



**HUMAN RESOURCES COMMITTEE  
MARCH 19, 2014  
1:00 P.M.**

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
McCORMICK ROOM, FOURTH FLOOR  
30 7TH STREET EAST  
SAINT PAUL, MN**

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*In addition to board members attending in person, additional board members will participate by telephone.*

Committee Chair Thomas Renier calls the meeting to order.

- (1) Minutes of January 22, 2014 (pp. 1-3)**
- (2) Appointment of President of Alexandria Technical and Community College (pp. 4-5)**
- (3) Appointment of President of Minnesota State College – Southeast Technical (pp. 6-7)**
- (4) Appointment of Interim President of Minnesota West Community and Technical College (pp. 8-9)**

Members

Thomas Renier, Chair  
David Paskach, Vice Chair  
Margaret Anderson Kelliher  
Alexander Cirillo  
Dawn Erlandson  
Philip Krinkie  
Louise Sundin

**Bolded** items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
HUMAN RESOURCES COMMITTEE  
MINUTES  
January 22, 2014**

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***Human Resources Committee Members Present:*** Thomas Renier, Chair; Margaret Anderson Kelliher, Alexander Cirillo, Dawn Erlandson and Louise Sundin

***Human Resources Committee Members Absent:*** David Paskach and Philip Krinkie

***Other Board Members Present:*** Ann Anaya, Duane Benson, Cheryl Dickson, Clarence Hightower, Maria Peluso, Elise Ristau

***Leadership Council Committee Members Present:*** Steven Rosenstone, Chancellor and Mark Carlson, Vice Chancellor for Human Resources

The Minnesota State Colleges and Universities Human Resources Committee held a committee meeting on January 22, 2014, in the McCormick Room, 30 Seventh Street East, St. Paul. Chair Renier called the meeting to order at 1:55 p.m. He announced that there will be a special meeting of the Human Resources Committee on February 26, 2014 to appoint a president for Alexandria Technical and Community College in anticipation of successful conclusion to the presidential search.

**1. MINUTES OF OCTOBER 23, 2013**

*Chair Renier called for the motion to approve the minutes of the Human Resources Committee meeting on October 23, 2013. The minutes were moved, seconded and passed without dissent.*

**2. MINUTES OF JOINT MEETING OF THE DIVERSITY AND EQUITY AND HUMAN RESOURCES COMMITTEES ON NOVEMBER 20, 2013**

*Chair Renier called for the motion to approve the minutes of the joint meeting of the Diversity and Equity and Human Resources Committees on November 20, 2013. The minutes were moved, seconded and passed without dissent.*

**3. STUDY SESSION: SUCCESSION PLANNING/LEADERSHIP DEVELOPMENT**

Vice Chancellor Carlson introduced Anita Rios, System Director for Talent Management, who was present at the table. He went on to describe MnSCU's current succession planning efforts and its focus on building leaders through formal development programs—Art and Science of Supervision, Luoma Leadership Academy, New Administrator Orientation, and Executive Leader Program. Targeted systemwide succession planning efforts are aimed at top mission critical roles, such as president, chief academic officer, chief financial officer and other key roles. Following Vice Chancellor Carlson's presentation, trustees were invited to comment and ask questions.

**4. APPOINTMENT OF INTERIM PRESIDENT OF METROPOLITAN STATE UNIVERSITY**

Chancellor Rosenstone acknowledged President Sue Hammersmith for her years of service and the accomplishments at Metropolitan State University during her time in leadership. The decision was made to appoint an interim president for two years to ensure effective

continuity of progress and collaborative planning. Chancellor Rosenstone requested nominations and expressions of interest for an interim president from throughout the system. He reviewed applications, nominations and input and consulted as appropriate to develop his recommendation to the board. As a result of this process, Chancellor Rosenstone recommended Devinder Malhotra to be the interim president of Metropolitan State University.

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

*The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint Devinder Malhotra as interim president of Metropolitan State University effective July 1, 2014, 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 MnSCU Personnel Plan for Administrators.*

The motion passed without dissent.

