

2011 HOUSE EDUCATION

HB 1213

2011 HOUSE STANDING COMMITTEE MINUTES

House Education Committee
Pioneer Room, State Capitol

HB 1213
02/07/11
14086

☐ Conference Committee

Committee Clerk Signature



MINUTES:

Chairman RaeAnn Kelsch: We will open the hearing on HB 1213.

Rep. Clark Williams: Sponsor: I am offering this amended bill and I drafted it on behalf the support and service staff at our eleven institutes of higher education. This is a simple bill. If you take a look at 15-10-02, number two was added. This bill adds number 3 the staff senate shall annually appoint one individual to serve as an advisor to the state board. The advisor may attend and participate in all meetings of the state board but may not vote. The staff senate is composed of nonteaching faculty and non-administrative personnel. They feel they have an invested interest in the decisions of the State Board of Higher Education. They are asking to be advisors, nonvoting members. I can tell you I have a number of people that are going to testify to this bill and give the implications. I would like at this time to turn it over to them.

Rep. David Rust: Would you give to us the definition of the staff senate?

Rep. Clark Williams: They are nonteaching and non-administrative personnel. Basically support service people.

Aaron Berg – President, NDUS Staff Senate: Testimony attachment 1.

Vice Chair Lisa Meier: Why a nonvoting member?

Aaron Berg – President, NDUS Staff Senate: It takes a constitutional measure to get a voting seat. We organized as a group in 2008. I'm not sure we are ready to step up to the plate and ask for a voting seat at this point.

Rep. David Rust: I don't see a fiscal note with this. I'm wondering would this person be paid for travel and lodging expenses for the meeting.

Chairman RaeAnn Kelsch: I am guessing yes and it would probably be such a minimal amount for one person anyway that it probably wasn't worth putting it in as a fiscal note.

Rep. Mike Schatz: How is this advisor going to be chosen?

Aaron Berg – President, NDUS Staff Senate: We are currently prepared to amend our constitution and bylaws to allow for our group that meets at minimum quarterly to elect a representative to speak on behalf of us at the board level.

Rep. Phillip Mueller: Talk a little bit of your new organization established in 2008. Are all staff people 5,200 part of this organization? Can you join if you want to?

Aaron Berg – President, NDUS Staff Senate: Each college campus elects member from their staff population to represent them on each college campus. Each college campus has its own staff senate. That staff senate sends 1, 2, or 3 delegates based on the number of staff employed at the campus to meet at the state level.

Rep. Phillip Mueller: Do you have an agenda? Do you have specific things you need to see accomplished?

Aaron Berg – President, NDUS Staff Senate: We do have an agenda. At this point we meet quarterly and more frequently if need be. Currently we have committees out there for reviewing legislative bills that are important to staff. We are currently looking at the board and the chancellor's strategic plan to see what ways we can assist in affordability, accessibility, and quality. Staff members are going to be highly utilized in the delivery of those online, distance education, or technology classes.

Rep. Karen Rohr: Do you have a mechanism right now that you can provide input to the State Board of Higher Education if you were not able to pass this bill?

Aaron Berg – President, NDUS Staff Senate: The only avenue that staff currently have is to attend board meetings and speak as a guest.

Rep. Karen Rohr: Is there transparency of those minutes from higher education where you are able to go in and read previous minutes?

Aaron: Yes. The minutes are published as well as sent to me.

Rep. John Wall: As a point of clarification I believe funding would come from university system budget like it does for the other commission members.

Chairman RaeAnn Kelsch: Questions? Support?

Janice Hoffarth – UND Employee: I have been employed at UND for seventeen years. The past eleven I have served as the administrative assistant to the music depart. I come in contact with upwards of 200 of our students. Some of these students end up as lifelong friends. Our department has approximately thirty part-time and fulltime faculty members. I've served on numerous committees at UND and at the state level. I am comfortable stating that I represent thousands of staff members when I ask you to support this bill. One group cannot adequately represent another. This point of view is till the mentality that our university staff lives under. The largest contingency of people on our campuses are our students and they have a voting seat. They spend between two and four years on these campuses. The faculty have a nonvoting advisory position. The average faculty member

serves about ten years at a university. The number of staff on our campus, while less than the students, far outnumber the faculty and the average stay is longer than the students and faculty combined. At a State Board of Higher Education meeting the board faculty represented was asked if he represented these people and he adamantly said no I do not. The staff I am referring to are in large part lifelong citizens of this state. We so strongly believe in our university system, that we send out children and grandchildren to these universities. The institutional knowledge that staff can bring to the table is an untapped asset. I ask you to support HB 1213.

Chairman RaeAnn Kelsch: Questions? Further support?

Josh Jeffers – President, BSC Staff Senate: In my capacity at BSC I oversee our work-study program and administer the numerous North Dakota scholarships and grant programs. Along with the other staff and financial aid office we oversee disbursement of millions of dollars of state and federal funding that help students get the education they desire. Even as the third largest institution. Even as the third largest institution our disbursement numbers fall in comparison to the amount of dollars administered by our two largest institutions. It's essential for the staff of the financial aid department to have ongoing training to keep up with the ever changing policies and regulations and our department is not alone. I often tell students and parents in my office that there are two equally important facets to college one of course is academics but on the other hand that is the business side. It is the staff that we represent that work day in and out assisting with a plethora of questions in situations that help students complete these nonacademic obligations. As a representative of the staff at BSC I've worked with administration to make the staff senate not just a thermometer for gauging reactions to decisions, but a partner in that decision making process. It is our vision that the staff representative on the State Board of Higher Education can operate in that same capacity.

