

2009 HOUSE EDUCATION

HB 1273

## 2009 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. HB 1273

House Education Committee

☐ Check here for Conference Committee

Hearing Date: January 27, 2009

Recorder Job Number: 7828

Committee Clerk Signature

*Carmen Hart*

Minutes:

**Rep. Lee Myxter, District 27, Southwest Fargo**, mentioned that this is a need for a slight change in the dual credit law of the state.

**Rep. John Wall, District 25**, appeared. **(See Attachment 1.)**

**Kyle Davison, Director of Southeast Education Cooperative**, appeared in favor of HB 1273

in moving the minimum grade for receiving college credit or for a dual credit course to the 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> grade. He emphasized the need to get students through college in a timelier fashion which can save students money and reduce their debt. We are about 37<sup>th</sup> in the nation in graduating kids within three years of a two-year degree and six years of a four-year degree. We need to have more students graduating with degrees where there are jobs available in North Dakota. There are about 10,000 jobs in North Dakota and about 80% of those jobs require a Bachelor's Degree or less. He explained his attachment in respect to HB 1273. **(See Attachment 2.)** One other example with the dual credit class for sophomores is through SEEC they have a partnership with the North Dakota State College of Science where they offer online classes. Most of those schools that take dual credit classes are the rural schools, but they aren't able to have their sophomores take those as electives. They need to take the dual credit side of that. The agreement says that if you are going to take the class, you have to take the dual credit agreement. There is no restriction in advanced placement courses.

Advanced placement courses are AP classes in high school that align with college curriculum and are taught by qualified high school instructors. There is no restriction or law that says you can't take an advanced placement class as a sophomore. In summary, he supports HB 1273. It will allow more students to get a faster start on college level curriculum. It will help insure their success at the next level. It will save them and their parents money.

**Rep. Brenda Heller:** When these dual credits transfer to the college, does their grade also transfer and mix in with their cumulative grade average then after they start college?

**Kyle Davison:** Yes, it is. He then gave an example.

**Rep. Brenda Heller:** My daughter took dual credit at Beulah High School. When they transferred those credits to NDSU, the credits transferred but her grade didn't get added into her average at college. Is that just when you transfer from a high school to an university and you bypass the state school?

**Kyle Davison:** I am not exactly sure. There are some variables in the whole process depending on what programs they go into.

**Chairman Kelsch:** Rep. Brenda Heller, Mike Hillman is here and I am positive he will be able to answer that question.

**Rep. Phillip Mueller:** You are referencing to move from 11 and 12 down to 10 to make it inclusive. How far do we go with that? Should the 9<sup>th</sup> graders be involved? Should the 8<sup>th</sup> graders be involved? I have a bit of concern about how far we drop that grade level requirement.

**Kyle Davison:** I agree with that. If you look at that chart again, one of the things that you will notice in 10<sup>th</sup> grade is that you still have your English, social studies, math, physical education, and science. You have to take those classes. In 9<sup>th</sup> grade it is even stricter. You maybe have one elective class that you choose. I think the sophomore level is a fair level to stop at.

**Chairman Kelsch:** In North Dakota we don't have a real gifted and talented program. For those gifted and talented students, this is one way that they can be challenged in high school at a younger age.

**Rep. David Rust:** Do you see any downside on allowing 10<sup>th</sup> graders?

**Kyle Davison:** No.

**Rep. David Rust:** Would you think it could possibly take them out of some fine arts classes—music, art, those kinds of classes?

**Kyle Davison:** My background is in economic development. I believe we need more students because of that statistic I quoted you earlier about the college completion rate that look more at the technical areas. I am not opposed to the arts area and the foreign language. They are all important pieces of our education. There are kids that have no business taking a second year of foreign language. They should be looking at more technical skills. Overall, I don't think it would take away from the selection of other areas or other classes.

**Vice Chair Lisa Meier:** Is there a cap on the amount of dual credit classes that a student can actually take in high school?

**Kyle Davison:** No.

**Vice Chair Lisa Meier:** They can take up to how many?

**Kyle Davison:** We had a student from Hankinson take up to 24.

**Chairman Kelsch:** Remember students can only take the dual credit courses when they fit into their schedule, because we tell them what they have to take. It is above and beyond what the high school graduation curriculum is.

