

**MINNESOTA STATE COLLEGES AND UNIVERSITIES  
BOARD OF TRUSTEES  
HUMAN RESOURCES COMMITTEE  
MEETING MINUTES  
September 8, 2009**

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

*Human Resources Committee Members Absent: David Paskach*

*Other Board Members Present: Duane Benson; Tom Renier; Louise Sundin; James Van Houten*

*Leadership Council Committee Members Present: Lori Lamb, Vice Chancellor for Human Resources, and Earl Potter, President, St. Cloud State University*

The Minnesota State Colleges and Universities Human Resources Committee held its committee meeting on Tuesday, September 8, 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 1:30 p.m.

**1. MINUTES OF JULY 22, 2009**

*Chair Grendahl called for the motion to approve the minutes of the Human Resources Committee meeting on July 22, 2009. Referencing those minutes, Trustee Van Houten re-stated the importance of trustees being notified when presidential interviews are scheduled at the campuses. He requested that this meeting's minutes reflect a response as to how this will be addressed for the future. Chair Grendahl clarified that the presidential interview process and schedules of presidential candidates' interviews at the campuses will be made available to trustees. The minutes were moved, seconded and passed without dissent.*

**2. HUMAN RESOURCES UPDATE**

- Chair Grendahl stated that she attended the September 1, 2009, meeting of the Leadership Council to talk about the performance incentives and the recent media attention around that topic. She stated that Human Resources will have future conversations as to how the process could be improved over the next year. She, along with Trustees Rice and Thiss, endorsed the board's support of the pay for performance. Inquiries about the performance incentives may be referred to Chair David Olson, who will work with Vice Chancellor Lamb on a response.
- Trustee Grendahl welcomed Christopher Frederickson as the new trustee on the Human Resources Committee.
- Vice Chancellor Lamb officially welcomed President Potter to this committee as the co-chair of the Leadership Council Human Resources Committee. She stated that they are engaged currently in a global strategic plan process for Human Resources to be aligned with the various constituent human resources groups around the system.
- Vice Chancellor Lamb announced that the Human Resources Fall Conference will be held at St. Cloud State University on September 28-30, 2009, bringing together

human resources professionals from around the system. It is anticipated that there will be 150 participants at the conference.

**3. APPOINTMENT OF PRESIDENT OF FOND DU LAC TRIBAL AND COMMUNITY COLLEGE**

Chancellor McCormick explained the reasoning for not conducting a presidential search at Fond du Lac Tribal and Community College. Meetings were held with various constituent groups (tribal leadership, union representatives, staff, faculty, students) at the college, and as a result of those discussions, it became clear that it was the right decision to forego the search process and request board approval for the appointment of Larry Anderson as president. As board liaison to Fond du Lac Tribal and Community College, Trustee Renier echoed the Chancellor's comments.

Trustee Van Houten inquired about interim appointments and waiving the search process (Board Policy 4.2, Appointment of Presidents). Gail Olson explained how this waiver fit the policy.

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

*The Board of Trustees, upon the recommendation of Chancellor McCormick, appoints Larry Anderson as president of Fond du Lac Tribal and Community College effective September 9, 2009, 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 Personnel Plan for Minnesota State Colleges and Universities Administrators.*

The motion passed without dissent.

**4. AUTHORIZATION OF LEADERSHIP EMPLOYMENT AGREEMENTS**

Vice Chancellor Lamb explained that this is a standing item every fall on the committee's agenda to request the Board of Trustees to authorize the Chancellor to enter into employment agreements with the presidents and vice chancellors whose employment agreements end in the next fiscal year. Therefore, pursuant to the Personnel Plan for Minnesota State Colleges and Universities Administrators, Chancellor McCormick requested the Board of Trustees' approval to enter into employment agreements with said parties whose agreements expire in 2009-2010.

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

*The Board of Trustees authorize the Chancellor, in consultation with the Chair of the Board of Trustees and Chair of the Human Resources Committee, to enter into employment agreements with presidents and vice chancellors whose agreements expire in 2009-2010.*

The motion passed without dissent.

**5. HUMAN RESOURCES STRATEGIC PLAN**

As key stakeholders in the human resources strategic planning process, Vice Chancellor Lamb stated that it will be important to seek information and feedback from the committee on the development of a divisional long term strategic plan to help ensure its success. She estimated that the commitment would be a couple one-hour meetings with interested board members. Trustee Benson asked about involvement with the diversity group; Vice Chancellor Lamb responded that she is working closely with Dr. Whitney Harris to align human resources planning with the work of the diversity and multicultural committee. Concentrated efforts are aimed at talent management— incorporating diversity into hiring the right people for the system. Finance and information technology will hold a high place in the planning cycle as well.

**6. CHANCELLOR’S EVALUATION PROCESS**

Trustee Grendahl stated that trustees have expressed the importance of having more time to discuss the chancellor’s evaluation process, in particular, the survey. Trustee Frederickson asked if information on the chancellor’s evaluation process could be included in the orientation for new trustees. Trustee Grendahl assured board members that the timeline will begin earlier for the next evaluation of the chancellor, as well as having information on the process and timeline included in the next orientation for new trustees.

**7. OTHER**

- Chair Olson inquired about the reasoning for the sabbatical report being brought before the Academic and Student Affairs Committee and not the Human Resources Committee. Chair Grendahl stated that a discussion about that topic will be brought to a future committee meeting.
- Trustee Rice asked about an update on the Luoma Leadership Academy. A presentation will be included at the November committee meeting.

Meeting adjourned at 2:10 p.m.

Submitted by,  
Vicki Schoenbeck, Recorder