Rep. Karen Rohr: At BSC do you have an organizational chart?

Josh Jeffers – President, BSC Staff Senate: Yes.

Rep. Karen Rohr: So as their representative, where do you go to take your feedback from you various people on your team to the next level?

Josh Jeffers – President, BSC Staff Senate: I have a monthly meeting with our president of the college so when we discuss our information in our state, then I meet with him monthly to discuss things with him and gauge reactions and get input.

Chairman RaeAnn Kelsch: Further Support?

William Woodworth – North Dakota Student Association: Support. Testimony attachment 2.

Chairman RaeAnn Kelsch: Questions? Further Support?

Robert Vallie – NDSU: We as students of NDSU offer support to HB 1213. In many ways for our institutions the staff are our unsung heroes. They offer insight and are even able to

offer potential benefits from seeing things with a different perspective. Compared to students that are there short term and faculty that are there for somewhat short terms, the staff is there long term. They ensure we function smoothly.

Chairman RaeAnn Kelsch: Questions? Support?

Stuart Savelkoul – Executive Director, NDPEA: I am here urging your support of HB 1213. This is a simple bill of fair representation. As long as they are going to solicit comment from the student population and faculty, it seems only natural and fitting that they would want the input of our staff. Personally I speak as a former staff member of one of our universities in the state of North Dakota and a former member of staff senate. I can tell you that while I was on staff senate we didn't have a statewide organization that represented our interests. I commend the current members of that committee to seek a voice for that entity.

Chairman RaeAnn Kelsch: Questions? Support? Opposition? Neutral testimony? What are the wishes of the committee?

Vice Chair Lisa Meier: I move a do pass on HB 1213.

Rep. Brenda Heller: Second.

Chairman RaeAnn Kelsch: Committee discussion?

Rep. Joe Heilman: I would like to point out that with my time at a university some of the relationships that I built with staff member were often times a lot stronger than the ones with most of my faculty. I think that our staff people do a good job and deserve a voice on the board.

Chairman RaeAnn Kelsch: Further discussion? We will take the roll. We will close on HB 1213.

14 YEAS 1 NAY 0 ABSENT
CARRIER: Rep. Karen Karls

DO PASS

Date: 02-07-11
Roll Call Vote #: _____

2011 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 1213

House EDUCATION Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken: ☒ Do Pass ☐ Do Not Pass ☐ Amended ☐ Adopt
Amendment

☐ Rerefer to Appropriations ☐ Reconsider

Motion Made By VICE CHAIR MEIER Seconded By REP. HELLER

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch	X		Rep. Hanson	X	
Vice Chairman Meier	X		Rep. Hunsakor	X	
Rep. Heilman	X		Rep. Mock	X	
Rep. Heller	X		Rep. Mueller	X	
Rep. Johnson	X				
Rep. Karls		X			
Rep. Rohr	X				
Rep. Rust	X				
Rep. Sanford	X				
Rep. Schatz	X				
Rep. Wall	X				

Total (Yes) 14 No 1

Absent 0

Floor Assignment REP. RUST

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

REPORT OF STANDING COMMITTEE

HB 1213: Education Committee (Rep. R. Kelsch, Chairman) recommends **DO PASS**
(14 YEAS, 1 NAYS, 0 ABSENT AND NOT VOTING). HB 1213 was placed on the
Eleventh order on the calendar.

2011 SENATE EDUCATION

HB 1213

2011 SENATE STANDING COMMITTEE MINUTES

Senate Education Committee
Missouri River Room, State Capitol

HB 1213
March 14, 2011
15350

☐ Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

Re: adding a non-voting staff representative advisor to state board of higher education.

Minutes:

See "attached testimony."

Chairman Freborg opened the hearing on HB 1213; no fiscal note attached.

Representative Williams, District 25, introduced the bill. In 1999 Senator Holmberg introduced part 2 of this section to allow college faculty members to appoint an individual to serve as non-voting advisers to the North Dakota University System board. The addition of part 3 would allow a non-voting staff senate (support staff) member to also be in an advisory position to the board.

Aaron Berg, NDSCS Police Department Supervisor, testified in favor of the bill (#1 Testimony & #2 letters of support from institution presidents). He is the staff senate president and they received unanimous support from the staff senates of all 11 institutions.

Senator Flakoll: Would the person your group appoints to the board need to be a full-time employee, or could someone part-time be elected to serve? **Aaron Berg**: The group will meet to amend their constitution and by-laws to come up with a selection process if the bill passes. Anyone that is a member of the staff senate could be the representative, even if part-time, but most members are full-time staff.

Senator Flakoll: How does representation of voting members for each campus work? Does every campus get one vote in selecting the person? **Aaron Berg**: Meeting coming up to discuss the process how to choose. Each campus gets two representatives on the senate at the state level; each will have opportunity to give input on how to choose the representative. **Senator Flakoll**: Is the intent that they would be paid expenses for the meeting; have mileage, motel if necessary and that they would have a paid leave day? **Aaron Berg**: Just as the council of college faculties gets paid through a voucher system through the North Dakota University System office, they would expect the same policy for the staff. **Senator Flakoll**: Would the person have to take a day off; would the campus pay for their salary that day? **Aaron Berg**: Would be an individual campus decision to make; can't dictate to the campuses whether they pay or don't pay their employee that day.