**Kyle Davison:** One other point is in the end the high school administrator has to approve them taking the dual credit classes.

**Rep. Bob Hunsakor:** According to the bill, all students are eligible to participate in dual credit so you may have answered my question with your last statement. Some kids do not have the academic ability. There would be a screening process within a school system. Any student, say, that struggles with his school work?

**Kyle Davison:** Within each school there should be a system. Within our colleges, you try to identify kids that have a B grade or higher. Sometimes in some of these CTE classes because of their learning styles or how the teachers work with the kids, you can change a student that is typically unsuccessful in a class that will find a passion.

**Kevin Schmitcke, Preservice Teacher at University of Mary,** appeared in support of HB 1273. One thing that is stressed through education courses and the concern of many teachers with No Child Left Behind is about how we deal with students that are struggling? How do we get them up to speed? We don't spend a lot of time looking at what we do with the students who are excelling. Many times those gifted and talented students get left behind. I see this bill as one small step of how we can address and challenge those gifted and talented students while giving them incentives to take more difficult courses.

**LeAnn Nelson, NDEA,** appeared to endorse support for HB 1273. They were a little concerned about things like students taking a dual credit English course and substituting it for their curriculum in high school. When they found out it was up to the administration to approve and they can't do that, then we thought okay this would give the student some more time to take AP or more rigorous courses. Therefore, NDEA decided it was alright to support this bill.

**Vice Chair Lisa Meier:** Out in some of the remote rural areas of North Dakota, are students taking some dual credit courses through ITV?

**LeAnn Nelson:** I am not sure for that. I haven't done the research on that to see if they are taking it through ITV.

**Chairman Kelsch:** Kyle says they are.

**Rep. David Rust** also answered yes to **Vice Chair Lisa Meier's** question.

**Michel Hillman, North Dakota University System**, appeared in support of HB 1273. (See **Attachment 3.**) He then tried to answer some of the earlier questions posed. From the university system's perspective, they do not offer dual credit—they only offer college courses. They offer college courses that happen to, by the way, perhaps be picked up as dual credit. The next question he answered was in regard to the calculation of GPAs. Eighty percent of their students receive federal financial aid. The federal financial aid guidelines say they have to take into account all courses attempted in the calculation of cumulative GPA for financial aid administrative purposes. They do not have anything on the transcript that says it is dual credit. Another college will have to look at the high school graduation date and the date that the college credit was awarded to figure out that it was a dual credit course. Campuses do have flexibility beyond that cumulative GPA calculation to determine institutional GPA. They use institutional GPA to determine merits and awards on campus. Another area of flexibility would be a student takes a course in college and fails. They repeat the course and they pass. How that failure and that pass are handled can also vary from campus to campus. Each college has placement guidelines to place high school students in courses. This could be placement exams, grades in high school courses, or a whole number of things.

**Chairman Kelsch:** I think dual credits are offered through most of the high schools in North Dakota.

**Michel Hillman:** We do have over 130 programs available online and hundreds of courses that are available online which basically means they can use those courses to meet graduation requirements at any of the above institutions and tribal colleges.

**Rep. Phillip Mueller:** Has the system done any follow up in terms of how much is retained from a dual credit course? This bill drops it back another year.

**Michel Hillman:** We would like to do more research on this. We do not have comprehensive studies right now. We do know that students who do take these challenging courses in high school do tend to have a higher probability of completing college and getting higher grades. He has not found any quality control problem in North Dakota on dual credit.

**Rep. Jerry Kelsh:** Do the reciprocity agreements we have throughout our state allow the use of dual credit courses?

**Michel Hillman:** It is up to each campus to determine what they will or won't accept. I am not aware of any problems with our dual credit students going to Minnesota institutions and having that accepted. There are some institutions in the country that won't accept, but I am not aware of any in our region.

There was no opposition.

The hearing was closed.

