

**PROPOSED AMENDMENTS TO HOUSE BILL NO.**

Page 2, line 26, delete "until"

Page 2, line 26, after "withheld" insert ", except that once"

Page 2, line 27, remove "at which time the"

Page 2, line 27, before "records" insert "all"

Page 2, line 27, after "records" insert "related to the application materials of the finalists"

Renumber accordingly

## HB1349

### House Political Subdivisions Committee

February 5, 2021

Chair Dockter and Committee Members: My name is Tim O'Keefe and I am CEO Emeritus, UND Alumni Association & Foundation and I am in opposition to H.B. 1349.

During my twelve year tenure as CEO of the UND Alumni Association & Foundation, I was involved in several searches for senior leadership roles within the UND administration and academic community.

It was incredibly frustrating to consistently hear from recruiters the reluctance top talent had applying for great jobs at UND, due to the fact they were immediately exposed to their current employers as "looking for another job".

As the search processes are typically elongated by definition, most outstanding prospects are not going to want their application public until they know they're a finalist.

Thus, when the 2017 session of the North Dakota Legislature passed new legislation providing for secure application for all public job openings until three or more finalists were named, I was extremely confident this would result in much greater depth of talent applications. Clearly the evidence supports this theory in review of recent hires at UND.

Three examples which jump out are as follows:

1. The hiring of Bill Chaves as Director of Athletics brought a young talent with deep experience and track record of excellence to Grand Forks. Yet, choosing Bill wasn't easy, as there were several candidates in a deep field worthy of consideration. This has never occurred before in similar searches where choices became narrow in fields of marginal prospects.
2. Recent critical hires of Deans in some of the Colleges at UND, brought similar results. Perhaps the best example is the hiring of Robert Kraus as Dean of the School of Aerospace at UND. The 6 finalists included high level executives from private sector companies like Boeing, outstanding prospects from various members of academic settings in the US, and a couple with outstanding military background track records of leadership and aerospace experience.
3. You may recall the two prior Presidential searches at UND, neither of which produced a deep field of candidates. Compare those to the depth of the competitive field of candidates which produced Andy Armacost as the current President of UND.

The bottom line in either recruiting or promoting from within is ensuring the best pool of candidates for whatever the role is in the public sector. Clearly the current law allows for such, is doing exactly what the wisdom of the 2017 Legislature intended.

I strongly suggest a NO vote against proposed bill HB1349.

Respectfully, Tim O'Keefe  
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