**5. APPOINTMENT OF VICE CHANCELLOR FOR INFORMATION TECHNOLOGY/CHIEF INFORMATION OFFICER**

Chancellor Rosenstone expressed his gratitude to Chris McCoy, who has been serving as interim vice chancellor for information technology since January 2013, and to the search advisory committee chaired by Robert Musgrove, president of Pine Technical College. Chancellor Rosenstone described the search process leading up to his recommendation of Ramon Padilla, Jr. to serve as the next vice chancellor for information technology/chief information officer.

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

*The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint Ramon Padilla, Jr. as vice chancellor for information technology/chief information officer effective February 18, 2014, 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 MnSCU Personnel Plan for Administrators.*

The motion passed without dissent.

**6. APPOINTMENT OF SENIOR VICE CHANCELLOR FOR ACADEMIC AND STUDENT AFFAIRS**

Chancellor Rosenstone highlighted John O'Brien's accomplishments, both before and during his appointment as interim vice chancellor for academic and student affairs in the system office where he has been serving since June 1, 2013. It is because of his leadership performance, the need for stability in the academic and student affairs division and the importance of having a strong leadership team in place for guidance of Charting the Future that Chancellor Rosenstone started the interview process for recommendation of Dr.

O'Brien as the permanent senior vice chancellor for academic and student affairs. That process included having three trustees formally interview Dr. O'Brien and a public interview session via WebEx with a broad listening audience from around the system. The chancellor also invited feedback from various stakeholder groups throughout the system. Upon completion of this process, Chancellor Rosenstone recommended John O'Brien to serve as the senior vice chancellor for academic and student affairs.

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

*The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint John O'Brien as senior vice chancellor for academic and student affairs for Minnesota State Colleges and Universities effective July 1, 2014, 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 MnSCU Personnel Plan for Administrators.*

The motion passed without dissent.

#### **7. APPOINTMENT OF INTERIM PRESIDENT OF NORTH HENNEPIN COMMUNITY COLLEGE**

With Chancellor Rosenstone's recommendation of John O'Brien as senior vice chancellor for academic and student affairs, it became necessary to identify interim leadership at North Hennepin Community College. The chancellor brought forth the recommendation to extend Lisa Larson's appointment and change her title from acting to interim president of the college.

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

*The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint Lisa Larson as interim president of North Hennepin Community College effective July 1, 2014, 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 MnSCU Personnel Plan for Administrators.*

The motion passed without dissent.

Meeting adjourned at 3:20 p.m.

Submitted by,  
Vicki Tschida, Recorder

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
Agenda Item Summary Sheet**

**Name:** Human Resources Committees      **Date:** March 19, 2014

**Title:** Appointment of President of Alexandria Technical and Community College

**Purpose (check one):**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Proposed<br>New Policy or<br>Amendment to<br>Existing Policy | <input checked="" type="checkbox"/> Approvals<br>Required by<br>Policy | <input type="checkbox"/> Other<br>Approvals |
| <input type="checkbox"/> Monitoring /<br>Compliance                                   | <input type="checkbox"/> Information                                   |   |

**Brief Description:**

Following the announcement of President Kevin Kopischke's retirement, Chancellor Rosenstone initiated a national search for president of Alexandria Technical and Community College. It is anticipated that Chancellor Rosenstone will recommend an individual for this position.

**Scheduled Presenter(s):**

Steven Rosenstone, Chancellor

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

**BOARD ACTION**

APPOINTMENT OF PRESIDENT OF  
ALEXANDRIA TECHNICAL AND COMMUNITY COLLEGE

1 **BACKGROUND**

2 Following the announcement of President Kevin Kopischke's retirement, Chancellor Rosenstone  
3 initiated a national search for president of Alexandria Technical and Community College. It is  
4 anticipated that Chancellor Rosenstone will recommend an individual for this position.

5

6 **RECOMMENDED COMMITTEE ACTION**

7 The Human Resources Committee recommends that the Board of Trustees adopt the following  
8 motion.

9

10 **RECOMMENDED MOTION**

11 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint  
12 \_\_\_\_\_ as president of Alexandria Technical and Community College effective  
13 \_\_\_\_\_, 2014, subject to the completion of an employment agreement. The board  
14 authorizes the chancellor, in consultation with the chair of the board and chair of the Human  
15 Resources Committee, to negotiate and execute an employment agreement in accordance with  
16 the terms and conditions of the MnSCU Personnel Plan for Administrators.