**Rep. Jerry Kelsh** made a motion for a **Do Pass**. **Rep. Bob Hunsakor** seconded the motion.

**DO PASS, 14 YEAS, 0 NAYS.** **Rep. John Wall** is the carrier of the bill.

Date: 1-27-09  
Roll Call Vote #: \_\_\_\_\_

**2009 HOUSE STANDING COMMITTEE ROLL CALL VOTES**  
**BILL/RESOLUTION NO. 1273**

House Education Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number \_\_\_\_\_

Action Taken ☒ Do Pass ☐ Do Not Pass ☐ Amended

Motion Made By Rep. Kelsch Seconded By Rep. Hunskor

Representatives	Yes	No	Representatives	Yes	No
Chairman RaeAnn Kelsch	✓		Rep. Lyle Hanson	✓	
Vice Chairman Lisa Meier	✓		Rep. Bob Hunskor	✓	
Rep. Brenda Heller	✓		Rep. Jerry Kelsch	✓	
Rep. Dennis Johnson	✓		Rep. Corey Mock	✓	
Rep. Karen Karls	✓		Rep. Phillip Mueller	✓	
Rep. Mike Schatz	✓		Rep. Lee Myxter	✓	
Rep. John D. Wall	✓				
Rep. David Rust	✓				

Total (Yes) 14 No 0

Absent 0

Floor Assignment Rep. Wall

If the vote is on an amendment, briefly indicate intent:



**REPORT OF STANDING COMMITTEE**

**HB 1273: Education Committee (Rep. R. Kelsch, Chairman) recommends DO PASS**  
(14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1273 was placed on the  
Eleventh order on the calendar.

2009 SENATE EDUCATION

HB 1273

## 2009 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1273

Senate Education Committee

☐ Check here for Conference Committee

Hearing Date: March 11, 2009

Recorder Job Number: 10674

Committee Clerk Signature

Minutes:

Chairman Freborg opened the hearing on HB 1273. All members were present.

Representative Wall introduced and testified in favor of the bill. See written testimony. This is a win/win for a lot of reasons: it provides rigor, it helps high school students be more prepared for college, it provides savings in tuition and it decreases the time needed to graduate from college.

Senator Bakke asked what courses are offered for dual credit.

Representative Wall said math especially, also computer courses especially Cisco which is sequential and is important for sophomores to be able to take.

Representative Myxter testified in favor of the bill. He distributed the testimony of Kyle Davison, the director of the Southeast Educational Cooperative, who is snowbound today. He also distributed a chart "Career Pathway Information Technology" which is attached.

Senator Taylor asked if students are already taking these courses as sophomores and if they need this bill so they are able to receive dual credit for it.

Representative Myxter said yes. 30 - 40 sophomores have to take the course. Because they cannot now receive dual credit for it, they have to take it again for college credit.

LeAnn Nelson, North Dakota Education Association, testified in favor of the bill. In a past position in Minnesota she coordinated the post secondary option. It was very popular and kids started college in high school. Administration and faculty determine if a student is prepared to take these classes.

Michel Hillman, Vice Chancellor for Academic Affairs, North Dakota University System, testified in favor of the bill. See written testimony. Recent US Department of Education studies indicate this is a good way to help students be successful in college.

Senator Lee asked how the tweaking of the high school requirements in HB 1400 will affect this.

Michel Hillman said the more challenging options that are available for students, the better prepared they are for college.

Senator Lee said if we increase the rigor and high school graduation requirements, can students still access this?

Michel Hillman said yes. They have tried hard to make college classes available to qualified high school students while keeping tuition rates lower. There are a number of partnerships to give students access to more challenging courses. This could be most important in smaller high schools where they do not have a wide range of classes.

Senator Flakoll asked if these classes count towards the college GPA.

Michel Hillman said there is not an easy answer to that question. For federal financial aid, all college courses attempted must be included in the GPA. There are two mechanisms to compute GPA: 1. All courses attempted and 2. Courses at that institution. The federal financial aid requirement is the common denominator across all colleges.

Senator Flakoll asked if this is 100% seamless across the North Dakota University System.

Michel Hillman said it is as seamless as any place in the US. They do not require all institutions to offer dual credit, some would rather the high school students come on campus to take their courses. Board policy makes it possible.

Senator Flakoll asked about the student head count in the program.

Michel Hillman said they are trying to collect better numbers. They work in partnership with Department of Public Instruction. Higher Ed awards the dual credit. He will get the prior year numbers. (attached)

Senator Flakoll asked how the money flows.