Kris Mickelson, NDSU Assistant Director of Trio/Upward Bound Project testified in favor of the bill (#3 Testimony)

Senator Flakoll: How do you see the flow of information getting out to your membership and back for input to the board, and how often do you meet to share information? **Kris Mickelson:** The use of technology--e-mail list serves, meetings with membership, etc. The state senate meets four times a year as a board to get input, use e-mail and telephone conferences; information is disseminated through the representatives for each campus through their delegate. Those delegates bring information to their campuses to share. She meets monthly with her staff senate; executive committee meets once a month. In constant contact with those people and 60 member senate at all times. Within 15 minutes can have something out on the staff list serves.

Scott Helphrey, Instructional Designer, Bismarck State College testified in support of HB 1213 (#4 Testimony)

Chris Haringer, Bismarck Site Coordinator, Dickinson State College, Office of Extended Learning testified in support of the bill (#5 Testimony)

Senator Flakoll: With the challenge of representing "two" campuses, how will it work with our 11 campuses if the vote comes out 6 to 5, and you have Dickinson on one side and Bismarck on the other—and you are the representative? If you are the person designated to serve on the board for a year, then would you take the position that the staff senate to the board of higher education even though it went against your own personal or campus belief? **Chris Haringer:** If she were the elected member, feels that she has to speak to all constituencies. Many politicians are faced with that problem daily; may go against personal belief but feel her job is to represent the majority view.

Robert Vialle, Executive Commissioner, Governmental Relations and Inter-Collegiate Affairs, NSDU Student Government testified in favor of HB 1213 (#6 Testimony)

William Woodworth, Legislative Lobbyist for the North Dakota Student Association testified in favor of the bill (#7 Testimony)

Stuart Savelkoul, Executive Director North Dakota Public Employees Association supports the bill. Sadly only passed the House on a 79-13 vote and hopes the Senate will pass the bill unanimously. He would also like to see the Senate add something so that the administration of the campus supports paid leave as needed for them to attend meetings.

No further testimony in favor; no opposition. Hearing closed on HB 1213.

Senator Flakoll moved Do Pass to HB 1213; second by **Senator Schaible**. Motion carried 7-0-0 (Vote 1) **Senator Flakoll** will carry the bill.

Date: 3/14/11
Roll Call Vote # 1

2011 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 1213

Senate Education Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken: ☒ Do Pass ☐ Do Not Pass ☐ Amended ☐ Adopt Amendment
☐ Rerefer to Appropriations ☐ Reconsider

Motion Made By Sen. Flakoll Seconded By Sen. Schaible

Senators	Yes	No	Senators	Yes	No
Chairman Layton Freborg	X		Senator Joan Heckaman	X	
Vice Chair Donald Schaible	X		Senator Richard Marcellais	X	
Senator Tim Flakoll	X				
Senator Gary A. Lee	X				
Senator Larry Luick	X				

Total (Yes) 7 No 0

Absent 0

Floor Assignment Sen. Flakoll

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

2011 TESTIMONY

HB 1213

TESTIMONY ATTACHMENT I

Madam Chairperson Kelsch and members of the Education Committee, my name is Aaron Berg. I am currently employed by the North Dakota State College of Science as the Police Department Supervisor. I was elected to represent the 5,200 plus fulltime staff from all eleven institutions in the North Dakota University System as the Staff Senate President.

It is the desire of this organized group of individuals to have a recognized avenue of mutual information exchange between staff and the North Dakota State Board of Higher Education. HB 1213 will provide for such an avenue. This was not an East versus West or even a four year versus two year school decision. This is the unanimous desire of all staff senators as a whole.

I feel it is important to demonstrate and explain to you who staff are and how staff play a vital role in the functioning of the North Dakota University System.

Staff are a diverse group of individuals who make up various job categories. We come from the professional, technical, office, crafts and trades and service divisions. We are administrative assistants, custodians, grounds keepers, maintenance workers, plumbers, electricians, boiler operators, business affairs officers, enrollment service workers, financial aid representatives, information technology specialists, motor pool, police officers, architects, engineers, coaches and dining service workers.

Take a few seconds to picture in your mind a brick wall. See how the individual bricks are supported and interlocked by mortar. Staff are that mortar you see. We support and hold the faculty, administration and student bricks together. Most, if not all, of the activities on a college campus cannot function without the support of staff. Our job bands are like the individual components that make up the mortar. Some of us are the water, the sand, the lime, and others are the portland cement. None of us are more important than the next and we couldn't function as mortar without one another.

Our campus' sidewalks would go unclean, our trash bins would overflow, our light bulbs would burn out and not be replaced. The floors wouldn't sparkle and the paint on the walls would fade, crack and peel if it weren't for staff.

Boiler operators, police officers, and maintenance staff work around the clock, seven days a week, holidays and weekends to ensure our students have a safe, warm and clean environment in which to study, live and work.

Student recruitment, admissions, financial aid preparation, counseling, student health services and student retention are sole job functions of staff on a college campus.

Information technology, computer and internet access, online class support, telephone systems, student data collection and management are all delivered, monitored and supported by staff.

We are the athletic coaches, trainers and equipment technicians who recruit, coordinate, mentor and organize our athletic teams and put North Dakota sports in the national spotlight.

