

## NORTH DAKOTA UNIVERSITY SYSTEM EMPLOYEES

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Employees of higher education institutions are exempt from the state classified personnel service pursuant to North Dakota Century Code Section 54-44.3-20. Instead, employees are subject to State Board of Higher Education policy regarding appointment and classification. Board Policy 305.1 provides the presidents of North Dakota University System institutions with the authority to manage the affairs of their institutions, including the appointment of academic and nonacademic employees.

State Board of Higher Education Policy 606.1 provides all employees of the University System, except those with a specific exemption, are subject to the University System's broadbanding classification system. The broadbanding system is used to manage employee job classification and compensation by considering job content and scope, required employee knowledge, employee skills and abilities, and job market conditions. Employees excluded from the broadbanding system include:

- University System Chancellor;
- University System Vice Chancellors;
- University System office professional staff;
- Institution presidents, vice presidents, and provosts;
- Institution faculty members;
- Institution athletic coaches; and
- Institution employees holding positions which the institution president has designated as being excluded from the broadbanding system.

As of October 2013, the University System had 12,016 headcount employees, excluding student employees. The table below summarizes total headcount employees of the University System since 2005 by position type.

<b>Total University System Headcount Employees</b>											
	<b>Full-Time Faculty</b>	<b>Part-Time Faculty</b>	<b>Full-Time Nonbroadband</b>	<b>Part-Time Nonbroadband</b>	<b>Full-Time Broadband</b>	<b>Part-Time Broadband</b>	<b>Temporary - Instructional</b>	<b>Temporary - Noninstructional</b>	<b>Student Employees</b>	<b>Total</b>	<b>Total Excluding Students</b>
2005	1,768	318	651	405	3,715	360	1,852	1,666	5,293	16,028	10,735
2006	1,714	256	678	391	3,726	345	1,057	2,094	3,515	13,776	10,261
2007	1,766	246	745	71	3,833	317	1,737	2,487	5,630	16,832	11,202
2008	1,813	237	680	111	4,004	311	1,693	2,404	5,532	16,785	11,253
2009	1,833	260	681	128	4,152	326	1,871	2,645	5,682	17,578	11,896
2010	1,892	262	659	64	4,295	333	1,885	2,539	6,048	17,977	11,929
2011	1,919	261	631	61	4,325	330	1,993	2,492	6,049	18,061	12,012
2012	1,933	282	603	59	4,341	308	2,008	2,413	5,857	17,804	11,947
2013	1,947	286	631	56	4,329	297	2,013	2,457	5,799	17,815	12,016

The table below details the headcount number of employees at each institution and the University System office since 2005.

	University System - Headcount Employees																	
	2005		2006		2007		2008		2009		2010		2011		2012		2013	
	Total	Excluding Students	Total	Excluding Students	Total	Excluding Students	Total	Excluding Students	Total	Excluding Students	Total	Excluding Students	Total	Excluding Students	Total	Excluding Students	Total	Excluding Students
Bismarck State College	609	508	536	498	681	564	629	526	663	569	761	647	795	686	750	629	713	634
Dickinson State University	596	346	365	273	684	390	651	388	689	421	671	426	611	404	513	343	437	291
Lake Region State College	300	231	296	273	349	274	330	256	354	287	361	284	341	274	372	293	357	294
Mayville State University	441	227	369	215	402	200	388	219	402	230	400	243	443	245	453	264	490	280
Minot State University	942	591	940	562	1,181	628	1,099	625	1,099	643	1,155	672	1,255	716	1,256	735	1,151	656
Dakota College at Bottineau	156	105	97	96	154	111	164	125	181	130	200	144	199	150	198	153	249	195
State College of Science	787	524	707	581	790	536	742	520	782	541	811	561	912	611	934	624	1,018	650
North Dakota State University	5,390	3,685	4,587	3,401	5,698	3,854	5,712	3,880	6,109	4,127	6,224	4,193	6,212	4,164	5,957	4,109	6,055	4,119
University System office	20	20	20	20	22	22	22	22	26	26	25	25	27	27	23	23	167	166 <sup>1</sup>
University of North Dakota	6,189	4,146	5,419	4,004	6,281	4,272	6,395	4,298	6,634	4,534	6,697	4,321	6,521	4,247	6,643	4,284	6,440	4,235
Valley City State University	381	177	276	183	378	181	429	204	443	227	463	236	494	273	458	264	492	289
Williston State College	217	175	164	155	212	170	224	190	196	161	209	177	251	215	247	226	246	207
<b>Total</b>	<b>16,028</b>	<b>10,735</b>	<b>13,776</b>	<b>10,261</b>	<b>16,832</b>	<b>11,202</b>	<b>16,785</b>	<b>11,253</b>	<b>17,578</b>	<b>11,896</b>	<b>17,977</b>	<b>11,929</b>	<b>18,061</b>	<b>12,012</b>	<b>17,804</b>	<b>11,947</b>	<b>17,815</b>	<b>12,016</b>

<sup>1</sup>Reflects the transfer of 134 University System information technology system employees from institutions to the University System office.

### GENERAL FUND POSITIONS AUTHORIZED BY THE LEGISLATIVE ASSEMBLY

The Legislative Assembly authorized a continuing appropriation for special funds received by University System institutions, including tuition, fees, and grants. Therefore, the Legislative Assembly does not specifically authorize the number of full-time equivalent (FTE) positions supported with special funds by institutions. However, the Legislative Assembly does authorize positions that are supported by general fund appropriations. Institutions have generally been able to adjust general fund FTE positions as needed subject to the availability of funds. Section 36 of 2013 Senate Bill No. 2003 continues the authorization to adjust positions through June 30, 2015.

The table below details the number of University System general fund FTE employees authorized since the 2003-05 biennium.

Biennium	University System General Fund FTE Employees	Increase (Decrease) from Previous Biennium
2003-05	2,400.38	N/A
2005-07	2,194.42	(205.96)
2007-09	2,136.59	(57.83)
2009-11	2,245.51	108.92
2011-13	2,303.74	58.23
2013-15	2,304.74	1.00