



**HUMAN RESOURCES COMMITTEE  
MARCH 17, 2009  
3:00 P.M.**

**BOARD ROOM  
WELLS FARGO PLACE  
30 7TH STREET EAST  
SAINT PAUL, MN**

---

**Please note: Committee/Board meeting times are tentative. Committee/Board meetings may begin up to 45 minutes earlier than the times listed below if the previous committee meeting concludes its business before the end of its allotted time slot.**

Committee Chair Ruth Grendahl calls the meeting to order.

- (1) Minutes of January 20, 2009 (pp. 1-2)**
- (2) Personnel Plan for Minnesota State Colleges and Universities Administrators Update (3-4)
- (3) Inter Faculty Organization Bargaining Agreement (pp. 5-6)**
- (4) Closed Session on Bargaining Pursuant to Minnesota Statute §13D.03 (2008) (pp. 7-8)

Members

Ruth Grendahl, Chair  
David Paskach, Vice Chair  
Cheryl Dickson  
Jacob Englund  
Allyson Lueneburg  
David Olson  
Christine Rice  
Scott Thiss

**Bolded** items indicate action required.

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
HUMAN RESOURCES COMMITTEE  
MEETING MINUTES  
January 20, 2009**

---

***Human Resources Committee Members Present:*** Ruth Grendahl, Chair; Cheryl Dickson; Jacob Englund; Allyson Lueneburg; David Olson; Scott Thiss

***Human Resources Committee Members Absent:*** David Paskach; Christine Rice

***Other Board Members Present:*** Louise Sundin; Terri Thomas

***Leadership Council Committee Members Present:*** Anne Temte, President of Northland Community and Technical College, and Bill Tschida, Vice Chancellor for Human Resources

The Minnesota State Colleges and Universities Human Resources Committee held its committee meeting on Tuesday, January 20, 2009, at Wells Fargo Place, 4<sup>th</sup> Floor, Board Room, 30 Seventh Street East, in St. Paul. Chair Grendahl called the meeting to order at 3:50 p.m.

**1. MINUTES OF NOVEMBER 18, 2008**

*Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on November 18, 2008. They were moved, seconded and passed without dissent.*

**2. HUMAN RESOURCES UPDATE**

- There was no update given.

**3. REVIEW DEMOGRAPHIC REPORT**

Chair Grendahl and Vice Chancellor Tschida responded to questions which had been requested from trustees at the November board committee meeting when the demographic report was presented for information. Specifically, the following additional data was presented:

- Ratio of professors to total faculty in the Minnesota State Colleges and Universities system; and
- Ratio of our system's supervisors, managers and administrators compared to other state agencies.

**4. CLOSED SESSION ON BARGAINING**

At 4:00 p.m. and pursuant to Minnesota Statute §13D.03 (2008), Chair Grendahl asked for a motion to enter into closed session to discuss collective bargaining developments.

*It was moved and seconded to convene a closed session. The motion passed without dissent.*

In closed session, staff from the labor Relations Division discussed current developments in negotiations with the Inter Faculty Organization (IFO) and Minnesota State College Faculty (MSCF).

*The motion was made and seconded to adjourn the closed session of the meeting.*

Meeting adjourned at 4:55 p.m.

Submitted by,  
Vicki Schoenbeck, Recorder

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

**Agenda Item Summary Sheet**

**Committee:** Human Resources Committee    **Date of Meeting:** March 17, 2009

**Agenda Item:** Personnel Plan for Minnesota State Colleges and Universities  
Administrators Update

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

**Cite policy requirement, or explain why item is on the Board agenda:**  
To have initial discussion with the Board of Trustees on the next Personnel Plan for Minnesota State Colleges and Universities Administrators

**Scheduled Presenter(s):**  
Bill Tschida, Vice Chancellor for Human Resources

**Outline of Key Points:**

- Changes to the Plan

**Background Information:**  
The 2009-2011 Personnel Plan for Minnesota State Colleges and Universities Administrators is under review. In consideration of the current difficult economic conditions, it is important to bring a discussion of the Plan before the Board of Trustees.

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

**Personnel Plan for Minnesota State Colleges and Universities Administrators  
Update**

**BACKGROUND**

The 2009-2011 Personnel Plan for Minnesota State Colleges and Universities Administrators is under review. In consideration of the current difficult economic conditions, it is important to bring a discussion of the Plan before the Board of Trustees.

*Date presented to the Board: March 17, 2009*

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11

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

**Agenda Item Summary Sheet**

**Committee:** Human Resources Committee    **Date of Meeting:** March 17, 2009

**Agenda Item:** Inter Faculty Organization Bargaining Agreement

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

**Cite policy requirement, or explain why item is on the Board agenda:**

Board approval of the negotiated terms in the contract is required prior to presenting it for approval by the Subcommittee on Employee Relations.

**Scheduled Presenter(s):**

Bill Tschida, Vice Chancellor for Human Resources  
Mary Leary, Associate Vice Chancellor for Labor Relations

**Outline of Key Points:**

The Minnesota State Colleges and Universities and Inter Faculty Organization (IFO) reached a tentative labor agreement that calls for no across-the-board salary increases or annual step increases for the next two years. The agreement leaves current terms and conditions in place.

**Background Information:**

The current contract with the Inter Faculty Organization (IFO) is set to expire June 30, 2009. A tentative agreement was reached with the IFO on February 12, 2009. The IFO membership ratified the contract on February 25, 2009. It is now being brought forward to the Board for approval before moving on for legislative approval.

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

**INTER FACULTY ORGANIZATION  
BARGAINING AGREEMENT**

1     **BACKGROUND**

2     The current contract with the Inter Faculty Organization (IFO) is set to expire June 30, 2009. A  
3     tentative agreement was reached with the IFO on February 12, 2009. The IFO membership ratified the  
4     contract on February 25, 2009. It is now being brought forward to the Board for approval before  
5     moving on for legislative approval.  
6

7     **RECOMMENDED COMMITTEE ACTION**

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

10    **RECOMMENDED MOTION**

11    The Board of Trustees approves the terms of the 2009-2011 labor agreement with the Inter Faculty  
12    Organization (IFO), and authorizes the Chancellor to sign the agreement on behalf of the Board.  
13

14    *Date of Board Action:*            *March 18, 2009*

15    *Date of Approval:*                *March 18, 2009*

16    *Date of Implementation:*        *July 1, 2009*

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

**Agenda Item Summary Sheet**

**Committee:** Human Resources Committee    **Date of Meeting:** March 17, 2009

**Agenda Item:** Closed Session on Bargaining

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

**Cite policy requirement, or explain why item is on the Board agenda:**  
Pursuant to Minnesota Statute § 13D.03, Minnesota Open Meeting Law, 2008

**Scheduled Presenter(s):**  
Bill Tschida, Vice Chancellor for Human Resources  
Mary Leary, Associate Vice Chancellor for Labor Relations

- Outline of Key Points:**
- Bargaining for the 2009-2011 Minnesota State College Faculty (MSCF) Contract

**Background Information:**  
There was a closed session in January 2009 to discuss the faculty unions' bargaining priorities. This March closed session will continue that discussion about negotiations with MSCF.

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

**Closed Session on Bargaining**

**BACKGROUND**

In closed session, staff from the Labor Relations Division will discuss negotiations on the Minnesota State College Faculty (MSCF) contract. (Pursuant to Minnesota Statute § 13D.03, Minnesota Open Meeting Law, 2008)

*Date presented to the Board: March 17, 2009*

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11