run into open public meeting issues. Any input can be provided to the three designated trustees who participate in the interview process.

- We will continue to have the Board of Trustees represented by three trustees in the interview process at the Office of the Chancellor.

3. APPOINTMENT OF VICE CHANCELLOR FOR INFORMATION TECHNOLOGY

Trustee Grendahl provided background for the search. Chancellor McCormick stated that upon the announcement of Ken Niemi's retirement as vice chancellor for information technology in the Office of the Chancellor, a nationwide search was conducted with the assistance of an executive search firm. Robert Musgrove, president of Pine Technical College, chaired the search committee. Chancellor McCormick, members of the Board of Trustees and Cabinet, as well as student leadership, interviewed three finalists. Also, public forums were held where employees from the Office of the Chancellor and chief information officers heard from each candidate. As a result of this process, Chancellor McCormick recommended Darrel S. Huish as the next vice chancellor for information technology.

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 Darrel S. Huish as the vice chancellor for information technology, effective on a date to be negotiated with the Chancellor, 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. DEMOGRAPHIC REPORT FOR FY 2009

Vice Chancellor Lamb stated that the demographic report is intended as a quick reference for anyone needing demographic information regarding the Minnesota State Colleges and Universities workforce. She highlighted several areas in the demographic report for FY 2009—breakdown of employees, employee separations, retirements, duplicated and unduplicated headcount.

5. HUMAN RESOURCES PLANNING AND INFRASTRUCTURE

Vice Chancellor Lamb stated that, as part of the overall strategic planning process for human resources, particular attention had been given to technology systems that support those processes. A review and assessment of the human resources functions was conducted with the support of Rob Etten of Insight Solutions Group and Heather Kidd from the Office of the Chancellor Human Resources Division, who presented a brief overview of their findings. Next steps include the establishment of an implementation team that will develop an action plan, timeline, outcomes and measurement items to move forward with the strategic planning process.

Meeting adjourned at 3:00 p.m.

Submitted by,
Vicki Schoenbeck, Recorder