

State Historical Society of North Dakota

Testimony

House Appropriations

Education and Environment Division

Senate Bill 2018

March 3, 2023

9:00 a.m.

Prairie Room

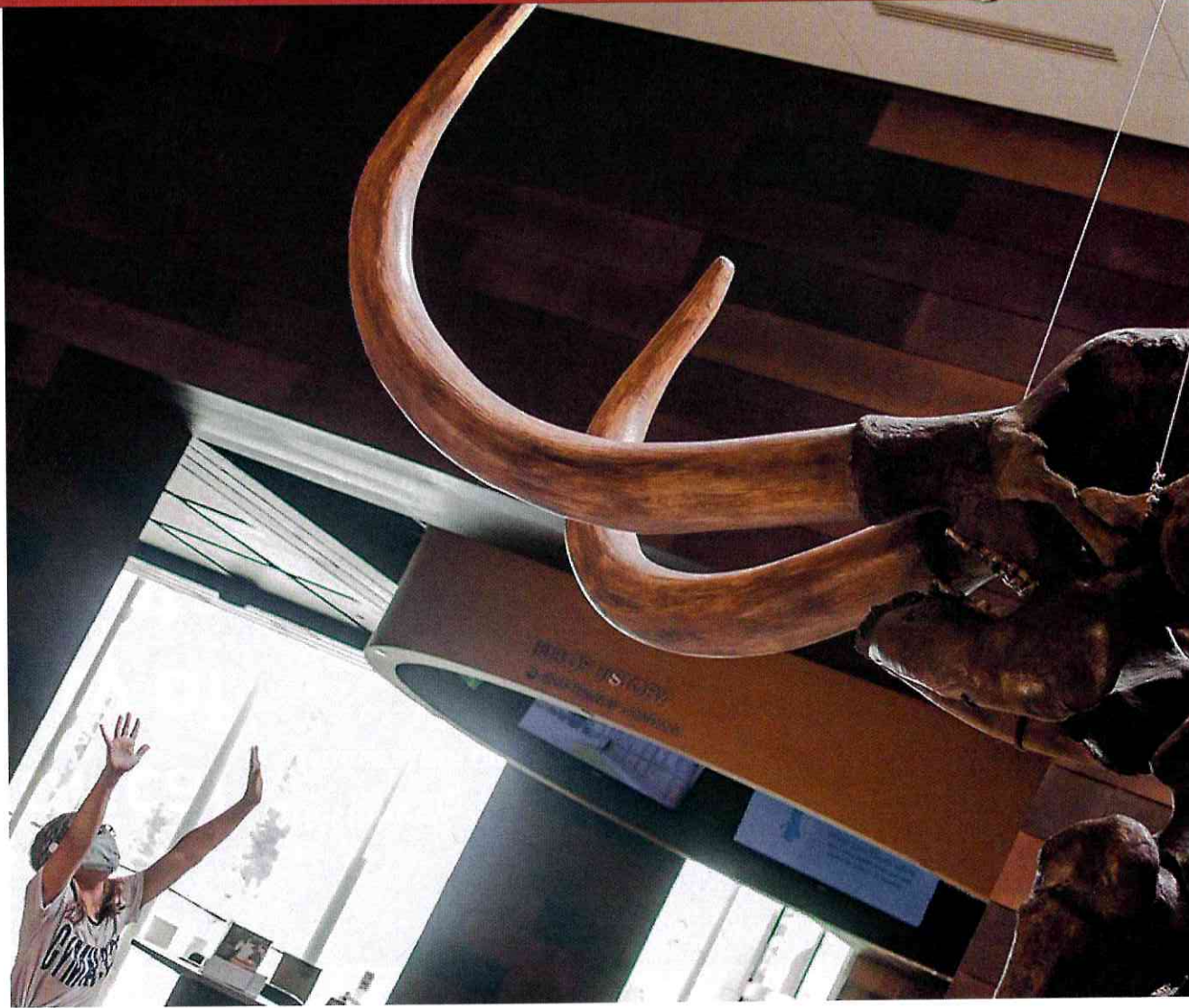
Dr. Bill Peterson, Director & ND SHPO



STATE
HISTORICAL
SOCIETY
OF NORTH DAKOTA

HISTORY FOR *everyone.*

- North Dakota Century Code Chapter NDCC 55-01 authorizes the State Historical Society.
- Vision:
Inspire discovery and open minds to help shape the future of vibrant communities.
- Mission:
Identify, preserve, interpret, and promote the heritage of North Dakota and its people.



