



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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<http://www.hr.mnscu.edu>

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2006-2007 LUOMA LEADERSHIP ACADEMY COHORT GRADUATES

Energizing, amazing, excellent, transforming, outstanding, empowering, life changing...these are some of the words used by recent graduates to describe their experience in the Luoma Leadership Academy program over the last year.

Networking Opportunities

Over 50 faculty, staff, and administrators completed the Luoma Leadership Academy last summer. Designed to nurture leadership talent for the Minnesota State Colleges and Universities, the Academy draws participants from across the system and creates numerous networking opportunities. Beth Diekmann, Associate Director of Financial Aid from Rochester Community and Technical College, remarked that, "the most useful part of the program was the connections I made. I now have a team of 53 other individuals throughout MnSCU that I know would come to my side and help me out if I needed them. I can count on each and every one of these leaders for feedback, insight, and encouragement with any issue I may have to deal with."

"Listening to challenges of others and understanding that most of what I face is not unique" was important to Mike McGee, who discovered, "that colleagues have great ideas and valuable perspectives for tackling difficult issues."

Lessons Learned

Participants attended a week-long session in June 2006 and another in June 2007 with a year practicum in between. Dawn Syverson, CIO at Metropolitan State University, said that she learned about the importance of interacting with staff on a personal level. "Before the Academy, I saw it as a waste of time to interact with my staff about their interests and lives outside of work," said Syverson. "Now I understand that people bring their whole self to their jobs and that they need the opportunity to share who they are fully in order to be productive employees."

Judy Olson, a professor at Bemidji State University, remarked that the information on "Leading Change" was of great interest to her given the changes in her department over the last year. She said that the eight steps for leading change will be very useful to her in both strategic planning and problem solving. Margaret Vos, Interim Vice President at St. Cloud State University, said she learned, "that we are better as an institution (as well as employees) when we focus and build on our strengths rather than our weaknesses."

This newsletter will be issued each quarter. Please send your submissions and suggestions two weeks prior to the end of the quarter to Heather Kidd at heather.kidd@so.mnscu.edu. Please send your feedback to Heather at any time.

(Luoma Leadership Academy from page 1)

Making a Difference

Last year, action learning projects were incorporated into the program to give participants an opportunity to work on real-life projects within the Minnesota State Colleges and Universities and to continue their connections with each other during the year. Projects ranged from an Instructional Cost Management Study to researching web-based performance evaluation tools and Developing Diverse System-wide Talent Pools to Increasing College Outreach.

Mike McGee, Dean of Academic Affairs at Minneapolis Community and Technical College said, "Our project examined such an important area (performance management) for leaders and for employees. Everyone wants to be valued, and everyone deserves quality performance reviews that help them grow in their positions and help the institution manage performance. We uncovered some great tools for this process, and really convinced leaders that an automated system could achieve high goals."

In talking about the Instructional Cost Management Study project, Jeffery Thomas of Northland College, remarked, "our project assisted in the development of tools that other MnSCU institutions can use." Rex Veeder, Interim Assistant Vice President for Academic Affairs at St. Cloud State University, added that his team overcame obstacles in terms of distance and style differences to form a team and contribute to the project. In the end, Rex said, "I believe we learned more about the system and our place in it, as well as how a small group of people can make a difference."

For a complete list of action learning projects and reports, see:

<http://www.hr.mnscu.edu/staffDevelopment/leadershipAcademy/actionLearningProjects.htm>

The Luoma Leadership Academy is sponsored by the Office of the Chancellor and facilitated by The Chair Academy of Mesa, Arizona. It is designed to provide the leadership theories, practices, and skills needed to support leaders, and those striving to become leaders, to lead their respective departments and colleges more effectively. It is named after Trustee Emeritus Jim Luoma, who is a great proponent of providing leadership development opportunities for Minnesota State Colleges and Universities employees. For more information about the program, see

<http://www.hr.mnscu.edu/staffDevelopment/leadershipAcademy/index.html>

The fourth cohort began their program in July and will complete their program in summer 2008. Nominations for the fifth cohort will be invited beginning in January 2009.

