Human Resources Committee Members Present: Ruth Grendahl, Chair; David Paskach, Vice Chair; Caleb Anderson; Cheryl Dickson; David Olson; Thomas Renier; Christine Rice; Scott Thiss

Human Resources Committee Members Absent: None

Other Board Members Present: Duane Benson; Clarence Hightower; Ann Curme Shaw; Carol Wenner; James Van Houten

Leadership Council Committee Members Present: Keith Stover, President of South Central College, and Bill Tschida, Vice Chancellor for Human Resources

The Minnesota State Colleges and Universities Human Resources Committee held its meeting on Wednesday, January 16, 2008, at Anoka-Ramsey Community College. Chair Grendahl called the meeting to order at 11:00 a.m.

1. **MINUTES OF DECEMBER 17, 2007**

   Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on December 17, 2007. They were moved, seconded and passed without dissent.

2. **HUMAN RESOURCES UPDATE**

   - Trustee Gendahl reported that in the previous week she had attended a meeting of the metropolitan area Chief Human Resources Officers held at Anoka-Ramsey Community College and met with all Chief Human Resources Officers at their winter conference, which was held at St. Cloud Technical College.
   - Vice Chancellor Tschida reported that last week we received the decision on two arbitrations over our denial to pay tuition waiver for doctoral programs. The arbitrator concluded that tuition waiver benefits shall be made available to eligible faculty, spouse and dependents pursuant to the provisions of Article 27 of the Inter Faculty Organization agreement and to eligible faculty pursuant to Article 24 of the Minnesota State College Faculty agreement.
   - Vice Chancellor Tschida reported that the four presidential searches are progressing well. It is anticipated that board consideration of the Chancellor’s recommendations for Minnesota West Community and Technical College and the Northeast Higher Education District will be at the March board meeting and for Metropolitan State University and Minnesota State University Moorhead in April.
3. **AMENDMENTS TO POLICY 4.9, EMPLOYEE EVALUATION (SECOND READING)**

No significant changes had been made since the first reading.

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

*The Board of Trustees approves the recommended amendments to Policy 4.9, Employee Evaluation.*

The motion passed.

4. **2007-2009 PERSONNEL PLAN FOR MINNESOTA STATE COLLEGES AND UNIVERSITIES ADMINISTRATORS**

Changes to the Personnel Plan for Minnesota State Colleges and Universities Administrators for fiscal years 2007-2009 were reviewed. Vice Chancellor Tschida explained that, upon board approval, the Plan would be submitted to the Legislative Subcommittee on Employee Relations with the hope that a hearing would be scheduled before the Legislature convenes on February 12. If the Subcommittee meets before that time, they would be able to authorize implementation of the Plan, pending approval by the full Legislature. If they are unable to meet prior to the start of the legislative session, the Plan will need to go through the full legislative process before implementation.

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

*The Board of Trustees approves the Personnel Plan for Minnesota State Colleges and Universities Administrators for 2007-2009, and authorizes the Chancellor and his designees to take all measures they deem appropriate to secure legislative approval to implement the Plan.*

The motion passed.

5. **SUCCESSION PLANNING**

Vice Chancellor Tschida presented a time table for moving forward on succession planning. He will meet with Trustees Grendahl and Paskach in the next month to develop documents for discussion at the March committee meeting with final action in April.

6. **OTHER**

For other trustees' awareness, Trustee Van Houten brought up the issue of a lawsuit being threatened which targets Metropolitan State University's speech code.

Meeting adjourned at 11:55 a.m.

Submitted by,
Vicki Schoenbeck, Recorder