17

18 *Date of Approval:*                *March 19, 2014*

19 *Date of Implementation:*

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
Agenda Item Summary Sheet**

**Name:** Human Resources Committees      **Date:** March 19, 2014

**Title:** Appointment of President of Minnesota State College – Southeast Technical

**Purpose (check one):**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Proposed<br>New Policy or<br>Amendment to<br>Existing Policy | <input checked="" type="checkbox"/> Approvals<br>Required by<br>Policy | <input type="checkbox"/> Other<br>Approvals |
| <input type="checkbox"/> Monitoring /<br>Compliance                                   | <input type="checkbox"/> Information                                   |   |

**Brief Description:**

Following the announcement of President Jim Johnson’s retirement, Chancellor Rosenstone initiated a national search for president of Minnesota State College – Southeast Technical. It is anticipated that Chancellor Rosenstone will recommend an individual for this position.

**Scheduled Presenter(s):**

Steven Rosenstone, Chancellor

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

**BOARD ACTION**

APPOINTMENT OF PRESIDENT OF  
MINNESOTA STATE COLLEGE – SOUTHEAST TECHNICAL

1 **BACKGROUND**

2 Following the announcement of President Jim Johnson’s retirement, Chancellor Rosenstone  
3 initiated a national search for president of Minnesota State College – Southeast Technical. It is  
4 anticipated that Chancellor Rosenstone will recommend an individual for this position.  
5

6 **RECOMMENDED COMMITTEE ACTION**

7 The Human Resources Committee recommends that the Board of Trustees adopt the following  
8 motion.  
9

10 **RECOMMENDED MOTION**

11 The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint  
12 \_\_\_\_\_ as president of Minnesota State College – Southeast Technical effective  
13 \_\_\_\_\_, 2014, subject to the completion of an employment agreement. The board  
14 authorizes the chancellor, in consultation with the chair of the board and chair of the Human  
15 Resources Committee, to negotiate and execute an employment agreement in accordance with  
16 the terms and conditions of the MnSCU Personnel Plan for Administrators.  
17

18 *Date of Approval: March 19, 2014*

19 *Date of Implementation:*



**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
Agenda Item Summary Sheet**

**Name:** Human Resources Committees      **Date:** March 19, 2014

**Title:** Appointment of Interim President of Minnesota West Community and Technical College

**Purpose (check one):**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Proposed<br>New Policy or<br>Amendment to<br>Existing Policy | <input checked="" type="checkbox"/> Approvals<br>Required by<br>Policy | <input type="checkbox"/> Other<br>Approvals |
| <input type="checkbox"/> Monitoring /<br>Compliance                                   | <input type="checkbox"/> Information                                   |   |

**Brief Description:**

Soon after the December announcement of President Richard Shrubbs' intention to retire on June 30, 2014, Chancellor Rosenstone asked for nominations and expressions of interest in the interim president position. Per Board Policy 4.2, Part 3, Appointment of Interim Presidents, it is anticipated that the chancellor will recommend an individual for the position of interim president of Minnesota West Community and Technical College.

**Scheduled Presenter(s):**

Steven Rosenstone, Chancellor

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

**BOARD ACTION**

APPOINTMENT OF INTERIM PRESIDENT OF  
MINNESOTA WEST COMMUNITY AND TECHNICAL COLLEGE

**BACKGROUND**

Soon after the December announcement of President Richard Shrubbs' intention to retire on June 30, 2014, Chancellor Rosenstone asked for nominations and expressions of interest in the interim president position. Per Board Policy 4.2, Part 3, Appointment of Interim Presidents, it is anticipated that the chancellor will recommend an individual for the position of interim president of Minnesota West Community and Technical College.

**RECOMMENDED COMMITTEE ACTION**

The Human Resources Committee recommends that the Board of Trustees adopt the following motion.

**RECOMMENDED MOTION**

The Board of Trustees, upon the recommendation of Chancellor Rosenstone, appoint \_\_\_\_\_ as interim president of Minnesota West Community and Technical College effective \_\_\_\_\_, 2014, 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 MnSCU Personnel Plan for Administrators.

*Date of Approval: March 19, 2014*

*Date of Implementation:*