



# Human Resources News

A quarterly newsletter from the Minnesota State Colleges and Universities Human Resources Division

Human Resources, Minnesota State Colleges and Universities  
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Volume 1, Issue 4 April - June 2006

## Mary Leary Joins Minnesota State Colleges and Universities as Associate Vice Chancellor for Labor Relations



Mary Leary joined the Office of the Chancellor as Associate Vice Chancellor for Labor Relations on March 1. Mary returned to Minnesota from Washington DC where she was a director in the Office of Labor Relations and Collective Bargaining for the District of Columbia. She has also served as attorney-advisor for the Merit Systems Protection Board, the U.S. Department of Commerce, and the National Labor Relations Board. Mary was a protest chief in the court-appointed office that oversaw the Teamsters International Elections, an arbitrator hearing primarily U.S. Postal Service cases, and general counsel to the United Electrical, Radio and Machine Workers of America. Mary is an alumnus of Southwest Minnesota State University where she received her bachelors degree in psychology. Mary also holds a Juris Doctorate from Howard University School of Law in Washington, D.C. In her new role, Mary will lead the development and implementation of a comprehensive strategic labor relations strategy for the Minnesota State Colleges and Universities.

*Mary also took the time to answer a few questions for the Human Resources News:*

**You've been in your new position a few weeks now. What are your first impressions?**

Having been here 6 weeks now, I am very impressed with the manner in which issues are approached. I am impressed with the thoughtfulness and deliberation - always focused on mission of how to best educate our students, but also with the goal to support faculty and classified employees. The level of strategic planning is also impressive. The action plans are a very positive way to ensure that we focus on the goal and achieve it. The planning and

thoughtfulness make it a very proactive environment addressing educational needs.

In terms of labor relations, this is my first time in an environment that is this healthy. Labor relations processes are in effect; contracts are current. Though things can always be enhanced, day to day labor relations and relationships with the unions are very positive. I want to continue to ensure an open and honest environment. The professional competency in the department is inspiring. It is so solid. Before, I have inherited departments that were more dysfunctional and have been a change agent. It's nice to be in a positive environment and working to help it continue.

**What in particular do you like about the work of Labor Relations?**

While I have training in law, I migrated into labor law and labor relations. Labor relations work involves facilitating the roles between unions, management and workers. There is a balance in achieving the system's goals and also supporting workers so they can support their families and have positive lives. I love labor relations. In many ways it is the oil that keeps the engine running between the colleges and universities and the workforce. It resolves issues and brings about meaningful dialogue for positive results. If dialogue is honest and positive you can create change and grow together. It is really about the dance. In good dancing, if one partner steps one way the other steps in a coinciding manner and the combination creates a positive result. (Continued on page 2)

*This newsletter will be issued at the beginning of each quarter. Please send your submissions and suggestions by two weeks prior to the end of the quarter to Heather Kidd at [heather.kidd@so.mnscu.edu](mailto:heather.kidd@so.mnscu.edu). Please send your feedback to Heather at any time.*

## New Frontline Leadership Program Ready to Debut in April

“Leadership and learning are indispensable to each other.” - John F. Kennedy

While times have changed since President Kennedy’s time, the truth of this quotation has not. There is a common assumption that a promotion to formal leadership automatically carries with it the knowledge and skills of effective supervision. While often ignored, the skills required for supervisors are not only different than those required for individual contributors, they are also critical to every organization’s success. As the Gallup Organization concluded from their research, “people join an organization; they leave a supervisor.”

Supervisors will soon have a system-wide training program to help equip them for this critical role. This program was previously facilitated by DOER, but the system last year petitioned for and received approval to provide this training internally. The program promises to be not only highly relevant but also learner - centered and interactive.

Stemming from the philosophy that supervision has both scientific and artistic aspects, the program is divided as follows:

- ◆ **Frontline Leadership: The Science of Supervision (two days)**
- ◆ **Frontline Leadership: The Art of Supervision (three days)**

As the titles indicate, the “science” program focuses on more objective topics like FMLA, contracts, data practices, and safety while the “art” program focuses on more subjective topics like performance management and communication.

As the titles also indicate, the intended audience is the first level of supervision. While classified supervisors are our immediate priority because of the statutory training requirement, all supervisors who are responsible for leading frontline employees are welcome.

Registration is currently available on the HR website at [www.hr.mnscu.edu](http://www.hr.mnscu.edu). Questions can be directed to Jeff Hudson at (651) 632-5019 or [jeff.hudson@so.mnscu.edu](mailto:jeff.hudson@so.mnscu.edu).

## 2006 Frontline Leadership Program Dates

### Science of Supervision

May 22-23	Hennepin Tech - Eden Prairie
August 10-11	Metro location TBD
October 23-24	Metro location TBD

### Art of Supervision

April 24-26	St. Cloud State
June 5-7	Mesabi Range CC
September 25-27	MSU - Mankato
December 11-13	Metro location TBD

### *Mary Leary (continued from page 1)*

**You talked about making campus visits at the spring HR meeting. How are your visits going?**

I’ve been to Fergus Falls, Southwest Minnesota State University, and Mankato. I’ve started to set a schedule and hope to get out to all of the campuses as soon as possible. I’ll be going out to find out how labor relations can help the campuses and to hear what their needs are. On the campus, there is clear focus on the day to day - on the students. You feel the spirit of the work, where the faculty and staff work with students. I want to find out how we can best partner with them and let them know that we’re here to help.

