

**Workforce and Organizational Effectiveness Committee
Meeting Minutes
March 18, 2025**

A meeting of the Workforce and Organizational Effectiveness Committee of the Board of Trustees was held on March 18, 2025.

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, Jerry Janezich, Jacquie Johnson, Jana Johnson, Christopher Richter, George Soule

Staff present: Scott Olson, Chancellor

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

Committee Chair Cowles called the meeting to order at 12:56 p.m.

Agenda Item 1: Approval of the Meeting Minutes for January 28, 2025

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

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

Agenda Item 2: Proposed Amendment to Board Policy 4.6 Re-Employment of Early Retirees (First Reading)

Committee Chair Cowles invited Vice Chancellor Davis to present the Proposed Amendment to Board Policy 4.6 Re-Employment of Early Retirees (First Reading), as detailed in the meeting materials.

This being the first reading of the policy, there was no vote taken.

Agenda Item 3: Proposed Amendment to Board Policy 4.11 Board Early Separation Incentive Program (First Reading)

Committee Chair Cowles invited Vice Chancellor Davis to present the Proposed Amendment to Board Policy 4.11 Board Early Separation Incentive Program (First Reading), as detailed in the meeting materials.

This being the first reading of the policy, there was no vote taken.

Adjournment

The committee chair adjourned the meeting at 1:10 p.m.