Take a few seconds to again picture that brick wall. I suggest neither the individual bricks nor the mortar are more important than the other. They are all as equally as important components to the makeup of the wall. Together they are a stable structure with a clean, finished, uniform look. Since each of these depends on the others, you can't change just one or you'll decrease its overall strength. Without one component present the brick wall is weak and over time will crumble and collapse.

I encourage you to review the letter dated January 12th, 2011 from Council of College Faculties President, Jacob Glower. Mr. Glower identifies the importance of staff from the faculty perspective.

I also encourage you to review the attached letters from a few North Dakota College Presidents. They have also identified the importance of staff on not only an individual campus level but throughout the North Dakota University System.

Why is a recognized avenue for information sharing important to staff? The North Dakota State Board of Higher Education makes decisions that affect staff as much as students and faculty on a routine basis. Students have a voting board position, appointed annually by the governor. The Council of College Faculties have a nonvoting advisory position which is permitted to participate in board discussions. Staff feel we have valuable information, insight, and an important perspective into the operations of the North Dakota University System.

The North Dakota State Board of Higher Education has identified and published its core values. Three of these values are:

- To support and embrace diversity
- To be a cooperative valued partner
- To be open, honest, forthright and mutually respectful in discussions and actions

As you can see, the addition of a staff representative to the North Dakota State Board of Higher Education, will not only increase the board's diversity but will also strengthen their identified values.

In conclusion, I encourage you to vote in favor of HB 1213 and provide staff a nonvoting advisory position with the North Dakota State Board of Higher Education. I firmly believe the smoother these groups can work together the greater impact they can collectively have on the future of North Dakota.

January 12, 2011

Mr. Aaron Berg
NDUS Staff Senate President
NDSCS Riley Hall 105
Wahpeton, ND, 58075

Dear Mr. Berg:

On behalf of the NDUS Council of College Faculties, I thank you for taking the initiative to meet with CCF and discuss activities to provide a seat on the State Board of Higher Education for the NDUS Staff Senate.

Like students and faculty, staff play a vital role to the functioning of the North Dakota University system. Most, if not all of our activities cannot function without NDUS staff. Many, including admissions, athletics, student services, to name a few are almost exclusively run by NDUS staff. Similarly, having a representative from NDUS Staff Senate would provide key insights into the operation of the NDUS system as well as issues which are key to our success.

In order for the State Board of Higher Education to make informed decisions, it is vital that the State Board is provided with good information. While the current representation on the State Board is very good, adding a representative from Staff Senate cannot but help provide a more diverse and more comprehensive input on the matters at hand.

Similarly, we, the Council of College Faculties, strongly support giving a seat on the State Board of Higher Education to the NDUS Staff Senate.

Sincerely,

A handwritten signature in cursive script that reads "Jacob Glower". The signature is fluid and elegant, with a long horizontal flourish extending to the right.

Jacob Glower
CCF President



John Richman, Ph. D., President

Phone: 1-701-671-2221 | Fax: 1-701-671-2316 | john.richman@ndscs.edu

North Dakota State College of Science | 800 Sixth Street North | Wahpeton, ND 58076-0002 | 1-800-342-4325 | www.ndscs.edu

January 19, 2011

RE: Letter of Support for Staff Senate

To Whom It May Concern:

I am writing on behalf of the North Dakota State College of Science to express my support for HB1213 that will provide staff the same non-voting advisory position on the State Board of Higher Education that faculty were afforded during the 1999 legislative session.

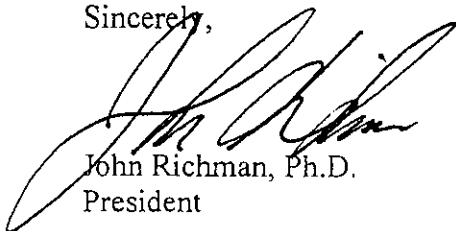
Staff Senates are comprised of elected representatives from each job category, Professional, Technical, Office, Crafts & Trades and Services. I recognize the Staff Senate as an organized group of dedicated individuals who afford a significant influence when making recommendations for change on each of the eleven NDUS campuses.

The NDSCS Staff Senate fosters a spirit of unity, pride and cooperation and is recognized equally with the Faculty Senate and the Student Senate as participants in advising administration on our campus.

It is with this letter of support and it is my opinion that the staff members on each campus across the state of North Dakota hold a vital role in advancing the goals and objectives on the individual campus level, the North Dakota University System and the State Board of Higher Education.

I support HB1213 provided that the staff non-voting advisory position receives the same funding and source as the faculty position on the State Board of Higher Education.

Sincerely,



John Richman, Ph.D.
President

JR:vjb

THE SCIENCE OF SUCCESS.

North Dakota State College of Science

January 6, 2011

Dear ND Legislator:

I am writing on behalf of **Williston State College** to express my support for Staff Senate. This is an organized group of dedicated individuals who have substantial impact in making recommendations for change on each of the eleven NDUS campuses.

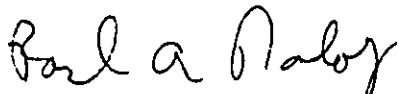
These Staff Senates are comprised of elected representatives from each job category, Professional, Technical, Office, Crafts & Trades, and Services. Staff Senate's serve as active communication links for meaningful information exchange between staff, college presidents and other administrators on relative issues of mutual concern.