Michel Hillman said this takes a combination of high school and college activity. When a superintendent accepts dual credit, that student counts toward the foundation aid formula and the college gets none of the foundation aid. The colleges offer the courses, some at the high schools and some at the college. The colleges offer a partial tuition waiver to the high school dual credit student. The colleges sometimes hire a high school teacher to teach a college class at the high school. It is the college curriculum but the teacher would not receive full college professor pay because they are paid by the high school as well. They are a college faculty member.

Chairman Freborg closed the hearing on HB 1273.

Senator Flakoll moved a Do Pass on HB 1273, seconded by Senator Taylor.

The motion passed 5 – 0. Senator Bakke will carry the bill.

Date: 3/11/09 :  
Roll Call Vote #: 1 :

2009 SENATE STANDING COMMITTEE ROLL CALL VOTES  
BILL/RESOLUTION NO. 1273

Senate Education Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number \_\_\_\_\_

Action Taken Do Pass

Motion Made By Sen. Flakoll Seconded By Sen. Taylor

Senators	Yes	No	Senators	Yes	No
Senator Freborg	✓		Senator Taylor	✓	
Senator Gary Lee	✓		Senator Bakke	✓	
Senator Flakoll	✓				

Total (Yes) 5 No 0

Absent \_\_\_\_\_

Floor Assignment Sen. Bakke

If the vote is on an amendment, briefly indicate intent:

**REPORT OF STANDING COMMITTEE (410)**  
March 11, 2009 9:58 a.m.

**Module No: SR-44-4543**  
**Carrier: Bakke**  
**Insert LC: . Title: .**

**REPORT OF STANDING COMMITTEE**

**HB 1273: Education Committee (Sen. Freborg, Chairman) recommends DO PASS**  
(5 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1273 was placed on the  
Fourteenth order on the calendar.

2009 TESTIMONY

HB 1273



# HB 1273

Attachment 1

Good morning Madam Chair and members of the House Education Committee. For the record, I am District 25 Representative John Wall, and I am before you this morning to help introduce and offer support for HB 1273.

This bill would allow students in grade ten to receive the same dual credit opportunity as is currently extended to their grade eleven and grade twelve counterparts.

The addition of grade ten to the current law is necessary as cooperating high schools and institutions of higher education have indicated that several secondary classes include tenth, eleventh and twelfth grade students.

The eleventh and twelfth graders can take the classes for dual credit if they so choose; however, the tenth graders cannot register for the dual credit option. Because the class may not be available again in the tenth grader's schedule because it may be in a sequence class, the tenth grader may never be eligible for dual credit in this area.

If the level of instruction and the rigor of the coursework is the same as that of their eleventh and twelfth grade peers, it seems reasonable that the tenth grader should also be allowed to receive dual credit if so desired. All students need administrative approval prior to enrollment in a dual credit class and this stipulation would also apply to tenth graders.

This ends my testimony, Madam Chair and Members of the House Education Committee, and I would ask for a Do Pass on HB 1273.

At this time, I will stand for any questions which you might have.

Attachment 2  
3 1273

## CAREER PATHWAY Information Technology

HIGH SCHOOL PROGRAM OF STUDY				COLLEGE PROGRAM OF STUDY			
Cluster: Engineering/Technical				College: NDSCS			
High School: Fargo Public Schools/West Fargo Public Schools				Associate Degree: Computer and Network Support			
9 <sup>TH</sup>	10 <sup>TH</sup>	11 <sup>TH</sup>	12 <sup>TH</sup>	1 <sup>ST</sup> Semester	2 <sup>ND</sup> Semester	3 <sup>RD</sup> Semester	4 <sup>TH</sup> Semester
English	English	English	English	College ELEC 150 Intro to Electronics	College CIS 197 Internship	College CIS 222 Network Administration (4.X)	College CIS 246 Support Infrastructure MS W2K
Social Studies	Social Studies	Social Studies	Elective	College CIS 218 Microcomputer Hardware	College CIS 219 Microcomputer Hardware II	College CIS 267 CISCO Switching & LAN Topologies	College CIS 268 CISCO Networking
Mathematics	Mathematics	Elective	Elective	College CIS 220 Operating Systems (UNIX)	College CIS 240 Supporting MS W2K Professional	College CIS 242 Implementing MS W2K Pro/Server	General Educ. CSCI 160 Computer Science I (JAVA)
Health	Physical Education	Physical Education	Physical Education	College CIS 265 CISCO Networking	College CIS 266 CISCO Routing, Config., & Troubleshooting	General Educ. Wellness	General Educ. MATH 102 Intermediate Algebra
Science	Science	Elective	Elective	General Education	General Educ.	General Educ.	General Educ.
Graduation Elective	College CIS 218 Microcomputer Hardware I	College CIS 265 CISCO Networking	College CIS 267 CISCO Switching & LAN Topologies	ENGL 110 College Composition I	PHIL 210 Ethics	English	Social & Behavioral Science, Humanities and History Electives
Graduation Elective	College CIS 219 Microcomputer Hardware II	College CIS 266 CISCO Routing, Config., & Troubleshooting	College CIS 268 CISCO Switching & Project Management				

