

SB 2015

House Appropriations Committee – Government Operations

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Chair Monson and members of the House Appropriations Committee – Government Operations. My name is Karla Mongeon-Stewart, and I serve as the Vice President for Finance and Operations and Chief Operating Officer for the University of North Dakota. I am providing testimony in support of SB 2015.

SB 2015, Section 9 provides North Dakota higher education institutions funding for market equity compensation adjustments. We are grateful for consideration of this funding and excited about the impact it can have on our campus community.

Item #3 in Section 9 requires all targeted market equity compensation adjustments to be provided by July 1, 2023. UND is requesting consideration to change the language of this item as follows:

All targeted market equity compensation adjustments must be provided no later than January 1, 2024 and equity increases must be backdated to July 1, 2023.

UND has recently engaged a firm to assist with a complete market and equity study for all permanent faculty and staff positions. This RFP took several months to secure a vendor as the first RFP failed to garner any qualified vendors. This has led to a delay in completing a comprehensive equity and market study at UND.

The equity funding proposed in this bill will have a significant positive impact on our campus community. It is critical that UND take the time to fully review all positions eligibility and execute any equity compensation adjustments with the utmost care and accuracy. Therefore, UND believes that it is in the best interest of the state and the university to take the time needed to properly review and allocate any dollars provided by the state for this purpose.

UND believes the proposed language above will allow the institution sufficient time to ensure equity adjustments are administered after a thorough and comprehensive review that would not be possible with the current date of July 1, 2023.

Thank you for your consideration.