I recognize Staff Senates continue to work at fostering a spirit of unity, pride, and cooperation by being recognized equally with the Faculty and Students as participants in advising administration. The **Williston State College** Staff Senate continues to work to promote awareness of opportunities and encourage involvement in activities and operations on the Williston State College campus.

Not only are staff of **Williston State College** focused on maintaining day to day operations but they also continue to focus on a blend of accessibility, affordability, and unique delivery options of educational opportunities to the people of North Dakota.

In my opinion the staff members on each campus across the state of North Dakota hold a vital role in advancing the goals and objectives at not only the individual campus level but that of the North Dakota University System and the North Dakota State Board of Higher Education.

Sincerely,



Raymond A. Nadolny, Ph.D.

President

Williston State College

January 4, 2011

Dear ND Legislator:

I am writing on behalf of Lake Region State College to express my support for Staff Senate. This is an organized group of dedicated individuals who have substantial impact in making recommendations for change on each of the eleven NDUS campuses.

These Staff Senates are comprised of elected representatives from each job category, Professional, Technical, Office, Crafts & Trades, and Services. Staff Senate's serve as active communication links for meaningful information exchange between staff, college presidents and other administrators on relative issues of mutual concern.

I recognize Staff Senates continue to work at fostering a spirit of unity, pride, and cooperation by being recognized equally with the Faculty and Students as participants in advising administration. The Lake Region State College Staff Welfare continues to work to promote awareness of opportunities and encourage involvement in activities and operations on the Lake Region State College campus.

Not only are staff of Lake Region State College focused on maintaining day to day operations but they also continue to focus on a blend of accessibility, affordability, and unique delivery options of educational opportunities to the people of North Dakota.

In my opinion the staff members on each campus across the state of North Dakota hold a vital role in advancing the goals and objectives at not only the individual campus level but that of the North Dakota University System and the North Dakota State Board of Higher Education.

Sincerely,

President Mike Bower
Lake Region State College



SLAC 07-1011

Date: January 28th, 2011

From: State and Legislative Affairs Committee

RE: Staff Advisory Position on the SBHE

WHEREAS, Students have a voting representative and faculty members have a nonvoting representative on the State Board of Higher Education (SBHE), and

WHEREAS, The opportunity exists for student and faculty viewpoints to be voiced and heard, and

WHEREAS, Under the concept of shared governance, higher education staff members' viewpoints should also have the opportunity to be voiced and heard, and

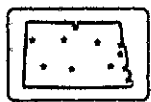
WHEREAS, The Staff Senates of the North Dakota University System (NDUS) campuses, in order to organize a representative body of college and university staff employees with a foundation of a spirit of cooperation; issues of mutual interest; and a desire to partner with the SBHE, the NDUS chancellor, administrators, faculty and students for the betterment of the university system, have established the NDUS Staff Senate, and

WHEREAS, The NDUS Staff Senate has formulated a constitution and bylaws, and they have been approved by the Staff Senates of the 11 NDUS institutions.

LET IT BE RESOLVED, that NDSA supports the NDUS Staff Senate and its desire for a nonvoting staff representation to the SBHE, and

LET IT BE FURTHER RESOLVED, that NDSA supports HB1213 pertaining to this matter.

TESTIMONY ATTACHMENT 2



NDSA
The Voice of the Students

Chairman Kelsch, and members of the committee, I am William Woodworth, the Legislative Lobbyist for the North Dakota Student Association. I am here to testify in support of HB 1213. This bill would allow the staff of the North Dakota University System to have a nonvoting representative on the State Board of Higher Education. Under the Constitution of North Dakota, students have a voting representative on the SBHE, and under current law, faculty members have nonvoting representation. The staff of the university system are an integral part of its operation. Without staff, colleges would not be able to provide adequate education and services to students and the community. Currently, these important members of the university system do not have official representation to the governing body of the university system. Under the concept of shared governance, higher education staff members' viewpoints should also have the opportunity to be voiced and heard. For these reasons, the North Dakota Student Association urges this committee to give a do-pass recommendation to HB 1213. Thank you for your time.

William Woodworth

North Dakota Student Association, Legislative Lobbyist

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Take a few seconds to picture in your mind a brick wall. See how the individual bricks are supported and interlocked by mortar. Staff are that mortar you see. We support and hold the faculty, administration and student bricks together. Most, if not all, of the activities on a college campus cannot function without the support of staff. Our job bands are like the individual components that make up the mortar. Some of us are the water, the sand, the lime, and others are the portland cement. None of us are more important than the next and we couldn't function as mortar without one another.

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#1 HB 1213

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- To be open, honest, forthright and mutually respectful in discussions and actions

As you can see, the addition of a staff representative to the North Dakota State Board of Higher Education, will not only increase the board's diversity but will also strengthen their identified values.

In conclusion, I encourage you to vote in favor of HB 1213 and provide staff a nonvoting advisory position with the North Dakota State Board of Higher Education. I firmly believe the smoother these groups can work together the greater impact they can collectively have on the future of North Dakota.

#1 HB1213

January 12, 2011

Mr. Aaron Berg
NDUS Staff Senate President
NDSCS Riley Hall 105
Wahpeton, ND, 58075

Dear Mr. Berg:

On behalf of the NDUS Council of College Faculties, I thank you for taking the initiative to meet with CCF and discuss activities to provide a seat on the State Board of Higher Education for the NDUS Staff Senate.

