#### HUMAN RESOURCESCOMMITTEE OCTOBER 22,2014 1:30 P.M.

#### MINNESOTA STATE COLLEGES AND UNIVERSITIES MCCORMICK ROOM, FOURTH FLOOR 307TH STREET EAST SAINT PAUL, MN

In addition to board members attending in person, additional board members will participate by telephone.

Committee Chair Alexander Cirillo calls the meeting to order.

- (1) Minutes of July 23, 2014 (pp1-2)
- (2) Appointment of General Counsel (pp3-4)
- (3) Emeriti Recognition (pp. 5-6)
- (4) Authorization of Leadership Employment Agreements (pp7-8)
- (5) Executive Search Process and Onboarding (μα)

<u>Members</u> AlexanderCirillo, Chair Dawn Erlandson, Vice Chair Margaret Anderson Kelliher Kelly Charpentießerg Robert Hoffman

#### MINNESOTA STATE COLLEGES AND UNIVERSITIES BOARD OF TRUSTEES HUMAN RESOURCES COMMITTEE MINUTES July 23, 2014

Human Resources Committee Members Present: Thomas Renier, Chair; Margaret Anderson

- **x** Requiring board approval for a chancellor employment contract, changes to a contract, salary setting or additional enumeration determination.
- x Restructure the Health Reimbursement Account by increasing the amount from \$600 WR SHU \HDU PDWFKLQJ WKH ,)2¶V FRQWULEXW
- **x** Clarify the vacation leave transfer language for temporary administrative appointments.
- **x** Authorize unpaid leave of absence from current administrative position up to one year to facilitate acceptance of a new administrative positon within the system.
- x Recalibrate severance formula to avoid excessive severance payments.
- x Restructure the Expense Reimbursement section for clarity. Add new student loan reimbursement stipend of up to \$2500 per year as a recruitment and retention benefit, similar to the Minnesota Nurse Association benefit.
- **x** Allow relocation expenses for individuals re-employed after a break in service of one year or more.
- X Allow chancellor or vice chancellor for human resources to elect provision from MAPE supplemental agreement to apply to system office administrator (institution type election procedure). No substantive enhancement in the benefit.
- **x** Provide for salaries of athletic directors or assistant athletic directors with head coaching responsibilities for Division I sports.

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

The Board of Trustees approves the MnSCU Personnel Plan for Administrators for 2013-15, and authorizes the chancellor and his designees to take all measures they deem appropriate to secure the legislative approval to implement the Plan.

The motion passed without dissent.

Meeting adjourned at 10:35 a.m.

Submitted by, Pa Yang, Recorder

Name: Human Resources Committees Date: October 22, 2014

Title: Appointment of General Counsel



Brief Description:

Compliance

[Type a quote from the document or the summary of **æneist**ing point. You can position the text box anywhere in the document. Use the Drawing Tools tab to change the formatting of the pull quote text box.]

Scheduled Presenter(s):

Steven Rosenstone, Chancellor

### BOARD OF TRUSTEES MINNESOTA STATE COLLEGES AND UNIVERSITIES

### BOARD ACTION

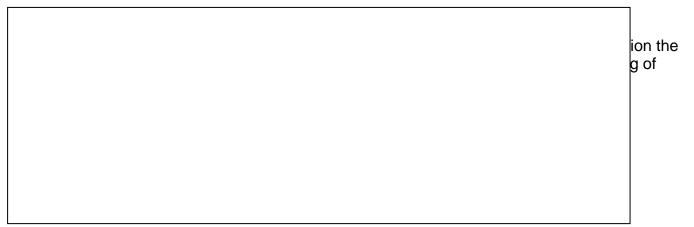
## APPOINTMENT OFGENERAL COUNSEL

Name: Human Resources Committees Date: October 22, 2014

Title: Emeriti Recognition



Brief Description:



Scheduled Presenter(s):

Steven Rosenstone

Name: Human Resources Committees Date: October 22, 2014

Title: Authorization of Leadership Employment Agreements

Purpose (check one): Proposed New Policy or Amendment to Existing Policy	Approvals x Required by Policy	Other Other Approvals
Monitoring / Compliance	Information	

Brief Description:

Pursuant to the MnSCU Personnel Plan fordministrators, the Board of Trustees may authorize the chancellor to enter inetoployment agreements with the presidents and vice g of chancellors.	the
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Scheduled Presenter(s):

Steven Rosenstone

### BOARD OF TRUSTEES MINNESOTA STATE COLLEGES AND UNIVERSITIES

### **BOARD ACTION**

# AUTHORIZATION OF LEADERSHIP EMPLOYMENT AGREEMENTS

- 1 BACKGROUND
- 2 Pursuant to the MnSCUPersonnel Plan for the ministrators, the Board of Trustees may authorize
- 3 the chancellor to enter intemployment agreements with the presidents and vice chancellors. At
- 4 this time, Chancellor Rosenstone requests the and of TrX V W H H V ¶ D S S U R Y D O W R H Q V
- 5 employment agreements during FYF5/16.
- 6
- 7 RECOMMENDED COMMITTEE ACTION
- 8 The Human Resources Committee recommends that the Board of Trustees adopt the following
- 9 motion.
- 10
- 11 RECOMMENDED MOTION
- 12 The Board of Trusteeauthorizes the chancellor, in consultationith the chair of the
- Board of Trustees and chair of the Human Resources Commentito enter into
- 14 employmentagreements with presidented vice chancellors during FY-F5Y16.
- 15
- 16
- 17 Date of Approval: October 22, 2014

Name: Human Resources Committees Date: October 22, 2014

Title: Executive Search Process and Onboarding

Purpose (check one):		
Proposed	Approvals	Other
New Policy or	Required by	Approvals
	Policy	
Existing Policy		
	x	
Amendment to Existing Policy	Policy	

Scheduled Presenter(s):

Steven Rosenstone, Chancellor Nancy Joyer, Chief of Staff

### BOARD OF TRUSTEES MINNESOTA STATE COLLEGES AND UNIVERSITIES

## INFORMATION ITEM

## EXECUTIVE SEARCH PROCESS AND ONBOARDING