

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

Minutes – Regular Meeting

2:00 p.m., Thursday, June 12, 2014

Boardroom 209, 39 Woodland Street, Hartford, CT

COMMITTEE MEMBERS PRESENT

Naomi Cohen, Chair

Yvette Melendez

Richard J. Balducci

BOR STAFF PRESENT

Laurie Dunn, Interim VP for Human Resources

Ernestine Weaver, Counsel

ALSO PRESENT

Mike O'Malley, Sibson Consulting Group

Barbara Douglass, President, Northwestern

CALL TO ORDER

With a quorum present, Committee Chair Cohen called the meeting to order at 2:03 p.m.

APPROVAL OF MEETING MINUTES

On a motion by Regent Balducci, seconded by Regent Melendez, the May 8, 2014 meeting minutes were approved as submitted.

UPDATE BY SIBSON CONSULTING ON MANAGEMENT CONFIDENTIAL PROFESSIONAL CLASSIFICATION/COMPENSATION STUDY

Chair Cohen introduced Mike O'Malley, Sibson Consulting Group and noted that it has been great working with him and with Laurie Dunn on this study. Mr. O'Malley provided an update regarding the Consolidated Classification and Compensation Study. Mr. O'Malley shared the work that has been completed to date, job evaluation approaches and results, market pricing assessment results, proposed salary structure and remaining next steps. Mr. O'Malley stated that the data will be completed by August 1, 2014. He advised the committee that there will be decisions for the committee to discuss and recommend policy. Examples of those areas include: factors to determine desired percentile ranges; compression of management ranges with bargaining unit ranges; longevity; an employee's appeal process for challenging his/her classification; use of working titles etc. Chair Cohen asked that the final data include informational industry standards, and suggestions as to how the classification will be maintained going forward. Regent Melendez asked that a timeline be put in place for a communication plan that will be complete by August 1st. Chair Cohen thanked Mr. O'Malley and Ms. Dunn for their hard work in this process, and is looking forward to the final report in August.

DISCUSSION OF HUMAN RESOURCES POLICIES FOR MANAGEMENT AND CONFIDENTIAL PROFESSIONAL PERSONNEL

Chair Cohen raised the question “At what level does the Board want to be involved in approving hiring of management employees above the median salary?” After a thorough discussion, the Committee decided that Regents should have oversight of compensation for employees to be hired above the median salary for the following positions: at the level of Dean and above at the community colleges, and at the level of Vice President and above for the universities and for System Office employees who report directly to the President. Chair Cohen requested that a policy be drafted to this effect for committee review at its next meeting that was scheduled for Wednesday, July 30th.

NEW BUSINESS

No new business was reported.

ADJOURN

With no further business to consider, **the meeting was adjourned at 3:38 p.m. on a motion by Regent Balducci seconded by Regent Melendez.**