

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** September 15, 2010

Agenda Item: Discuss and Select Committee Goals

- Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring
- Information

Cite policy requirement, or explain why item is on the Board agenda:
At the request of the Chair of the Board of Trustees

Scheduled Presenter(s):
Lori Lamb, Vice Chancellor for Human Resources
Dr. Earl Potter, President, St. Cloud State University

Outline of Key Points:

- Discussion and selection of key goal(s) for the year

Background Information:
The Chair of the Board of Trustees has asked each committee to develop goals and measurable outcomes for the year.

1 **BOARD OF TRUSTEES**
2 **MINNESOTA STATE COLLEGES AND UNIVERSITIES**
3

BOARD ACTION

DISCUSS AND SELECT COMMITTEE GOALS

4
5
6
7 **BACKGROUND:**
8

9 The Chair of the Board of Trustees has asked each committee to develop goals and measurable
10 outcomes for the year. In consultation with other trustees, the Chair developed a list of ideas for
11 committee goals. The ideas for the Human Resources Committee include:
12

13 • **Presidential searches; improve process**

14 Examine ways to improve the presidential search process; potential issues include insuring
15 more diversity in semi-finalist and finalist pools; insuring professional level selection methods
16 are used; more community involvement in the process; more trustee involvement in the
17 process
18

19 • **Sabbaticals; review professional development**

20 Gather information on the amount of monies spent by the system each year on sabbaticals and
21 other professional development for faculty; gather information on amount of monies spent by
22 the system each year on professional development for staff; analyze the return on investment
23 in these areas; make recommendations for changes/improvements
24

25 • **Contracts**

26 Negotiations will likely begin in early 2011; develop strategic plan for negotiations utilizing
27 information obtained from internal constituents on needed contract changes, particularly as
28 they relate to changes in service delivery required by changing economic conditions
29

30 • **Performance Pay**

31 Review existing performance pay strategies and make recommendations for
32 changes/improvements where necessary; determine ways to implement performance pay for
33 all administrators across the system
34

35 • **Conduct Chancellor Search**

36 Provide support to the Chancellor Search Advisory Committee as needed
37

38 • **Improve succession planning and process (grow your own)**

39 Review succession planning models; develop list of high potential employees for use in filling
40 interim positions as appropriate; develop proposal for executive leadership academy focusing
41 on vice presidents and deans to develop future presidential candidates
42
43

1 The suggested framework for consideration of the goals includes the following elements:

2

3

- The goal must be in sync with the system's current strategic plan;

4

- The goal should be innovative, not just a continuance of what is already being done;

5

- The goal must be achievable in a relatively short time period (one to five years);

6

- The goal must have a measurable outcome where progress can be measured annually;

7

- The goal should be supported by the committee's system office and presidential

8

representatives; and

9

- Affordability.

10

11 **RECOMMENDED COMMITTEE ACTION**

12 Select one or more goals and measureable outcomes for follow-up this fiscal year.

13

14 **RECOMMENDED MOTION**

15 To be determined by committee.

16

17 *Date of Adoption: September 15, 2010*

18 *Date of Implementation: September 15, 2010*