Like students and faculty, staff play a vital role to the functioning of the North Dakota University system. Most, if not all of our activities cannot function without NDUS staff. Many, including admissions, athletics, student services, to name a few are almost exclusively run by NDUS staff. Similarly, having a representative from NDUS Senate would provide key insights into the operation of the NDUS system as well as issues which are key to our success.

In order for the State Board of Higher Education to make informed decisions, it is vital that the State Board is provided with good information. While the current representation on the State Board is very good, adding a representative from Staff Senate cannot but help provide a more diverse and more comprehensive input on the matters at hand.

Similarly, we, the Council of College Faculties, strongly support giving a seat on the State Board of Higher Education to the NDUS Staff Senate.

Sincerely,



Jacob Glower
CCF President

#2 HB 1213



SLAC 07-1011

Date: January 28th, 2011

From: State and Legislative Affairs Committee

RE: Staff Advisory Position on the SBHE

WHEREAS, Students have a voting representative and faculty members have a nonvoting representative on the State Board of Higher Education (SBHE), and

WHEREAS, The opportunity exists for student and faculty viewpoints to be voiced and heard, and

WHEREAS, Under the concept of shared governance, higher education staff members' viewpoints should also have the opportunity to be voiced and heard, and

WHEREAS, The Staff Senates of the North Dakota University System (NDUS) campuses, in order to organize a representative body of college and university staff employees with a foundation of a spirit of cooperation; issues of mutual interest; and a desire to partner with the SBHE, the NDUS chancellor, administrators, faculty and students for the betterment of the university system, have established the NDUS Staff Senate, and

WHEREAS, The NDUS Staff Senate has formulated a constitution and bylaws, and they have been approved by the Staff Senates of the 11 NDUS institutions.

LET IT BE RESOLVED, that NDSA supports the NDUS Staff Senate and its desire for a nonvoting staff representation to the SBHE, and

LET IT BE FURTHER RESOLVED, that NDSA supports HB1213 pertaining to this matter.

#2 HB1213



1801 College Drive N, Devils Lake ND 58301-1598

(701) 662-1600 * (800)443-1313 * fax (701)662-1570
www.lrsc.edu * TDD (701) 662-1572

March 8, 2011

Dear ND Legislator:

I am writing on behalf of Lake Region State College to express my support for Staff Senate. This is an organized group of dedicated individuals who have substantial impact in making recommendations for change on each of the eleven NDUS campuses.

These Staff Senates are comprised of elected representatives from each job category, Professional, Technical, Office, Crafts & Trades, and Services. Staff Senate's serve as active communication links for meaningful information exchange between staff, college presidents and other administrators on relative issues of mutual concern.

I recognize Staff Senates continue to work at fostering a spirit of unity, pride, and cooperation by being recognized equally with the Faculty and Students as participants in advising administration. The Lake Region State College Staff Senate continues to work to promote awareness of opportunities and encourage involvement in activities and operations on the Lake Region State College campus.

Not only are staff of Lake Region State College focused on maintaining day to day operations but they also continue to focus on a blend of accessibility, affordability, and unique delivery options of educational opportunities to the people of North Dakota.

In my opinion the staff members on each campus across the state of North Dakota hold a vital role in advancing the goals and objectives at not only the individual campus level but that of the North Dakota University System and the North Dakota State Board of Higher Education.

Sincerely,

Mike Bower, PhD.

President, Lake Region State College

#2 HB 1213



John Richman, Ph. D., President

Phone: 1-701-671-2221 | Fax: 1-701-671-2316 | john.richman@ndscs.edu

Dakota State College of Science | 800 Sixth Street North | Wahpeton, ND 58076-0002 | 1-800-342-4325 | www.ndscs.edu

January 19, 2011

RE: Letter of Support for Staff Senate

To Whom It May Concern:

I am writing on behalf of the North Dakota State College of Science to express my support for HB1213 that will provide staff the same non-voting advisory position on the State Board of Higher Education that faculty were afforded during the 1999 legislative session.

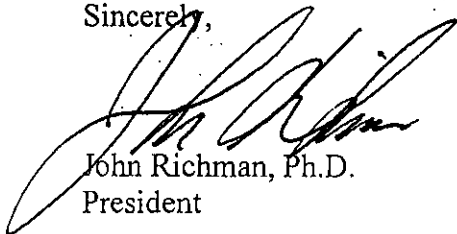
Staff Senates are comprised of elected representatives from each job category, Professional, Technical, Office, Crafts & Trades and Services. I recognize the Staff Senate as an organized group of dedicated individuals who afford a significant influence when making recommendations for change on each of the eleven NDUS campuses.

The NDSCS Staff Senate fosters a spirit of unity, pride and cooperation and is recognized equally with the Faculty Senate and the Student Senate as participants in advising administration on our campus.

It is with this letter of support and it is my opinion that the staff members on each campus across the state of North Dakota hold a vital role in advancing the goals and objectives on the individual campus level, the North Dakota University System and the State Board of Higher Education.

I support HB1213 provided that the staff non-voting advisory position receives the same funding and source as the faculty position on the State Board of Higher Education.

Sincerely,



John Richman, Ph.D.
President

JR:vjb

#2 HB1213

THE SCIENCE OF SUCCESS

North Dakota State College of Science

Chairman Freborg and members of the Senate Education Committee, my name is Kris Mickelson. I am currently employed by North Dakota State University as an Assistant Director of Trio / Upward Bound Project. I was elected to serve as president of the NDSU staff senate in May of 2010 and represent over 1400 staff members at my institution.