State Historical Society of North Dakota Organization Chart

State Historical Board: 7 appointed by Governor, 5 members by statute			
Director & SHPO: Bill Peterson			
Administration: Assistant Director Andrea Wike (26 FTE)	Archaeology & Historic Preservation Director: Andrew Clark (13 FTE)	State Archives Director: Shane Molander (12 FTE)	Audience Engagement & Museum Director: Kimberly Jondahl (30 FTE)
Business Office	State Historic Preservation Office	Reference	New Media Management
Technology Administration	Archaeology	Research Library	Marketing & Public Relations
Museum Store	Architecture	Digitization and Microfilming	Publications
Security & Training and Safety	Cultural Heritage Research	Digital Repository	Exhibits Management
Building Operations & Facility Rentals	Archaeology Collections	Archives Collections	Museum Collections
	Education	Education	Education & ND Studies
	Technical Assistance	Technical Assistance	Technical Assistance
	Federal and State Grants		Visitor Services & Volunteer Management
	Historic Sites Management		Historic Sites Management

2022 at a glance

80,000
SQ. FT. OF EXHIBITS
STATE MUSEUMS AND HISTORIC SITES

59 STATE MUSEUMS
& HISTORIC SITES

49 HISTORIC BUILDINGS
8 INTERPRETIVE CENTERS
21 SERVICE BUILDINGS
19 CCC MARKERS/KIOSKS

ON A TOTAL OF 1,224 ACRES OUR
LAWN MOWERS ARE LIVING LARGE!

78.75
FULL-TIME EMPLOYEES



90-95
TEMPORARY EMPLOYEES

834,994
VISITORS ANNUALLY
TO STATE MUSEUMS
AND HISTORIC SITES

3,000
ANNUAL CULTURAL
RESOURCE REVIEWS
OF FEDERAL & STATE
UNDERTAKINGS

LOOK WHAT YOU CAN EXPLORE IN STATE COLLECTIONS!

121,892 BOOKS & OTHER PUBLICATIONS
2.1 MILLION PHOTOGRAPHS
1,588 NEWSPAPER TITLES
4,500 ORAL HISTORIES
3,350 MANUSCRIPT COLLECTIONS
1,750 LOCAL GOVERNMENT RECORDS SERIES
2,314 STATE GOVERNMENT RECORDS SERIES
2,350 FEET OF SHELF SPACE OF MOVING
IMAGE FILM
80,000+ MUSEUM ARTIFACTS
12 MILLION+ ARCHAEOLOGICAL ARTIFACTS
9% OF N.D. ACRES SURVEYED FOR
CULTURAL RESOURCES
20,000 CULTURAL RESOURCE REPORTS &
72,000 SITE FORMS USED BY
580 SPECIALISTS