- High School courses are not necessarily taken in the listed sequence - Counselor will determine appropriate sequence.

- High School courses in red provide an opportunity to earn COLLEGE CREDIT for the college courses listed in red.

**Required Credit Hours for Degree** 65

### Occupations:

Animator\*Audiovisual Technician\* Broadcast Technician\*Computer Support Specialist\*

**Earned College Credit** 22 Computer Technician\*Database Architect\*Database Administrator\*Drafting Engineer Technician\*

Programmer\*Software Developer\*Systems Application Developer/Web

Hours Remaining to Reach Degree 43

**Average College Tuition Savings** \$2,500.00

**Average Salary**

\$26,400 to \$45,000

*Same given to Senate.*

**Testimony Offered to  
House Education Committee on HB 1273**

**by Michel Hillman  
North Dakota University System**

*January 27, 2009*

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Madame Chair and members of the House Education Committee, for the record I am Mike Hillman with the North Dakota University System. The NDUS supports HB 1273 which expands eligibility to enroll in postsecondary courses to eligible 10<sup>th</sup> grade students. This bill would provide students with more options to take challenging courses in high school and enter college having already earned credits toward a degree.

I encourage your support for HB 1273. Please let me know if I can answer any questions

# HB 1273

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Good morning Chairman Freborg and members of the House Education Committee. For the record, I am District 25 Representative John Wall, and I am before you this morning to help introduce and offer support for HB 1273.

This bill would allow students in grade ten to receive the same dual credit opportunity as is currently extended to their grade eleven and grade twelve counterparts.

The addition of grade ten to the current law is necessary as cooperating high schools and institutions of higher education have indicated that several secondary classes include tenth, eleventh and twelfth grade students.

The eleventh and twelfth graders can take the classes for dual credit if they so choose; however, the tenth graders cannot register for the dual credit option.

Because the class may not be available again in the tenth grader's schedule, because it may be in a sequence class, the tenth grader may never be eligible for dual credit in this area.

If the level of instruction and the rigor of the coursework is the same as that of their eleventh and twelfth grade peers, it seems reasonable that the tenth grader should also be allowed to receive dual credit if so desired. All students need administrative approval prior to enrollment in a dual credit class and this stipulation would also apply to tenth graders.

This ends my testimony, Mr. Chairman and Members of the Senate Education Committee, and I would ask for a Do Pass on HB 1273.

At this time, I will stand for any questions which you might have.

Senate Education Committee,

My name is Kyle Davison and I'm the Director of the South East Education Cooperative (SEEC). The SEEC is one of 8 Regional Education Associations in North Dakota. We have 35 school districts and over 30,000 students. Our cooperating members include NDSCS, NDSU, and VCSU.

Our REA supports HB 1273 which allows for 10<sup>th</sup> graders to earn college credits while taking a high school class offered for dual credit.

There are three reasons for this support:

- 1) Currently Fargo and West Fargo take Cisco Networking and Computer Hardware classes at the Skills & Technology Training Center in Fargo. As you can see from the hand-out, students take these classes beginning their sophomore or junior year. For those students who are sophomores, they cannot earn college credit for doing the same work as a junior in this class. This impacts between 30-40 sophomores per year. What happens is if they pursue a degree in Information Technology in college they would need to repeat these classes.
- 2) The SEEC offers dual credit classes on-line through NDSCS. These classes include web design, drafting, and medical terminology. We had over 100 students participate in this program, but sophomores were turned away because NDSCS requires them to be taken for dual credit.
- 3) There are many gifted students and these students especially in rural areas need access to more rigor. The opportunity to get these classes through IVN, on-line, or instructor-led can be impacted if they are required to be taken for dual credit. Many times these classes are offered through the colleges and this is a requirement.