I am here today to ask for your support of House Bill 1213 which would provide a nonvoting advisory position on the State Board of Higher Education for staff and an acknowledged voice for thousands of staff employed by the eleven institutions of higher education in the great state of North Dakota

I consider myself to be privileged to work at NDSU with wonderful dedicated people who on a daily basis touch the lives of students, faculty and other staff and make a difference. We all share in the continuous effort of our next generation of leaders as they prepare to contribute to the welfare of all in the state of North Dakota.

Staff: a collaboration of time, effort and commitment that form a foundation to support the campus and all who are members of that community.

We are the bakers that takes the extra time to make someone smile when the cookie tastes like home, the secretary who hands student a tissue and makes an extra phone call, the advisor who listens with compassion to help a student work through tough decisions, the hall director that stays up all night with a student who just lost someone important. I really could go on with many more examples but I think you get the idea.

Staff care about policy and procedures because they effect staff as well as students and faculty. The implementation of policies and establishment of

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procedures is critical is the University System. Policy gives direction and procedure supports our work and protects the community on each and every campus. Input and representation at the table and in the dialogue raises the investment for all who strive to continue the excellence in the post-secondary experience for students on the eleven campuses. Decisions tend to be better when a wider range of knowledge, information and experience are call on as part of the dialogue.

I believe that staff are loyal with a strong commitment to the eleven institutions in North Dakota and want the opportunity to contribute to the process of policy and procedure.

Adding a nonvoting staff representative increase resources, raise trust and leadership while continuing transparency as a standard practice. The passing of HB 1213 will bring the representative members of all campuses together as a cohesive functioning body exhibiting core values and ethics.

I encourage your support and vote in favor of HB 1213 and provide a nonvoting advisory position with the North Dakota State Board of Higher Education. I have confidence in the current membership of the Board with the addition of a nonvoting Staff representative to work for the greater good and have a communal impact for the continued forward movement of education in the great state of North Dakota.

#2 HB 1213

Chairman Freborg and members of the Senate Education Committee; my name is Scott Helphrey. I am currently employed by Bismarck State College as an Instructional Designer. I was elected to the BSC Staff Senate last year, elected to Vice President shortly thereafter, and am now the Staff Senate President-Elect of the third largest school in the North Dakota University System.

As BSC's Instructional Designer, I am tasked with assisting faculty in the development of instructional processes for on-campus and distance learning courses, including development of instructional strategies, course materials, assessment techniques, appropriate integration of instructional technologies, and best practices.

While all of this may sound a bit convoluted to those that do not work directly in education, it boils down to a few main points. Professional teachers, while experts in the field of instruction, aren't necessarily experts in the development and implementation of that instruction. The determination of valid, measurable objectives, activities that support those objectives, finding and implementing technologies when needed for those activities, and the development of assessments that establish that a transfer of knowledge has taken place between instructor and student, are just a few ways that my position directly relates to student growth, development and their success within the North Dakota University System, and their professional careers.

However, my story and position are not unique to BSC, and is only one of thousands as to how the staff within the North Dakota University System are not

#4 HB1213

only active participants, but also partners who share in ensuring the success of our University System students.

With that partnership comes expectation. Specifically, the expectation that the University System Staff will bear the responsibility for those things of which we are entrusted, and to ensure their success. This is a burden we bear gladly, and proudly.

However, until now we have done this humbly with no voice. No voice when discussion of policy was voted upon by the North Dakota State Board of Higher Education. No voice when discussion of budget needs was voted upon by the Board. No voice when decisions of executive personnel, our leaders, was voted upon by the Board.

We do not come here today asking for a vote, only a voice.

I ask you to help us be heard, and to vote in favor of HB 1213 and provide the North Dakota University System Staff a non-voting advisory position on the North Dakota State Board of Higher Education.

Thank you for your time. Are there any questions I may answer?

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Good Morning Chairmen Freborg and members of the Senate Education Committee. My name is Chris Heringer. I am employed with Dickinson State University as the Bismarck Site Coordinator for the Office of Extended Learning. I also teach as an adjunct instructor for Dickinson State University in the Business & Management department. As an extended campus site serving and supporting over 300 students, staff roles are of vital importance as we serve multiple functions to meet the needs of our students in Bismarck who do not have the benefit of the main campus.

My testimony before the committee today is as a staff member interested in seeing that the best quality of work- life be made available to all constituencies with the North Dakota University System. For that reason I fully support the addition of a staff representative to the University Dakota State Board of Higher Education.

Integrity, accountability, cooperation, openness and honesty are the stated core values of the North Dakota University System. In thinking about HB 1213 I also find myself thinking about the concepts of Human Capital, Equity and Participative Management.

Human capital is the productive potential of each individual's knowledge and actions. Equity is the individual's perception of fairness, and participative management is a more open theory of management; involving employees in various forms of decision making. Characteristics of participative management are seeking input from stakeholders, open communication and shared focus in goals to be met.

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According to the 2011 Legislative Session Resource Guide, the North Dakota University System employs 8000 staff, 4000 faculty and 6000 students. As a collective unit, staff represent 44 % of the almost 18,000 people employed by North Dakota University System. The State Board of Higher Education as the governing board, the policy setting and advocacy body for the North Dakota University System makes decisions with system wide implications.