10 FRIENDS GROUPS
SUPPORTING
HISTORIC SITES

1 GOVERNING
BOARD

200
VOLUNTEERS



10,000
HOURS ANNUALLY

3 NEW NATIONAL
REGISTER LISTINGS
(460 TOTAL)

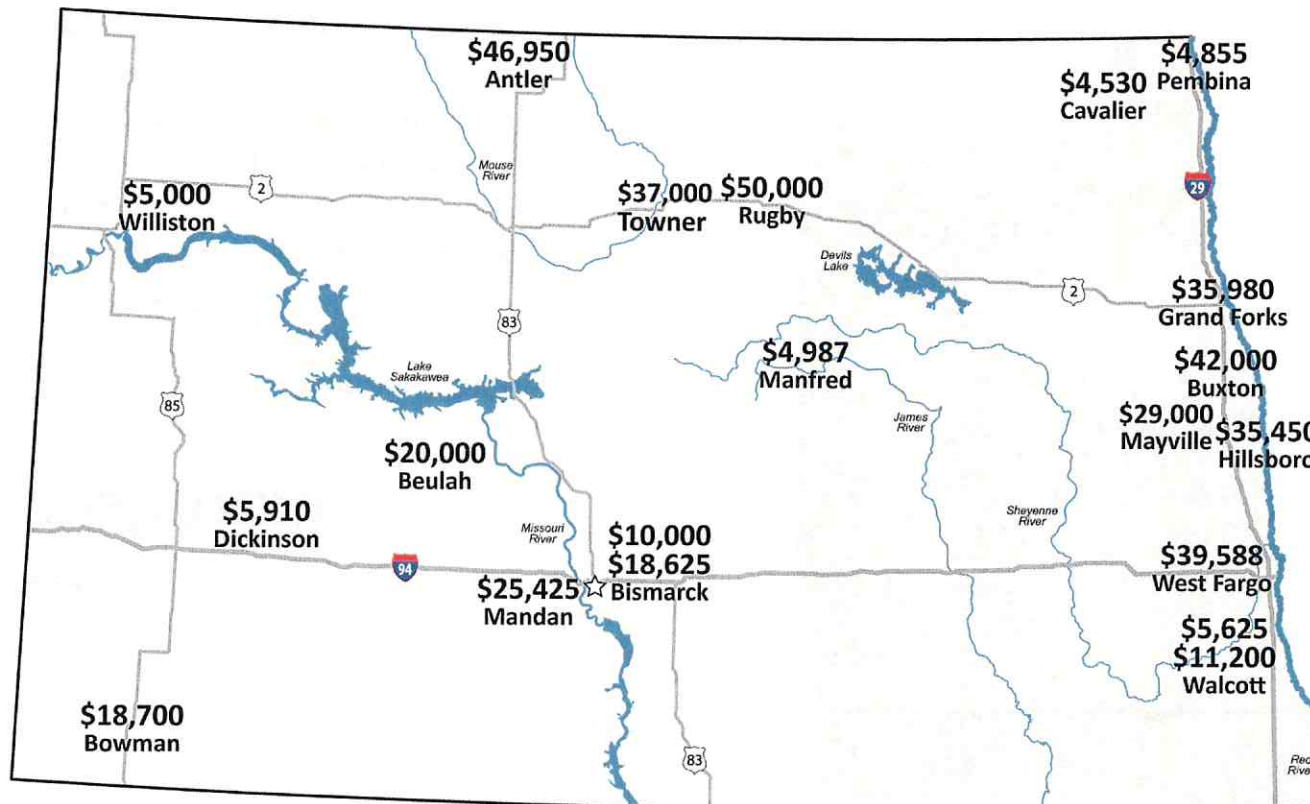
1,131,834
USERS OF
AGENCY WEBSITES



52,338
AGENCY SOCIAL
MEDIA FOLLOWERS

Biennium Accomplishments

\$450,000 in Cultural Heritage Grants for 20 eligible organizations throughout the state



Biennium Accomplishments

- Improvements - \$2.9 of \$4.2 Million spent on historic sites improvements, critical repair, and Historic site maintenance
- Security – state of the art security system installed at Heritage Center
- January 2021 – Completed migration of the locally hosted and managed Preservica to the cloud based Preservica Enterprise Private Cloud
- Migration of Museums collections legacy PastPerfect data into Re-discovery

Photos

- Window restoration in Bread of Life Church at Camp Hancock State Historic Site, Bismarck
- Elevator at Stutsman County Courthouse State Historic Site, Jamestown
- Caretaker's Cabin at Chateau de Mores State Historic Site, Medora



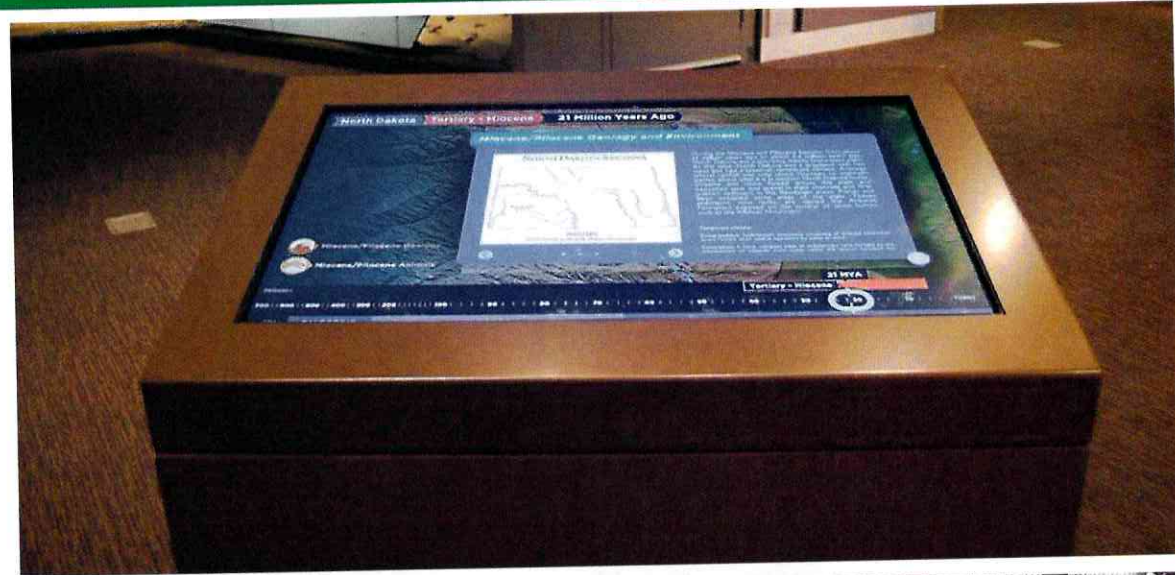
Biennium Challenges

- Inflationary Costs
- Hiring and retention difficulties
- Residual Pandemic impacts –
Supply chain distribution



Biennium Challenges

- Difficult Newspaper Intake work flow
- GIS system outdated – in person access currently required
- Outdated exhibit technology
- Lack of Marketing funds
- Keep current with competition
- Inadequate large object storage





Strategic Goals: Short & Long Term

Create Inspiring
Educational
Opportunities

Deeper Connections
with Core Constituencies

Build Intellectual &
Organizational
Infrastructure

Optimize
Our Assets

Partner for Impact

Increase Earned
Revenue

Embrace Technology



STATE HISTORICAL SOCIETY WORKFORCE

Cultural Resource Management, Archaeology, Archives, Museum Operations, Administration, and non-traditional education program development and implementation.

WHAT HAPPENS IF WE CAN'T DO OUR JOB...

Result 1

We wouldn't provide engaging, entertaining, and memorable learning experiences to the public.



Result 2

Permanent historic records documenting North Dakota history, heritage, and culture wouldn't be preserved and access to these records would be unavailable.



Result 3

The protection and management of North Dakota's cultural resources; and identification and recording of sites and structures for the ND Historic Sites Register wouldn't be completed.



