

**BOARD OF REGENTS FOR HIGHER EDUCATION
HUMAN RESOURCES & ADMINISTRATION COMMITTEE**

Minutes – Regular Meeting

1:30 p.m., Friday, April 4, 2014

2nd Floor Boardroom, 39 Woodland Street, Hartford, CT

COMMITTEE MEMBERS PRESENT

Naomi Cohen, Chair

Richard J. Balducci

Yvette Melendez

BOR STAFF PRESENT

Laurie Dunn, Interim VP for Human Resources

Ernestine Y. Weaver, Counsel

Erika Steiner, Chief Financial Officer

Erin Fitzgerald, Associate Director of Board Affairs

Linda Marsh, Administrative Assistant

ALSO PRESENT

TJ Barber, MCC, representing Faculty Advisory Committee

CALL TO ORDER

With a quorum present, Committee Chair Cohen called the meeting to order at 1:40 p.m.

APPROVAL OF MEETING MINUTES FROM JANUARY 10, 2014, AND MARCH 6, 2014

The minutes of the January 10, 2014, and March 6, 2014, were unanimously approved on a motion by Regent Balducci, seconded by Regent Melendez.

UPDATE – SIBSON STUDY

Chair Cohen stated that she recently met with Mike O'Malley, Vice President of Sibson Consulting, to discuss the Management/Confidential Professional classification and compensation study. Laurie Dunn provided Committee members with an updated Project Timeline of the Sibson study and reported that she and Steve Weinberger met for two days of working sessions with Mike O'Malley and other staff from Sibson Consulting. She reported the meetings were very productive and she provided members of the Committee with a comprehensive project overview; including a review of the work that had been completed, the current status of the project, a summary of upcoming tasks and the project deliverables.

Ms. Dunn also indicated that she will be meeting with the senior human resources officers at the community colleges and state universities on April 25, 2014, to introduce the HR leadership to the new classification process that will be implemented. At this meeting, Sibson will make a presentation of the analysis tool that is being used to evaluate Management and Confidential Professional positions.

Following the overview, the Committee thanked Ms. Dunn for her ongoing work on this project and also requested that Mr. O'Malley be invited to a future Executive Committee meeting.

OVERVIEW OF CONDUCT POLICIES

Ernestine Weaver provided an overview of recently approved conduct-related policies which ensure a safe environment for the CSCU community. These policies include:

- Ethics Statement, approved 9/19/13
- Policy on Nepotism in Employment, approved 9/19/13
- Policy on Consensual Relationships, approved 11/21/13
- Policy Regarding Reporting Suspected Abuse or Neglect of a Child, approved 1/17/14
- Student Code of Conduct, approved 3/13/14
- Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, approved 3/13/14

Ms. Weaver provided a thorough explanation of how this collection of policies addresses relationships between: student/student, employee/student, and employee/employee. Implementation of these policies was discussed between the Committee and staff present. Chair Cohen requested a template be created for use by CSCU faculty and staff on how to handle the conduct of student/student, employee/student, and employee/employee misconduct pursuant to these multiple policies.

EXECUTIVE SESSION

At 2:15 p.m., on a motion by Chair Cohen seconded by Regent Balducci, the Committee voted to go into Executive Session for the purpose of discussion concerning the appointment of a public officer or employee. Committee Chair Cohen announced that no votes would be taken in Executive Session. Laurie Dunn, Interim VP for Human Resources, and Erika Steiner, Chief Financial Officer, participated in the executive session.

RETURN TO OPEN SESSION

At 3:05 p.m., Committee Chair Cohen announced that the meeting was in Open Session and that no votes were taken in Executive Session, which was limited to discussion concerning the appointment of a public officer or employee.

APPOINTMENT OF DEAN OF THE BUSINESS SCHOOL – WESTERN CONNECTICUT STATE UNIVERSITY

On a motion by Regent Balducci, seconded by Regent Melendez, the following resolution was unanimously approved by the Committee to recommend to the full Board for adoption at the April 17, 2014, Board meeting:

APPROVAL OF HIRING AT A SALARY ABOVE THE MEDIAN – DEAN OF THE BUSINESS SCHOOL FOR WESTERN CONNECTICUT STATE UNIVERSITY

WHEREAS, Section 6.5 of the Human Resources Policies for Management and Confidential Professional Employees of the Board of Regents for Higher Education provides that, upon the recommendation of the BOR President, the Board may approve a hiring salary above the median of the grade; and

WHEREAS, based upon a request from the President of Western Connecticut State University, the BOR President has recommended to the Board a salary of \$199,000 for David G. Martin, Ph.D. to serve as Dean of the Business School at Western Connecticut State University, such salary being above the median for the applicable salary grade; and

WHEREAS, the Board has duly considered the President's recommendation; therefore be it
RESOLVED, that the Board hereby approves the President's recommendation of a hiring salary above the median of the applicable grade for David G. Martin, Ph.D. to serve as Dean of the Business School at Western Connecticut State University.

OTHER

Chair Cohen reviewed a request from the Chief Financial Officer and a recommendation from President Gray to appoint a Director of Budgets and Planning. Currently, this System Office position is held by an Interim Director.

Following Committee Chair Cohen's brief summation of the proposed resolution regarding the appointment of the BOR Director of Budgets and Planning at the CSCU System Office, *on a motion by Regent Balducci, seconded by Regent Melendez, the following resolution was unanimously approved by the Committee to recommend to the full Board for adoption at the April 17, 2014, Board meeting:*

APPOINTMENT OF BOR DIRECTOR OF BUDGETS AND PLANNING AT THE CSCU SYSTEM OFFICE

APPROVAL OF HIRING AT A SALARY ABOVE THE MEDIAN – BOR DIRECTOR OF BUDGETS AND PLANNING FOR THE CONNECTICUT STATE COLLEGES AND UNIVERSITIES

WHEREAS, Section 6.5 of the Human Resources Policies for Management and Confidential Professional Employees of the Board of Regents for Higher Education provides that, upon the recommendation of the BOR President, the Board may approve a hiring salary above the median of the grade; and

WHEREAS, the BOR President has recommended to the Board a salary of \$120,000 for Melentina Pusztay to serve as BOR Director of Budgets and Planning at the CSCU System Office, such salary being above the median for the applicable salary grade; and

WHEREAS, the Board has duly considered the President's recommendation; therefore be it
RESOLVED, that the Board hereby approves the President's recommendation of a hiring salary above the median of the applicable grade for Melentina Pusztay to serve as BOR Director of Budgets and Planning at the CSCU System Office.

ADJOURN

With no further business to consider, *the meeting was adjourned at 3:08 p.m. on a motion by Regent Melendez seconded by Regent Balducci and passed unanimously.*