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.
The Minnesota State Colleges and Universities Human Resources Committee held its committee meeting on Tuesday, January 20, 2009, at Wells Fargo Place, 4th 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
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.
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
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.
BACKGROUND

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.

RECOMMENDED COMMITTEE ACTION

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

RECOMMENDED MOTION

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

Date of Board Action: March 18, 2009
Date of Approval: March 18, 2009
Date of Implementation: July 1, 2009
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.
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