

# State Historical Society of North Dakota

Testimony

Senate Appropriations

Education and Environment Division

Senate Bill 2018

January 20, 2023

8:30 a.m.

Sakakawea Room

Dr. Bill Peterson, Director & ND SHPO



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

**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

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

**834,994**  
VISITORS ANNUALLY  
TO STATE MUSEUMS  
AND HISTORIC SITES

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

**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

## 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

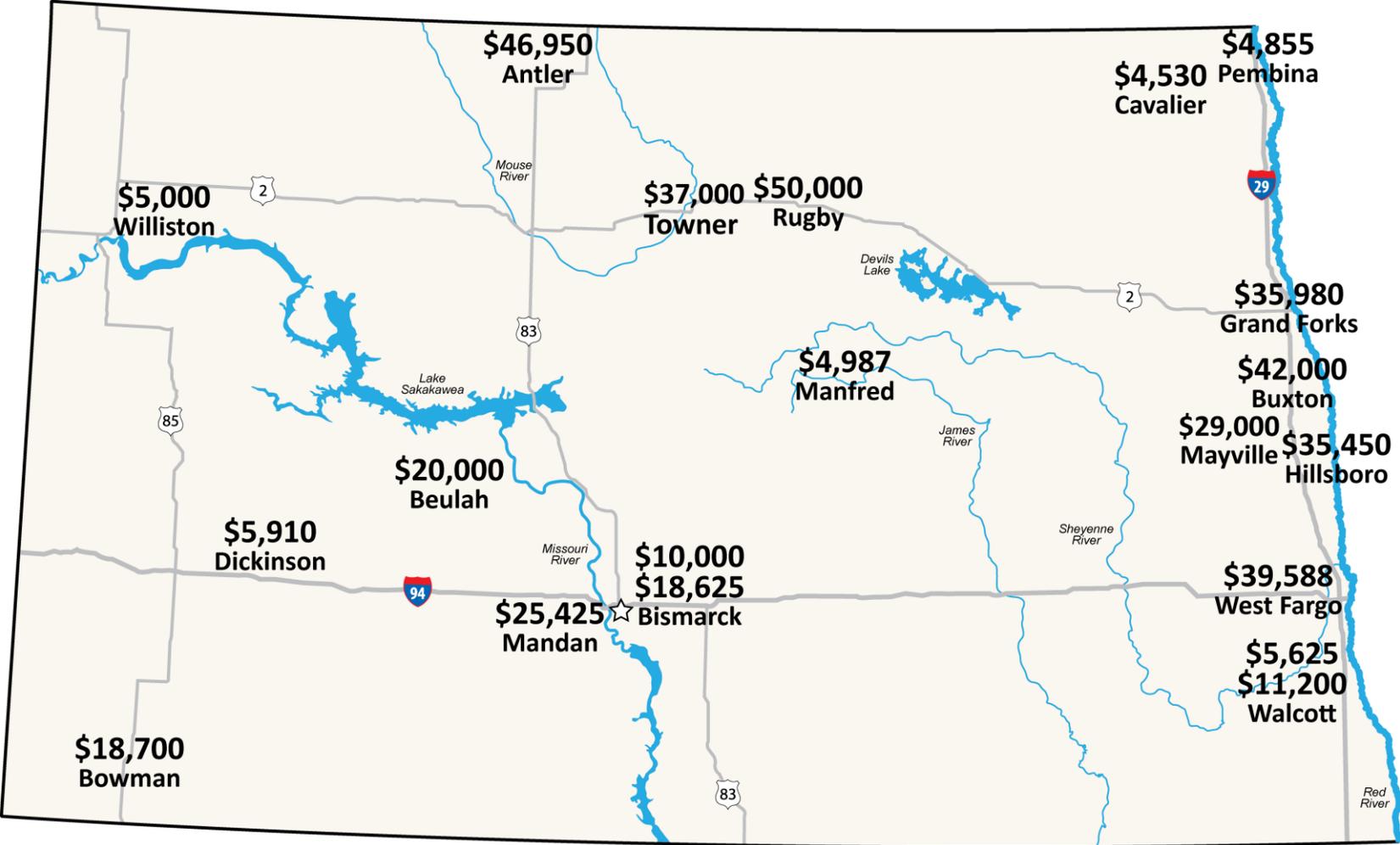
**12 MILLION+** ARCHAEOLOGICAL ARTIFACTS