CURRENT AGENCY TEAM MEMBER STATS

78.75

full-time team members

2

number of vacancies

\$58k

average annual salary

44

average age

10.5

average years of service

5

retirement-eligible

HOW OUR COMPA-RATIO COMPARES WITH OTHER STATE AGENCIES

ARCHAEOLOGIST

Other state agency average CR
.98

Our average CR
.87

PUBLIC INFO SPEC

Other state agency average CR
1.00

Our average CR
.88

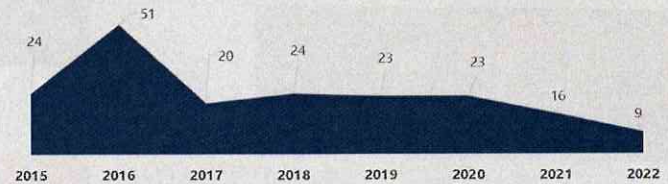
SECURITY OFFICERS

Other state agency average CR
.93

Our average CR
.85

STATE HISTORICAL SOCIETY WORKFORCE

POSITION APPLICANTS – LAST 8 YEARS



Additional insights into the applicant trends, can be unrelated to the numbers, such as quality of applicants, lack of experience, etc.

* The agency began posting our job listings on Indeed in 2018 and LinkedIn in 2022.

COST OF TURNOVER

\$9K
per team member
Figured with 100% of annual salary.

The agency does not have a lot of entry level positions. Our positions typically require a graduate degree or higher with multiple years of experience. In our AHP Department, this is Federal requirement under the Historic Preservation Grant the agency receives. When the agency has turnover, it is difficult to find qualified applicants because of these requirements.

WORKFORCE COMPETITION



Competition

Federal agencies, other State agencies, municipalities, school districts



Competition

Similar agencies in the region: Buffalo Bill Center of the West, Minnesota Historical Society, Wisconsin Historical Society, Universities



Competition

Geographical areas where climate is perceived as more favorable



Competition

Private sector

INDUSTRY OUTLOOK: Fueled by the tourism and travel sectors recovering from the COVID-19 pandemic, the museum industry is forecasted to experience significant growth. This was evidenced by our visitation counts growing 164% from 2020 to 2022. There will be a surge in staffing demand, as the industry is expected to need roughly 16% more employees by the year 2031* in the Museum and Arts industry alone. Other industries that are growing, such as the security and education industries, only compound our difficulty to find and retain qualified staff.

*<https://www.bls.gov/emp/tables/employment-by-major-industry-sector.htm>

2021-23 Legislative Base, 2023-25 Base Budget Request, Optional Budget Changes, and Total Budget Request

	2021-23 Legislative Base	2023-25 Base Budget Request	2023-25 Optional Budget Changes	2023-25 Total Budget Request
Salaries and Wages	15,791,624	15,601,620	1,131,016	16,732,636
General Fund	14,477,566	14,573,966	360,978	14,934,944
Federal Fund	1,126,059	1,027,654	-	1,027,654
Special Fund	187,999	-	770,038	770,038
Operating Expenses	4,473,663	3,376,791	1,049,040	4,425,831
General Fund	3,157,769	3,181,791	994,040	4,175,831
Federal Fund	1,215,894	95,000	30,000	125,000
Special Fund	100,000	100,000	25,000	125,000
Capital Assets	1,251,015	830,184	27,955,744	28,785,928
General Fund	1,251,015	664,375	27,880,744	28,545,119
Federal Fund	-	165,809	-	165,809
Special Fund	-	-	75,000	75,000
Grants	600,000	928,340	875,000	1,803,340
General Fund	-	-	-	-
Federal Fund	600,000	928,340	875,000	1,803,340
Special Fund	-	-	-	-
Cultural Heritage Grants	500,000	500,000	-	500,000
General Fund	500,000	500,000	-	500,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
America's 250th	-	-	1,000,000	1,000,000
General Fund	-	-	1,000,000	1,000,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
Exhibits	-	-	595,000	595,000
General Fund	-	-	595,000	595,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
TOTAL	22,616,302	21,236,935	32,605,800	53,842,735
	FTE	78.75	78.75	83.5

Strategic Funding Requests

Priority	Fund	Source	Executive	Executive	Executive	Senate	Senate	Senate
			Recommendation	Recommendation	Recommendation	Ongoing	One-Time	Total
			Ongoing	One-Time	Total	Ongoing	One-Time	Total
1	Inflationary Operating Expenses		-	120,795	120,795	-	120,795	120,795
	General Fund	Operating Expenses	-	120,795	120,795	-	120,795	120,795
2	GIS Remote Access and Upgrade		14,400	250,000	264,400	14,400	250,000	264,400
	General Fund	Operating Expenses	14,400	225,000	239,400	14,400	225,000	239,400
	Archaeological Permit Fund	Operating Expenses	-	25,000	25,000	-	25,000	25,000
3	Updating Newspaper Preservation Workflow		12,045	236,044	248,089	12,045	236,044	248,089
	General Fund	Operating Expenses	12,045	6,800	18,845	12,045	6,800	18,845
	General Fund	Capital Assets	-	229,244	229,244	-	229,244	229,244
4	Digital Interactive Initiative		187,590	425,000	612,590	-	-	-
	General Fund	Salaries and Wages	187,590	-	187,590	-	-	-
	General Fund	Operating Expenses	-	425,000	425,000	-	-	-
5	Historic Structure Building Improvements		500,000	6,751,500	7,251,500	500,000	4,500,000	5,000,000
	General Fund	Capital Assets	500,000	-	500,000	500,000	-	500,000
	SIIF	Capital Assets	-	6,751,500	6,751,500	-	4,500,000	4,500,000