**Are you happy to be back in Minnesota?**

I’m excited about being home. My mother is aged and though she is very sharp she has some mobility challenges. I asked her if she would move in with me if I came back to Minnesota. Where I am in my career, I wanted to find the right job for myself. I was tickled when I saw this opportunity to work with the Office of the Chancellor at MNSCU.

There are years that ask questions and years that answer.

-Zora Neale Hurston

## HR Calendar

### April

1 Poisson d' Avril

10-11 Spring Meeting

24-26 Art of Supervision Training

*From the calendar of recurring tasks and deadlines:*

1 MSUAASF Non-Renewal Letter

15 IFO receives list of all directors or similar positions granted release time/remuneration

- Prior to summer session assignments, reconcile the MSCF 40% salary max. to ensure compliance for the fiscal year.
- MSCF notices of non-renewal must be issued one month prior to the end of the academic year (six semester of probationary status).

### May

1 International Workers' Day

14 Mother's Day

17-18 Energizing Our Frontline Network Conference

22-23 Science of Supervision Training

29 Memorial Day Holiday

31 Next dashboard evaluation period begins

*From the calendar of recurring tasks and deadlines:*

31 AFSCME/MAPE/MMA Seniority Rosters

31 MSUAASF Non-Renewal Letters

### June

1 SCUPPS User Group Meeting

5-7 Art of Supervision Training

13 CHRO Meeting - Alexandria

29 SCUPPS User Group Meeting

*From the calendar of recurring tasks and deadlines:*

15 Tenure decisions made by SU Presidents

15 IFO promotion decisions made by President

- Submit all MSCF Layoff Information Sheets to the OOC.

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**Trivia Questions:** Send me your answers and you'll be recognized in the next issue!

1. What is the meaning and origin of Poisson d'Avril? What is the practice on this day?
2. What is the origin of May Day being recognized as the International Workers' Day?

Collected information on MnSCU and State of Minnesota pandemic planning can be found at :

<http://www.chancellor.mnscu.edu/avianflu/index.html>

### Energizing Our Frontline Network Conference to be Held Mid-May

Do your AFSCME, MAPE, and Commissioner's Plan employees know about the opportunity to attend this exciting conference coming up May 17 and 18 in St. Cloud? Human Resources departments have been asked to help share the following information with staff on their campuses:

- ◆ This conference is open to AFSCME, MAPE, and Commissioner's Plan MnSCU employees
- ◆ Cost for all sessions is a modest \$70
- ◆ Conference registration is online at [www.frontlineconference.mnscu.edu](http://www.frontlineconference.mnscu.edu)
- ◆ All sessions take place at the Atwood Center on the Saint Cloud State University campus. Maps are available on the Web site.
- ◆ The event is open to the first 500 employees who receive supervisory approval

For more details please visit the Web site, refer to the memo from Mary Leary, Associate Vice Chancellor, Labor Relations sent out in early April to Presidents and CHROs, or contact Sylvia Bergh in the Office of the Chancellor at [Sylvia.Bergh@so.mnscu.edu](mailto:Sylvia.Bergh@so.mnscu.edu)

This conference was organized by the AFSCME / MnSCU Joint Task Force on Training and Development. They are encouraging wide distribution of this information including hard copy for those who do not use computers in the course of their daily work.

Far away there in the sunshine are my highest aspirations. I may not reach them, but I can look up and see their beauty, believe in them, and try to follow where they lead.

—Louisa May Alcott

## Campus HR Profile: Fond du Lac Tribal and Community College

**Louise Lind** is the Human Resource Director at Fond du Lac Tribal and Community College. She has served in this position for 3 1/2 years. Louise handles faculty and staff searches, wage administration, ISRS, policy, procedure and collective bargaining agreement interpretation, DDIR, retirement plans, work comp, unemployment, and anything else that falls under the "HR" guidelines. Louise's favorite things about her job are meeting new people and helping everyone with their needs.

**Lori Beamer** is the Account Technician at Fond du Lac. Lori has been in this position for 5 1/2 years. She deals with payroll and leave side but also is responsible for purchasing and tribal grants. Lori's favorite part of her job is seeing how payroll affects other accounting aspects of the college.

Fond du Lac Tribal and Community College HR completed the following statements, providing us a bit of insight into their department:

Our department's mission or perspective on our role is...to serve the college by developing, improving, and maintaining services to our culturally diverse faculty and staff, and to promote personal respect to our employees who are providing an educational experience to our students through a union of cultures.

We believe that ...diversity... makes our institution unique / is our institution's strength.

As a department we draw inspiration from...The idea that sometimes things will work the way they are supposed to.

As a department we are motivated by...Trying to figure out SCUPPS and SEMA4, and also by our paychecks and benefits!

When things get really stressful around here, we ... go out to lunch...to blow off some steam.

If our HR department ruled the world... life would be perfect!

Louise Lind & Lori Beamer

