

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
HUMAN RESOURCES COMMITTEE  
MEETING MINUTES  
March 17, 2009**

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

*Human Resources Committee Members Absent: Allyson Lueneburg; David Paskach*

*Other Board Members Present: Tom Renier; Louise Sundin; Terri Thomas; James Van Houten*

*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, March 17, 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 2:45 p.m.

**1. MINUTES OF JANUARY 20, 2009**

*Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on January 20, 2009. They were moved, seconded and passed without dissent.*

**2. PERSONNEL PLAN FOR MINNESOTA STATE COLLEGES AND UNIVERSITIES  
ADMINISTRATORS UPDATE**

Vice Chancellor Tschida explained that the Personnel Plan is a two-year compensation plan for the system's administrators which must be approved by the legislative after board approval. Part of the consultative process included discussions with the Leadership Council, which unanimously recommended a salary freeze and no proposal for merit increases during the next biennium (2009-2011). Other recommendations included leaving language about people who are promoted into vacant positions; restrict market adjustments; modify language regarding severance pay provisions; and suspend the exceptional performance awards, a directive which was issued by Chancellor McCormick. There are approximately 570 people in our system covered under this Plan. It is anticipated that the Plan will be brought before the Board for approval in May.

**3. INTER FACULTY ORGANIZATION BARGAINING AGREEMENT**

Mary Leary, Associate Vice Chancellor for Labor Relations, summarized the economic and language changes in the settlement of the bargaining agreement with the Inter Faculty Organization.

The Human Resources Committee recommended that the Board of Trustees adopt the following 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.*

The motion passed without dissent.

**4. CLOSED SESSION ON BARGAINING**

At 3:00 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 Minnesota State College Faculty (MSCF).

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

**5. OTHER**

Vice Chancellor Tschida discussed the need to appoint an Ad Hoc Committee for Chancellor McCormick's 2008-09 assessment. Mr. Tschida recollected last year's discussion about having the Human Resources Committee serve as that committee for the next assessment. Trustee Van Houten asked that all constituents' comments be included in the feedback for the committee and Chancellor.

Meeting adjourned at 3:30 p.m.

Submitted by,  
Vicki Schoenbeck, Recorder