Create Inspiring
Educational
Opportunities

Optimize
Our Assets

Deeper Connections with
Core Constituencies

Embrace Technology

Strategic Funding Requests

Priority	Fund	Source	Executive Recommendation Ongoing	Executive Recommendation One-Time	Executive Recommendation Total	Senate Ongoing	Senate One-Time	Senate Total
6	Medora site Planning		-	2,150,000	2,150,000	-	150,000	150,000
	General Fund	Operating Expenses	-	150,000	150,000	-	150,000	150,000
	SIIF	Operating Expenses	-	2,000,000	2,000,000	-	-	-
7	Branding/Marketing		148,574	-	148,574	-	-	-
	General Fund	Salaries and Wages	108,574	-	108,574	-	-	-
	General Fund	Operating Expenses	40,000	-	40,000	-	-	-
8	Engaging Exhibits		-	670,000	670,000	-	670,000	670,000
	SIIF	Exhibits	-	595,000	595,000	-	595,000	595,000
	Donations	Capital Assets	-	75,000	75,000	-	75,000	75,000
9	New Storage Facility		-	-	-	-	-	-
	General Fund	Capital Assets	-	-	-	-	-	-
10	America's 250th Celebration		-	1,000,000	1,000,000	-	750,000	750,000
	General Fund	America's 250th	-	1,000,000	1,000,000	-	750,000	750,000

Optimize
Our Assets

Increase Earned Revenue

Create Inspiring
Educational
Opportunities

Deeper Connections with
Core Constituencies

Strategic Funding Requests

Priority	Fund	Source	Executive Recommendation Ongoing	Executive Recommendation One-Time	Executive Recommendation Total	Senate Ongoing	Senate One-Time	Senate Total
11	Authorization for .25 FTE		64,814	-	64,814	64,814	-	64,814
	General Fund	Salaries and Wages	64,814	-	64,814	64,814	-	64,814
12	Paul Bruhn Historic Revitalization Grant		-	750,000	750,000	-	750,000	750,000
	Federal Fund	Grants	-	750,000	750,000	-	750,000	750,000
13	Underrepresented Community Grant Program		-	125,000	125,000	-	125,000	125,000
	Federal Fund	Grants	-	125,000	125,000	-	125,000	125,000
14	Digital Humanities Advancement Grant		-	30,000	30,000	-	30,000	30,000
	Federal Fund	Operating Expenses	-	30,000	30,000	-	30,000	30,000
15	Add FTE from Concessions Sales		770,038	-	770,038	770,038	-	770,038
	Concessions Fund	Salaries and Wages	770,038	-	770,038	770,038	-	770,038

Increase Earned Revenue

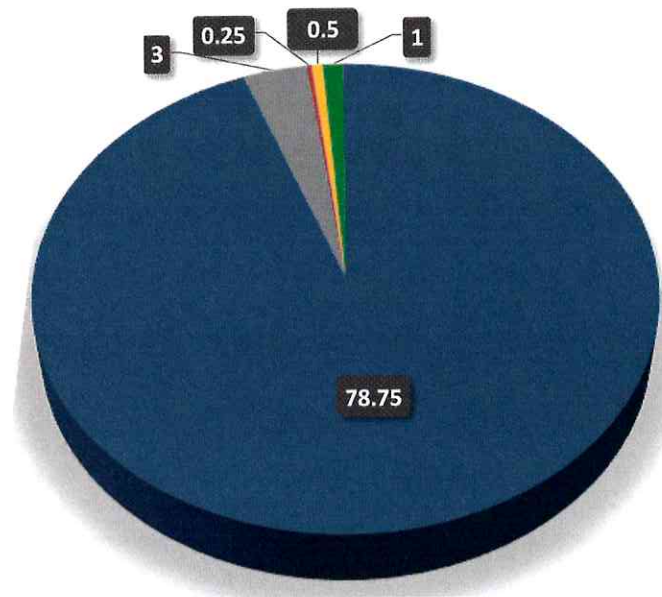
Deeper Connections with Core Constituencies

Partner for Impact

Changes to the Senate version

Priority	Fund	Source	Senate Ongoing	Senate One-Time	Senate Total	Ongoing Changes	One-Time Changes	Total Changes
4	Digital Interactive Initiative		-	-	-	187,590	425,000	612,590
	General Fund	Salaries and Wages	-	-	-	187,590	-	187,590
	General Fund	Operating Expenses	-	-	-	-	425,000	425,000
5	Historic Structure Building Improvements		500,000	4,500,000	4,500,000	-	2,251,500	2,251,500
	General Fund	Capital Assets	500,000	-	500,000	-	-	-
	SIIF	Capital Assets	-	4,500,000	4,500,000	-	2,251,500	2,251,500
6	Medora site Planning		-	150,000	150,000	-	2,000,000	2,000,000
	General Fund	Operating Expenses	-	150,000	150,000	-	-	-
	SIIF	Operating Expenses	-	-	-	-	2,000,000	2,000,000
7	Branding/Marketing		-	-	-	148,574	-	148,574
	General Fund	Salaries and Wages	-	-	-	108,574	-	108,574
	General Fund	Operating Expenses	-	-	-	40,000	-	40,000
10	America's 250th Celebration		-	750,000	750,000	-	250,000	250,000
	General Fund	America's 250th	-	750,000	750,000	-	250,000	250,000