**9%** OF N.D. ACRES SURVEYED FOR  
CULTURAL RESOURCES

**20,000** CULTURAL RESOURCE REPORTS &  
**72,000** SITE FORMS USED BY  
**580** SPECIALISTS

# 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





## 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

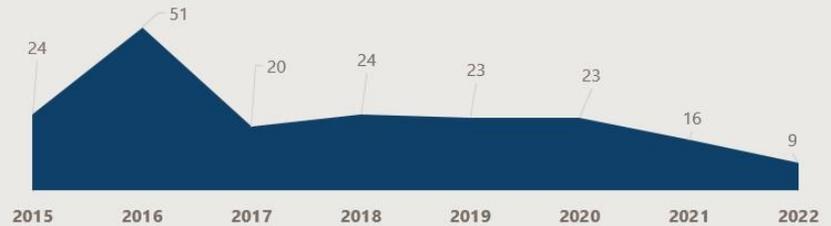
.93

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>

# Strategic Goals: Short & Long Term

Create Inspiring  
Educational  
Opportunities

Optimize  
Our Assets

Deeper Connections  
with Core Constituencies

Partner for Impact

Embrace Technology

Build Intellectual &  
Organizational  
Infrastructure

Increase Earned  
Revenue

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

	2021-23	2023-25	2023-25	2023-25
	Legislative Base	Base Budget Request	Optional Budget Changes	Total Budget Request
<b>Salaries and Wages</b>	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
<b>Operating Expenses</b>	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
<b>Capital Assets</b>	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
<b>Grants</b>	600,000	928,340	875,000	1,803,340
General Fund	-	-	-	-
Federal Fund	600,000	928,340	875,000	1,803,340
Special Fund	-	-	-	-
<b>Cultural Heritage Grants</b>	500,000	500,000	-	500,000
General Fund	500,000	500,000	-	500,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
<b>America's 250th</b>	-	-	1,000,000	1,000,000
General Fund	-	-	1,000,000	1,000,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
<b>Exhibits</b>	-	-	595,000	595,000
General Fund	-	-	595,000	595,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
<b>TOTAL</b>	<b>22,616,302</b>	<b>21,236,935</b>	<b>32,605,800</b>	<b>53,842,735</b>
FTE	78.75	78.75	4.75	83.5

# Strategic Funding Requests - AEM

Fund	Source	Requested Ongoing	Requested One-Time	Requested Total	Recommended Ongoing	Recommended One-Time	Recommended Total
<b>Inflationary Operating Expenses</b>		120,795	-	120,795	-	120,795	120,795
General Fund	Operating Expenses	120,795	-	120,795	-	120,795	120,795
<b>Digital Interactive Initiative</b>		187,590	425,000	612,590	199,974	425,000	624,974
General Fund	Salaries and Wages	187,590	-	187,590	199,974	-	199,974
General Fund	Operating Expenses	-	425,000	425,000	-	425,000	425,000
<b>Branding/Marketing</b>		148,574	-	148,574	154,547	-	154,547
General Fund	Salaries and Wages	108,574	-	108,574	114,547	-	114,547
General Fund	Operating Expenses	40,000	-	40,000	40,000	-	40,000
<b>Engaging Exhibits</b>		-	670,000	670,000	-	670,000	670,000
General Fund	Exhibits	-	595,000	595,000	-	-	-
SIIF	Exhibits	-	-	-	-	595,000	595,000
Donations	Capital Assets	-	75,000	75,000	-	75,000	75,000
<b>New Storage Facility</b>		-	20,400,000	20,400,000	-	-	-
General Fund	Capital Assets	-	20,400,000	20,400,000	-	-	-