Policy and decisions that affect staff who as employees must implement and support those decisions. Students are currently represented on the State Board of Higher Education as are faculty. Have a non-voting staff member on the board would bring an important dynamic and perspective to the board. It would provide a positive measure of equity for staff and value for the breath of human capital represented by staff in the North Dakota University System. It would also support the core value of openness and further development of meaningfulness of work and commitment for staff.

In the North Dakota University System's 2009-13 Strategic Plan and Objectives, Goal #4 addresses the Roundtable Cornerstone of being a Flexible and Responsive system. It states that the 11 institutions that comprise the University System work together to achieve the shared vision that "the North Dakota University System drives economic and social vitality for state residents by educating the population to the highest level in the nation."

#5 HB1213

Among the policy focus areas under Goal #4 are:

- Stakeholder input
- Focus on vision for the future
- Foster open communication

Staff are key stakeholders in the University System. Their work ethic, passion for what they do and belief in higher education is as equally important as those of faculty, students and administrators.

Staff are focused on the future. Many staff know the competition for students is fierce and that without concerted effort as a collective force expanding programs, improving student services and student retention will be an increasingly difficult challenge if we want North Dakota to be ranked #1 in the education of our population.

Staff want open communication: Many of us have that open communication with our departments and supervisors, what better place than with our governing board.

I sincerely thank the committee for your time and encourage you to vote in favor of HB 1213 and provide staff a nonvoting advisory position with the North Dakota State Board of Higher Education.

Thank you

#5 HB1213

Robert Vallie

Executive Commissioner: Governmental Relations and Inter-Collegiate Affairs

NDSU Student Government

Testimony to the Senate Education Committee concerning House Bill 1213

March 14, 2011

Chairman Freborg and members of the committee:

When dealing with the needs and complexities of higher education it becomes important for all stakeholders to take part in the process of giving comments and feedback and bringing their views to the table. The same principle comes into play when helping develop policy in the terms of higher education as well. We as stakeholders can only ensure the best possible solutions to problems or policies for the matters of the day by having the necessary individuals at the table to give their input, advice and experience. In this regard, we as a state have been missing for that body that creates those policies, the State Board of Higher Education a necessary component: staff. It is because of our hope to create a better higher education system and our want to ensure the best possible solutions with the most information at the table that the students of North Dakota State University support the passage of House Bill 1213.

As has been stated previously our reasoning's for supporting such a piece of legislation is twofold: To bring the experience and knowledge that staff members have and to create better policies and solutions to problems.

Now when looking at the overall length of time individuals stay at an institution, students may be there for up to six years, a faculty member for roughly ten years. For a staff member however what can be seen are individuals who will work within an institution for twenty or thirty years and with it not only helps to give an understanding of the institution over a long term rather than just a small portion of time. Not only this but the areas in which staff members serve whether it is helping maintain our academic facilities, cleaning the hallways, ensuring security on campus or any of the other unsung positions staff members bring to the table a wide variety of knowledge and experience in areas both faculty and students do not have both in terms of length of time within the institution as well as the areas they hold expertise to.

Along those same lines with that kind of knowledge both of our institutions and the length of time staff stay within our institutions it becomes imperative to bring this resource to the table. The State Board of Higher Education the University System's policy making body comprises of voting members ranging from a wide variety of professions and experiences in both public and private industry, along with a voting student representative and a nonvoting faculty member. This group while it has been able to govern the eleven higher education institutions has not had a staff member on the board and is only allowed to give comments at the end of the board meeting. The students of NDSU believe that if we are to have the most effective policy making body possible as well as to ensure policies are put in place that could have

#6 HB 1213

positive or detrimental effects on staff across the University System then it is imperative that a member representing this distinct group of stakeholders be given a seat at the table to take an active role in this process and more importantly that all knowledge and information is there for the State Board of Higher Education is able to make the most effective decision possible that offers the best possible solutions, the best possible benefits and more importantly creating a more effective and successful higher education system.

In conclusion Mr. Chairman and members of the committee, we as students of NDSU whole heartedly support the passage of House Bill 1213 in the hopes of ensuring a better higher education system and bringing all stakeholders to the table to create effective policies. We as students have been given the opportunity to bring their voice and insight to the table to add to the effectiveness of our system and it has created wonderful benefits for students both in the short term and long term. We believe that staff deserve that same opportunity to have that chance to contribute from their unique position and that this bill if passed only offers greater opportunities and no detriments in creating an efficient, effective and successful University System.

#6 HB 1213



Chairman Freborg, and members of the committee, I am William Woodworth, the current Legislative Lobbyist for the North Dakota Student Association. I am here to testify in support of HB 1213. This bill would allow the staff of the North Dakota University System to have a nonvoting representative on the State Board of Higher Education. Under the Constitution of North Dakota, students have a voting representative on the SBHE, and under current law, faculty members have nonvoting representation. The staff of the university system are an integral part of its operation. Without staff, colleges would not be able to provide "A high degree of intelligence, patriotism, integrity and morality" to its students as the North Dakota Constitution requires. Currently, these important members of the university system do not have official representation to the governing body of the university system. Under the concept of shared governance, higher education staff members' viewpoints should also have the opportunity to be voiced and heard. For these reasons, the North Dakota Student Association urges this committee to give a do-pass recommendation to HB 1213. Thank you for your time.

William Woodworth

North Dakota Student Association, Legislative Lobbyist

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