Agency FTE Authorization and Request



- Agency's authorized FTEs
- Requested authorization of 3 FTEs that are fully funded through Museum Store sales
- Requested authorization and funding of .25 FTE to add to the .75 FTE in the Event Coordinator position
- Requested authorization and funding of .5 FTE to add to the .5 FTE in the Marketing position
- Requested authorization and funding for 1 FTE to create and facilitate interactive digital exhibits

One Time Funding

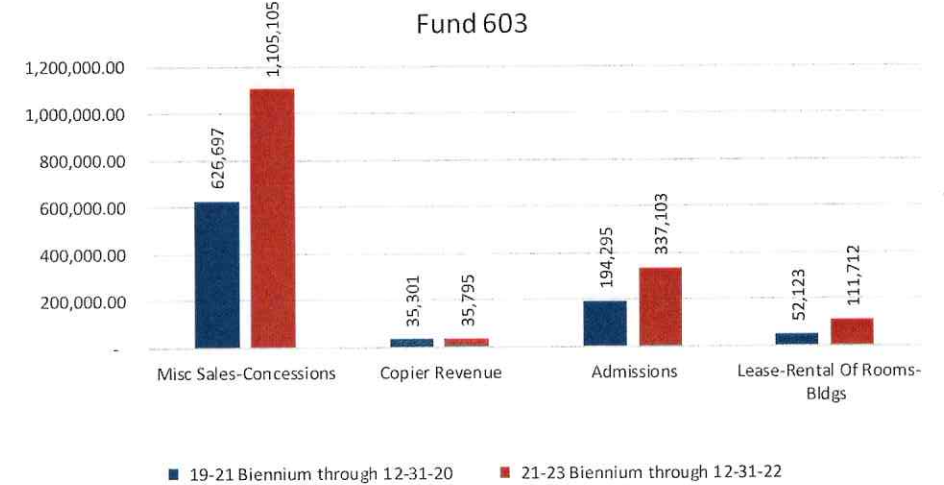
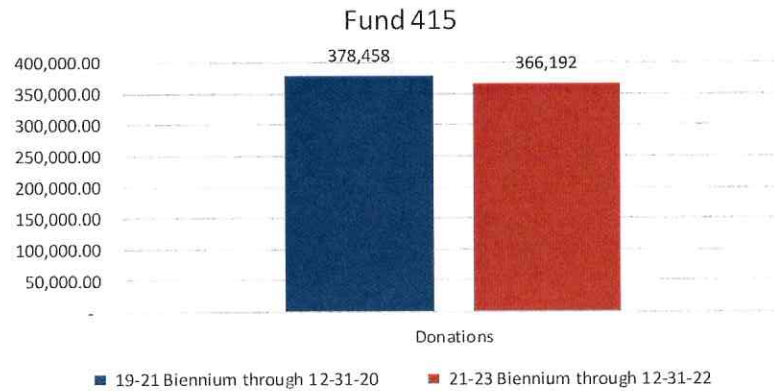
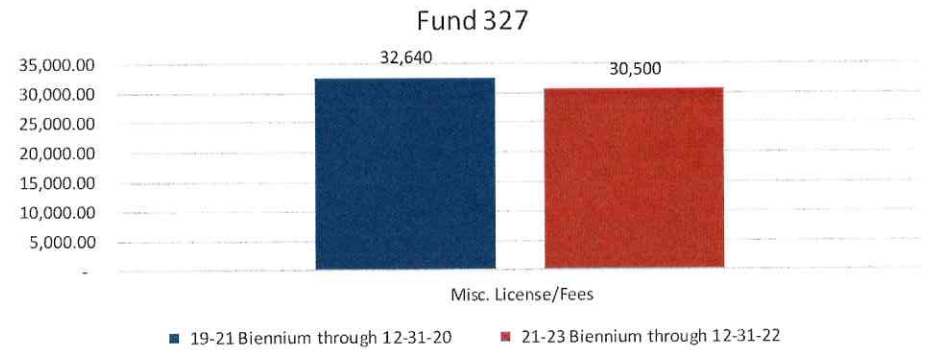
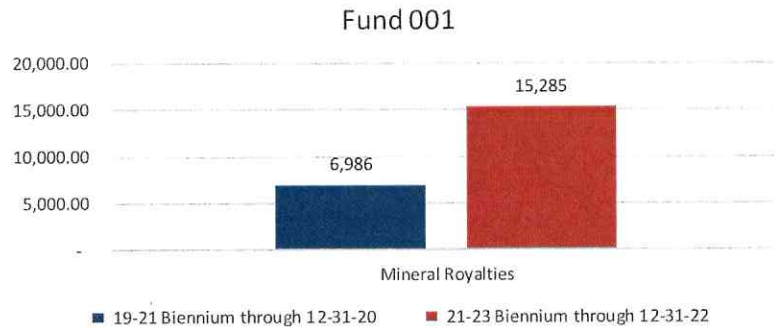
Fund	Source	One-Time Total
Historical Site and Extraordinary Repairs		
Federal Fund	Capital Assets	4,200,000
Essential Infrastructure at Historic Sites		
Federal Fund	CARES Act Funding 2020	950,000
State Archives Digital Repository Upgrade		
General Fund	Operating Expenses	25,000