Create Inspiring Educational Opportunities

Deeper Connections with Core Constituencies

Optimize Our Assets

Embrace Technology

Increase Earned Revenue

# Strategic Funding Requests - AHP

Fund	Source	Requested Ongoing	Requested One-Time	Requested Total	Recommended Ongoing	Recommended One-Time	Recommended Total
<b>GIS Remote Access and Upgrade</b>		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
<b>Historic Structure Building Improvements</b>		500,000	6,751,500	7,251,500	500,000	6,751,500	7,251,500
General Fund	Capital Assets	500,000	6,751,500	7,251,500	500,000	-	500,000
SIIF	Capital Assets	-	-	-	-	6,751,500	6,751,500
<b>Paul Bruhn Historic Revitalization Grant</b>		-	750,000	750,000	-	750,000	750,000
Federal Fund	Grants	-	750,000	750,000	-	750,000	750,000
<b>Underrepresented Community Grant Program</b>		-	125,000	125,000	-	125,000	125,000
Federal Fund	Grants	-	125,000	125,000	-	125,000	125,000
<b>Digital Humanities Advancement Grant</b>		-	30,000	30,000	-	30,000	30,000
Federal Fund	Operating Expenses	-	30,000	30,000	-	30,000	30,000

Partner for  
Impact

Deeper Connections  
with Core Constituencies

Optimize  
Our Assets

Embrace  
Technology

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Revenue

# Strategic Funding Requests – State Archives

Fund	Source	Requested Ongoing	Requested One-Time	Requested Total	Recommended Ongoing	Recommended One-Time	Recommended Total
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

Build Intellectual & Organizational Infrastructure

Optimize Our Assets

Embrace Technology

# Strategic Funding Requests – Administration

Fund	Source	Requested Ongoing	Requested One-Time	Requested Total	Recommended Ongoing	Recommended One-Time	Recommended Total
Authorization for .25 FTE		64,814	-	64,814	67,244	-	67,244
General Fund	Salaries and Wages	64,814	-	64,814	67,244	-	67,244
Add FTE from Concessions Sales		770,038	-	770,038	823,563	-	823,563
Concessions Fund	Salaries and Wages	770,038	-	770,038	823,563	-	823,563

Build Intellectual & Organizational Infrastructure

Increase Earned Revenue

# Strategic Funding Requests – Stand Alone

Fund	Source	Requested Ongoing	Requested One-Time	Requested Total	Recommended Ongoing	Recommended One-Time	Recommended Total
Medora Area Planning		-	150,000	150,000	-	2,150,000	2,150,000
General Fund	Operating Expenses	-	150,000	150,000	-	150,000	150,000
SIF	Operating Expenses	-	-	-	-	2,000,000	2,000,000
America's 250th Celebration		-	1,000,000	1,000,000	-	1,000,000	1,000,000
General Fund	America's 250th	-	1,000,000	1,000,000	-	1,000,000	1,000,000

Create Inspiring Educational Opportunities

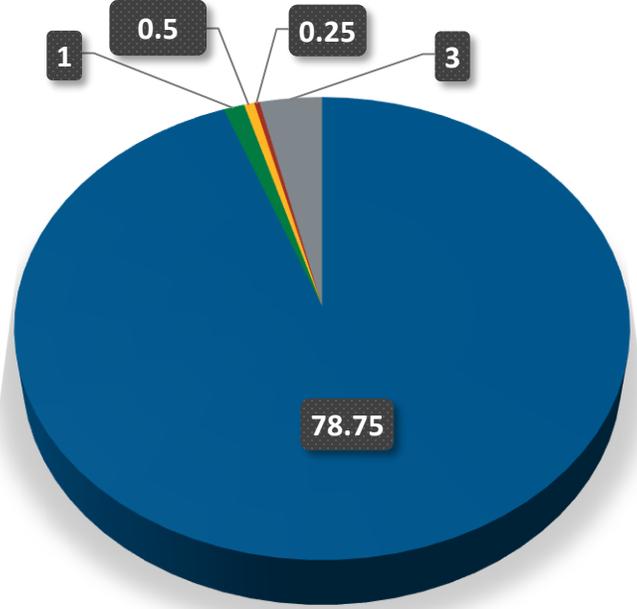
Deeper Connections with Core Constituencies