For a complete list of 2006-2007 graduates of the program, see:

<http://www.mc.maricopa.edu/community/chair/academy/minnesota06-07/photos.html>

"If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse gift will find a fitting place."

—Margaret Mead

Help your campus win an ice cream social or a morning coffee break

**Promote the Staff
Development
survey!**



The two campuses with the highest percentage of respondents to the Staff Development Survey will win their choice of an ice cream social or a coffee break.

HR Calendar

November

- 12 Veteran's Day Holiday
- 22-23 Thanksgiving Holiday
- 27 Labor Relations Symposium, Century College

December

- 4-11 Hanukkah
- 22 Winter Solstice
- 25 Christmas Holiday
- 26-Jan 1 Kwanzaa

January

- 1 New Year's Day Holiday
- 9 Art of Supervision Training, St. Cloud Technical College
- 21 Martin Luther King Jr Holiday

Fall HR Conference in Brainerd Brings Together Largest Number of MnSCU Human Resources Colleagues Yet

This year's Fall Human Resources Conference, held at Cragun's resort in Brainerd brought together a record breaking number of HR colleagues from throughout our system, with 156 in attendance.

Again this year many of our HR colleagues were honored for their exceptional work. **Lori Lamb**, Chief Human Resources Officer of Minnesota State University, Mankato received the Nancy Brataas Award which is presented annually to one individual in honor of Nancy Brataas, who served previously on the Board of Trustees. HR All Star winners included, **Jane Bohlsen**, Ridgewater College, **Denise Sik**, Minnesota West Community & Technical College, **Cindy Foote**, Central Lakes College, **Gary Janikowski**, Office of the Chancellor, and **Patricia Delich**, Northeast Higher Education District

Plans for the spring one-day conference are underway. Keep an eye open for more information coming soon at www.hr.mnscu.edu/communications/index.html

HR DEPARTMENT PROFILE - South Central College

By Laural Kubat, CHRO, South Central College

After eleven years we've finally got our own HR office area! This summer we moved from offices lined up along a hallway to an enclosed department. We were able to get new work stations, paint, and carpet. It's been very exciting. We now have our own copier, fax, and a small conference room. All our files are in one place! Although the move was hectic, trying to get the work done in the midst of chaos, we really like our new area.



Laural Kubat, Kim Scholtens, Jane Lebert, Eileen Darling
(not pictured: Chris Blaschko)



Open house for the new HR offices at South Central College

<p>Laural Kubat Human Resources Director (Faribault & North Mankato)</p>	<ul style="list-style-type: none"> • Manages HR Office • HR Liaison to President's Administrative Team • Affirmative Action Officer • ADA Coordinator for employees • Coordinates staff development and training activities • Labor Relations • Grievances • Faculty credentialing • Data practices designee for employees
<p>Chris Blaschko Payroll, Insurance and Retirement Specialist (Faribault & North Mankato)</p>	<ul style="list-style-type: none"> • Payroll for faculty and North Mankato Campus • Retirement questions • Insurance questions
<p>Eileen Darling Human Resources Information Specialist (Faribault & North Mankato)</p>	<ul style="list-style-type: none"> • Enters all new employees and changes into the system • Workers Compensation • Employee Performance Evaluations • AFSCME, MAPE and MMA seniority rosters • Leave Balances
<p>Jane Lebert Human Resources Administrative Assistant (Faribault & North Mankato)</p>	<ul style="list-style-type: none"> • Classified hiring process • Payroll for Faribault campus (except faculty) and Hour based faculty • Tuition Waiver • Schedules appointments for CHRO • Personnel files • Manages and coordinates the HR webpage
<p>Kim Scholtens Human Resources Representative (Faribault & North Mankato)</p>	<ul style="list-style-type: none"> • Unclassified hiring process • MSCF Faculty Seniority Roster • New employee paperwork • Staff Development
<p>Ricki Walters (507-433-0368 or 507-438-0588) Diversity Trainer and Investigator (Faribault & North Mankato)</p>	<ul style="list-style-type: none"> • Diversity training • Investigates allegations of harassment and discrimination



More pictures from the open house for the new HR offices at South Central College