Photos

- Top - Judge's Chamber Restoration and Elevator install at the 1883 Stutsman County Courthouse, Jamestown.
- Bottom - Re-siding and painting of the exterior of the Gingras Trading Post, Walhalla

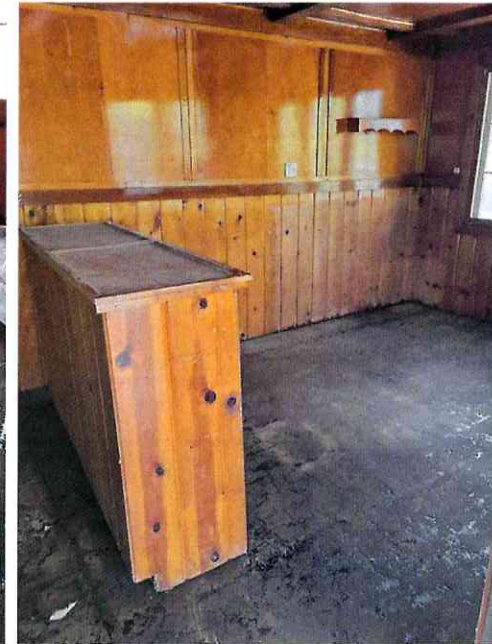


Agency Collection Comparison



NDCC 54-44.1-11 Reporting Requirements

- Extraordinary maintenance and repairs



Photos

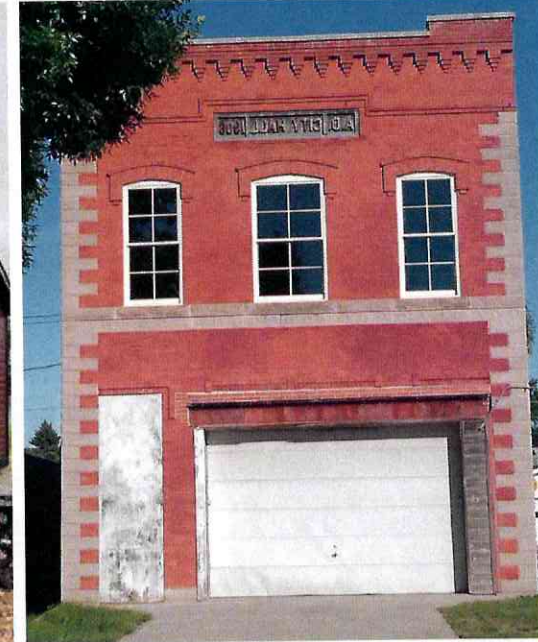
- Top - Contact Station at the Chateau de Mores State Historic Site, Medora
- Bottom - Tailor Shop at Fort Totten, Fort Totten

NDCC 54-44.1-11 Reporting Requirements

- Cultural Heritage Grant Program

Photos

- Top - South Heart Depot Exterior Restoration taken on by Dickinson Museum Center, Dickinson; The Reigniting McHenry County Historical Society: A Community Collaboration project taken on by the McHenry County Historical Society, Townner.
- Bottom - Fargo's First House project undertaken by the Cass County Historical Society, Fargo; Stone Bank project in Bottineau

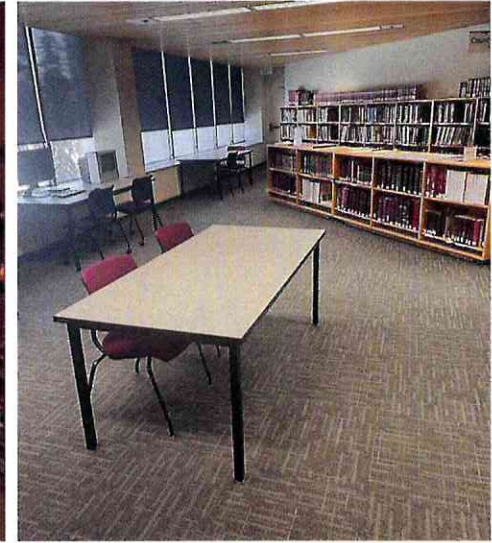
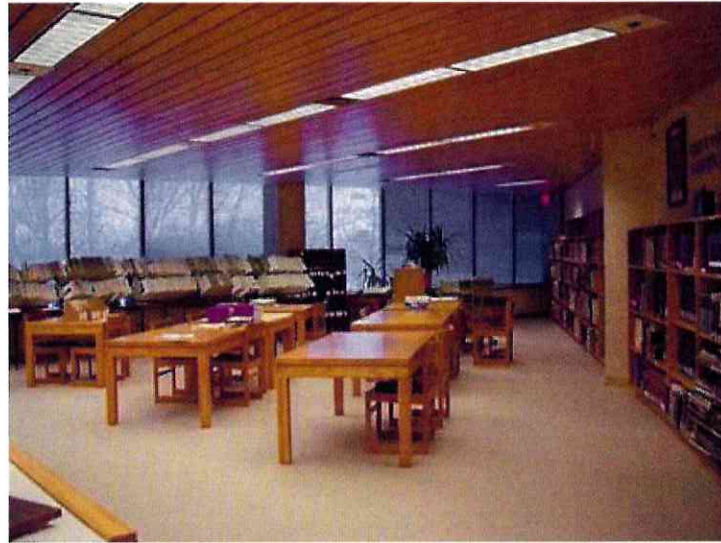