Partner for Impact

## 2023-25 Base Budget and 2023-25 Executive Recommendation

	2023-25 Base Budget Request	2023-25 Ongoing Recommendation	2023-25 One-Time Recommendation	2023-25 Executive Recommendation
<b>Salaries and Wages</b>	15,601,620	2,481,266	-	18,082,886
General Fund	14,573,966	1,564,697	-	16,138,663
Federal Fund	1,027,654	93,006	-	1,120,660
Special Fund	-	823,563	-	823,563
<b>Operating Expenses</b>	3,376,791	66,445	2,982,595	6,425,831
General Fund	3,181,791	66,445	927,595	4,175,831
Federal Fund	95,000	-	30,000	125,000
Special Fund	100,000	-	2,025,000	2,125,000
<b>Capital Assets</b>	830,184	500,000	7,055,744	8,385,928
General Fund	664,375	500,000	229,244	1,393,619
Federal Fund	165,809	-	-	165,809
Special Fund	-	-	6,826,500	6,826,500
<b>Grants</b>	928,340	-	875,000	1,803,340
General Fund	-	-	-	-
Federal Fund	928,340	-	875,000	1,803,340
Special Fund	-	-	-	-
<b>Cultural Heritage Grants</b>	500,000	-	-	500,000
General Fund	500,000	-	-	500,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
<b>America's 250th</b>	-	-	1,000,000	1,000,000
General Fund	-	-	1,000,000	1,000,000
Federal Fund	-	-	-	-
Special Fund	-	-	-	-
<b>Exhibits</b>	-	-	595,000	595,000
General Fund	-	-	-	-
Federal Fund	-	-	-	-
Special Fund	-	-	595,000	595,000
<b>TOTAL</b>	<b>21,236,935</b>	<b>3,047,711</b>	<b>12,508,339</b>	<b>36,792,985</b>
FTE	78.75	4.75		83.5

# Agency FTE Authorization, Request, and Governor's Recommendation



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

# 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
Critical Maintenance Projects		
Federal Fund	CARES Act Funding 2020	172,450
State Archives Digital Repository Upgrade		
General Fund	Operating Expenses	25,000