In closing dual credit classes are growing and becoming a critical part of increasing rigor in secondary education. They save students money, time, and begin preparing them for college. The current barrier of not allowing sophomores to earn college credit needs to be changed.

I urge you to support HB 1273.

Kyle Davison, Director  
South East Education Cooperative

*KM*

SENATE EDUCATION COMMITTEE

March 11, 2009

HB 1273

More information from testimony of Kyle Davison, Director of Southeast Education Cooperative:

Reasons for allowing sophomores to get dual credit:

1. It helps get students through college earlier. North Dakota ranks 37<sup>th</sup> in having its students finish college in the normal 2 years or four years.
2. It allows gifted and talented students a chance to take more challenging courses and get college credit for them.
3. It helps prepare them for success in college because they have been taking more challenging classes.
4. It saves the student and parents money. The charge for the dual credit class is much cheaper in High school.

The student can not just sign up for dual credit. He/She must get permission from a school administrator so students who would not probably do well in a class would not be allowed to register.

RAM

# **Testimony Offered to Senate Education Committee on HB 1273**

**By Michel Hillman  
North Dakota University System**

*March 11, 2009*

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Mister Chairman and members of the Senate Education Committee, for the record I am Mike Hillman, Vice Chancellor for Academic Affairs with the North Dakota University System. The North Dakota University System supports HB 1273 which expands eligibility to enroll in postsecondary courses to eligible 10<sup>th</sup> grade students. This bill would provide students with more options to take challenging courses in high school and enter college having already earned credits toward a degree.

I encourage your support for HB 1273. Please let me know if I can answer any questions.

## Access - General

December 2008

## Dual Credit

Dual-credit college courses, through which students receive both high school and college credit, are authorized by the North Dakota Century Code. Any North Dakota student enrolled in grade 11 or 12 who has received permission from his or her high school administration is eligible for enrollment in an NDUS dual-credit course. Dual-credit students pay the university or college application fees when they apply to take dual-credit courses. Students also pay the current tuition rate along with pro-rated fees similar to those charged to other part-time students.

The college course section taught in the high school must meet the content and academic standards of the course sections taught on campus. In other words, from the NDUS perspective, the dual-credit course taught in the high school is a college course that also offers high school credit.

Full-time college faculty or adjunct instructors may teach dual-credit courses. High school instructors who teach dual-credit courses in the high schools are considered adjunct instructors of the sponsoring NDUS college or university and must meet the same criteria used to hire on-campus instructors.

Dual-credit students registered for college credit are categorized according to the way they are enrolled. Most students enroll in college courses taught by adjunct college faculty face-to-face, off-campus. Dual-credit students are included in the official semester enrollment counts.

<b>DUAL-CREDIT HEADCOUNT ENROLLMENTS*</b>						
<b>FALL 2002 – FALL 2007</b>						
<b>Institutions</b>	<b>Fall 2002</b>	<b>Fall 2003</b>	<b>Fall 2004</b>	<b>Fall 2005</b>	<b>Fall 2006</b>	<b>Fall 2007</b>
BSC	93	87	103	87	139	123
DSU	287	319	314	276	335	330
LRSC	475	416	416	437	548	543
MaSU	34	85	93	77	145	127
MiSU	23	42	43	82	112	91
MiSU-BC	26	41	46	39	98	117
NDSCS	52	154	143	185	283	328
NDSU	2	0	2	4	11	4
UND	3	2	0	2	12	12
VCSU	18	17	0	0	0	0
WSC	76	67	91	74	64	0
<b>Totals</b>	<b>1,089</b>	<b>1,230</b>	<b>1,251</b>	<b>1,263</b>	<b>1,747</b>	<b>1,675</b>

\* This number includes students enrolled at more than one college during the fall semester; as a result, one student may be counted more than once.

**FOR MORE INFORMATION CONTACT:**

**Julie Schepp**, Academic Affairs Associate & Director of Research  
701.328.4136 Julie.Schepp@ndus.edu

www.ndus.edu

*MH*

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