NDCC 54-44.1-11 Reporting Requirements

- Heritage Center upgrades

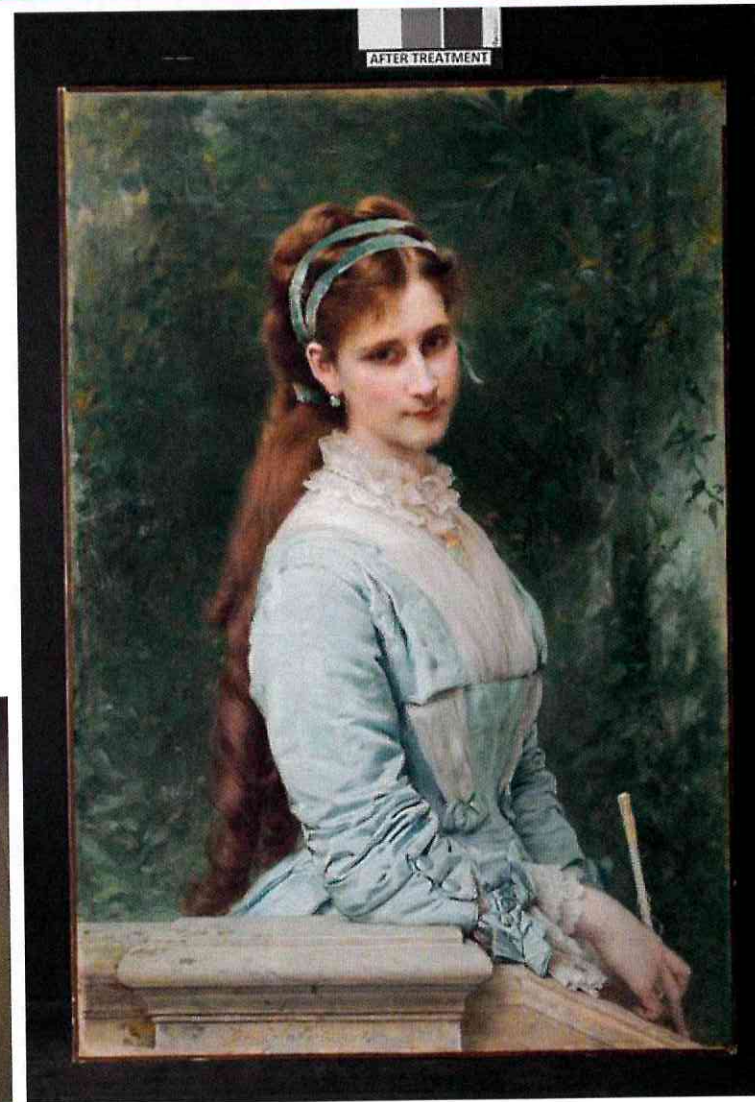
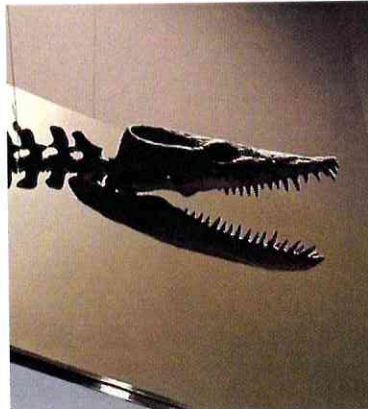
Photos

- Left: Before pictures of the Reading Room at the State Archives located within the Heritage Center, Bismarck
- Right: After pictures of the Reading Room at the State Archives located within the Heritage Center, Bismarck



NDCC 54-44.1-11 Reporting Requirements

- Exhibits Carryover



NDCC 54-44.1-11 Reporting Requirements

- Collections Care Carryover



Federal Funding Available

Historic Preservation Fund Grant			2,194,303
Salaries and Wages	Operating Expenses	Capital Assets	Grants
1,027,654	72,500	165,809	928,340
NHPRC State Programming Grant			22,500
Salaries and Wages	Operating Expenses	Capital Assets	Grants
-	22,500	-	-
Paul Bruhn Grant			750,000
Salaries and Wages	Operating Expenses	Capital Assets	Grants
-	-	-	750,000
Underrepresented Community Grant			125,000
Salaries and Wages	Operating Expenses	Capital Assets	Grants
-	-	-	125,000
Digital Humanities Advancement Grant			30,000
Salaries and Wages	Operating Expenses	Capital Assets	Grants
-	30,000	-	-

Thank you.



STATE
HISTORICAL
SOCIETY
OF NORTH DAKOTA

HISTORY FOR *everyone.*

