CONNECTICUT STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES
AD HOC COMMITTEE TO REVIEW SECTION 10.2 OF HR POLICIES FOR CSUS CHANCELLOR AND UNIVERSITY PRESIDENTS
MEETING MINUTES
9:00 A.M., THURSDAY, AUGUST 5, 2010
Boardroom, System Office, 39 Woodland Street, Hartford, CT

PRESENT: Committee Chair Elizabeth S. Gagne, Angelo J. Messina, Peter M. Rosa

CSUS: David Trainor, Erin Fitzgerald

Following roll call and determination of a quorum, Chair Gagne called the meeting to order at 9:00 a.m.

APPROVAL OF MINUTES
On a motion by Trustee Rosa, seconded by Trustee Messina, the minutes of the July 9, 2010 meeting were approved.

CONVERSATION WITH MR. DAVID TRAINOR

Mr. Trainor provided information on the Human Resources policies for the CSUS Chancellor and University Presidents, which included the following:

- Up until approximately 2004, the HR policies relating specifically to the chancellor and presidents were combined with management/confidential personnel.

- The HR policies for the Chancellor and Presidents are continually reviewed and, when deemed appropriate, recommendations for changes thereto are brought forward for consideration by the Executive Committee.

- Chancellor, Presidents, and non-union, management/confidential employees are “at-will” employees.

- Discussion of distinction between termination (for cause) and non-continuation (without cause or explanation) with one key difference between the two being that if management was to terminate someone, they would be denying the individual something otherwise provided under the policy. An example of this was offered as the “notice” provision (previously one year; now 3 months for those individuals hired after December, 2006).

- 10.2 as revised mandates that Chancellor speak to BOT Chairman prior to discussion of non-continuation with affected individual whereas the policy prior to revision omits that obligation on the Chancellor’s part and does not afford the BOT Chairman initial veto authority over the Chancellor. The Board, in both instances of the policy, retains ultimate authority of matter is put to a vote.
• One objective in revising 10.2 was to protect the reputation of any impacted president and to ensure that his/her ability to find other employment would not be adversely impacted by a public non-continuation.

OPEN DISCUSSION

Following the overview of the HR Policies, a discussion ensued among all members of the Ad Hoc Committee and Mr. Trainor, touching upon the following items:

• Balance between ensuring compliance with FOI regulations and desire to protect any impacted individual(s) and what measure of confidentiality can be extended.

• Policy vs. process and communication thereof (revision to the policy may not be the issue, but, rather, establishment of standards regarding agreed-upon implementation/procedure).

• Discussion regarding information shared/disseminated with all Board members vs. one committee.

• Roles and responsibilities of Chancellor and Presidents and reporting relationships (Chancellor reports to Board; Presidents report to Chancellor).

ADJOURNMENT

The meeting adjourned at 10:50 a.m. on a motion by Trustee Messina and seconded by Trustee Rosa.

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