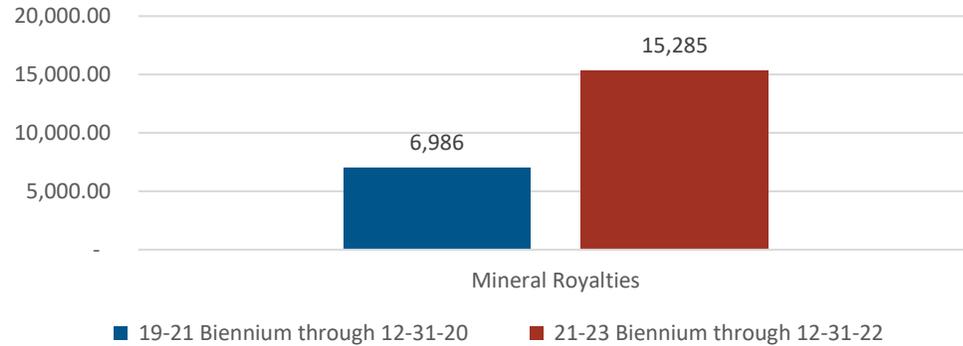
## Photos

- 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

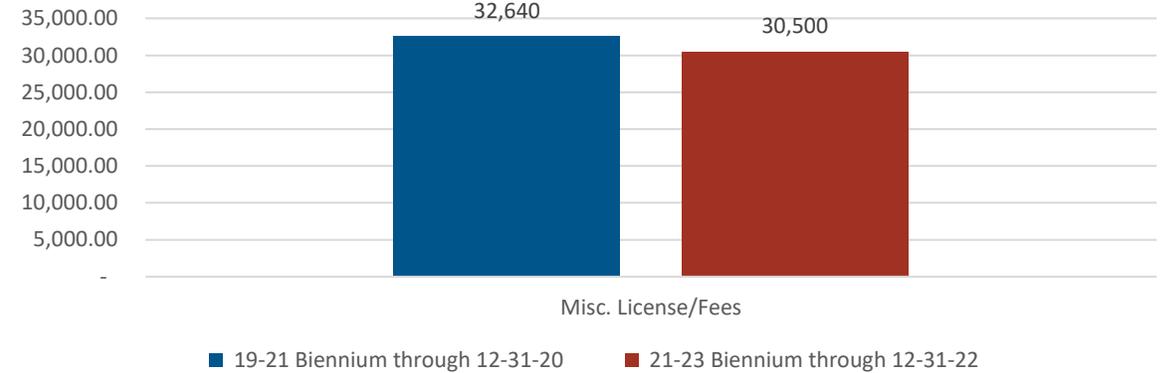


# Agency Collection Comparison

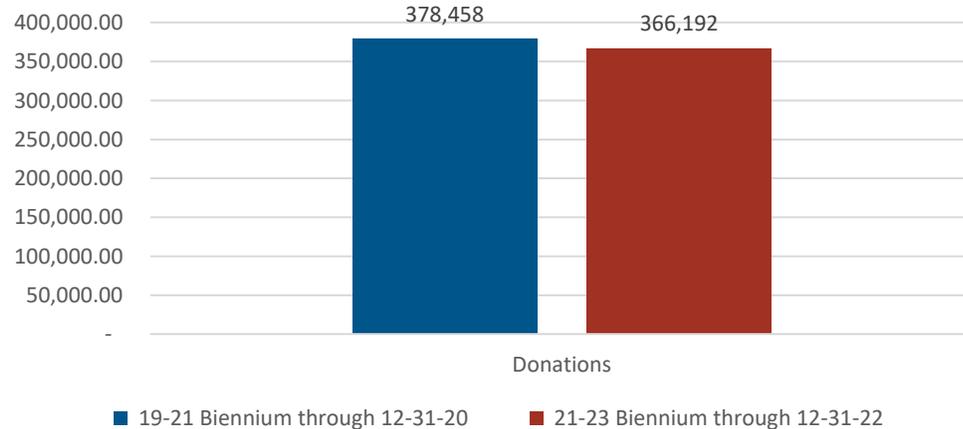
Fund 001



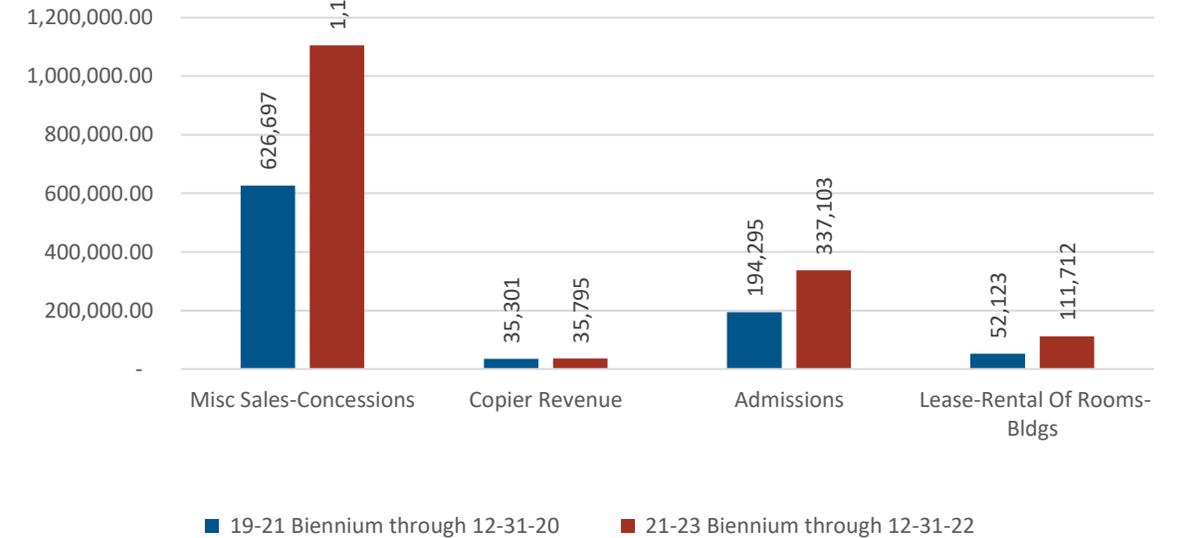
Fund 327



Fund 415



Fund 603



# 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, Towner.
- Bottom - Fargo's First House project undertaken by the Cass County Historical Society, Fargo; Stone Bank project in Bottineau

