



**Workforce and Organizational Effectiveness Committee
Meeting Minutes
October 16, 2024**

A meeting of the Workforce and Organizational Effectiveness Committee of the Board of Trustees was held on October 16, 2024.

Committee members present: Jay Cowles, Chair; Cheryl Tefer, Vice Chair; Dawn Erlandson, Tim Huebsch, Kathy Sheran

Committee members absent: Javier Morillo

Other board members present: Jim Grabowska, Jacquie Johnson, Jan Johnson, Roger Moe, George Soule

Staff present: Scott Olson, Chancellor; Eric Davis, Vice Chancellor for Human Resources, Deb Gehrke, Human Resources Director

Meeting materials and audio recordings are available on the [Board of Trustees website](#).

Committee Chair Cowles called the meeting to order at 1:33 p.m.

Agenda Item 1: Approval of the Meeting Minutes for April 17, 2024

Committee Chair Cowles asked if there are any changes or amendments to the minutes then asked for a motion to approve. Trustee Sheran made the motion and Trustee Huebsch provided a second.

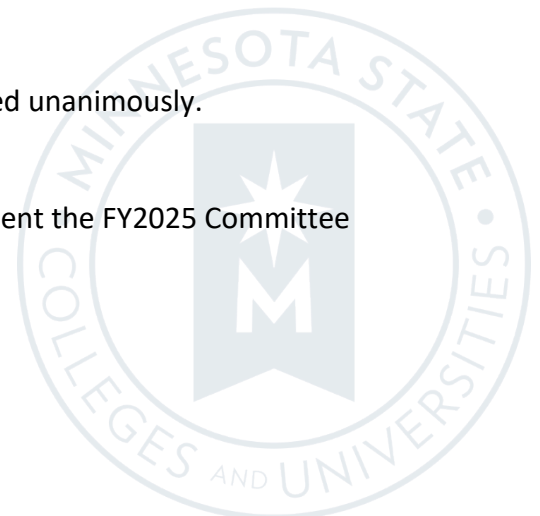
A roll call vote was conducted, and the minutes were approved unanimously.

Agenda Item 2: FY2025 Committee Workplan

Committee Chair Cowles invited Vice Chancellor Davis to present the FY2025 Committee Workplan, as detailed in the meeting materials.

This being an informational item, there was no vote taken.

Agenda Item 3: Executive Search Process Overview



Committee Chair Cowles invited Vice Chancellor Davis along with Human Resources Director Gehrke to present the Executive Search Process Overview, as detailed in the meeting materials.

This being an informational item, there was no vote taken.

Agenda Item 4: Appointment of Interim Vice Chancellor for Equity and Inclusion

Committee Chair Cowles invited Chancellor Olson to present the Appointment of Interim Vice Chancellor for Equity and Inclusion, as detailed in the meeting materials.

Committee Chair Cowles asked committee members to consider the following recommended committee motion:

The Workforce and Organizational Effectiveness Committee recommends that the Board of Trustees, upon recommendation of Chancellor Olson, appoints “Eda” Rassheedah Watts as Interim Vice Chancellor for Equity and Inclusion, with the anticipated effective date of October 28, 2024. This appointment is subject to the completion of an employment agreement in accordance with the terms and conditions of the Minnesota State Colleges and Universities Personnel Plan.

Trustee Sheran made the motion and Trustee Tefer seconded. A roll call vote was conducted. The vote was as follows:

Trustee Cowles	Yes
Trustee Erlandson	Yes
Trustee Huebsch	Yes
Trustee Morillo	Absent
Trustee Sheran	Yes
Trustee Tefer	Yes

The committee voted to approve the recommended motion.

Adjournment

The committee chair adjourned the meeting at 2:05 p.m.