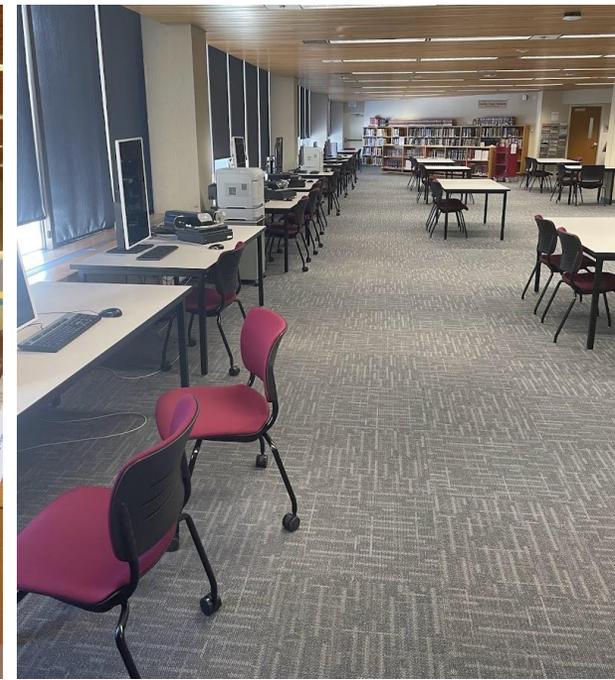


# NDCC 54-44.1-11 Reporting Requirements

- Heritage Center upgrades

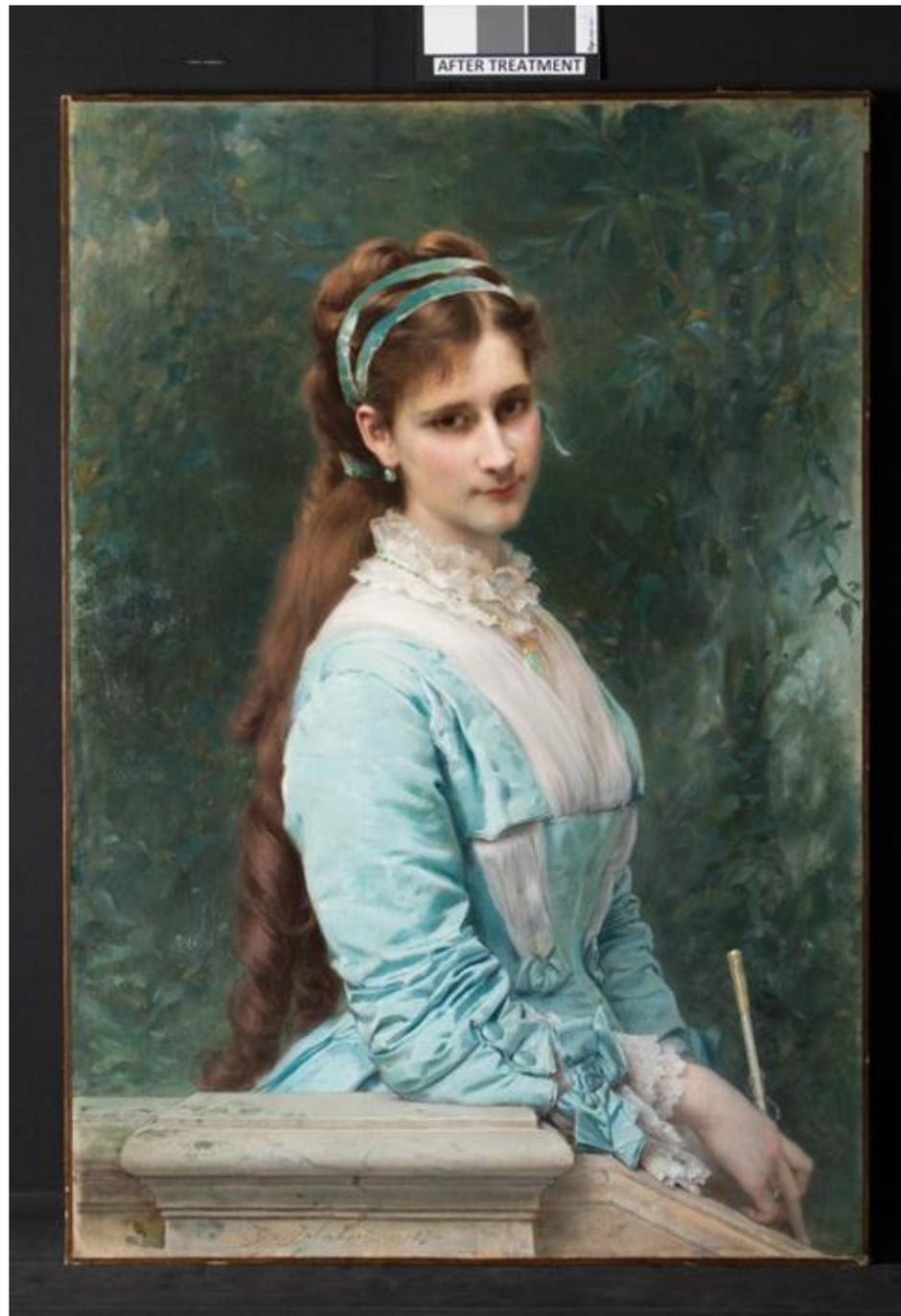
## Photos

- 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



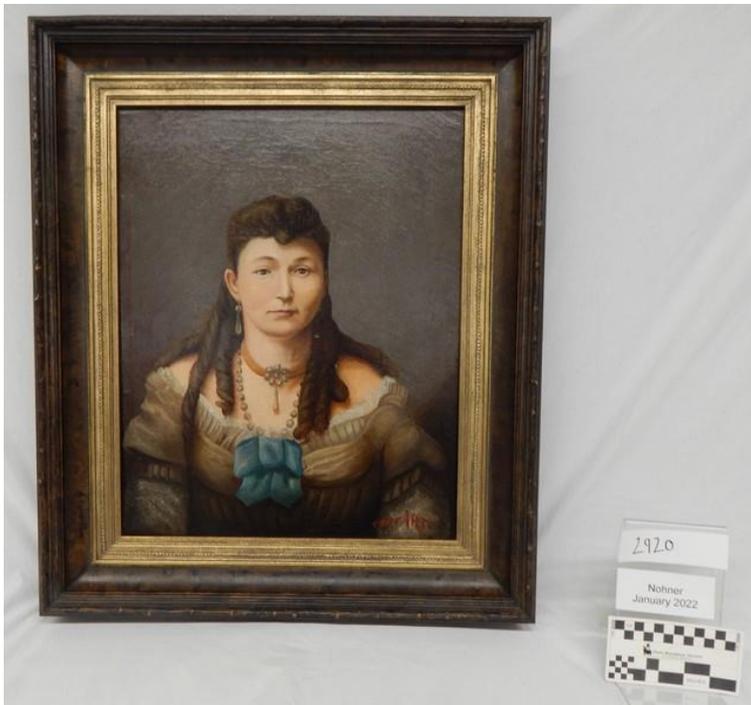
# NDCC 54-44.1-11 Reporting Requirements

- 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  
1,027,654

Operating Expenses  
72,500

Capital Assets  
165,809

Grants  
928,340

## NHPRC State Programming Grant

**22,500**

Salaries and Wages  
-

Operating Expenses  
22,500

Capital Assets  
-

Grants  
-

## 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  
30,000

Capital Assets  
-

Grants  
-

# Thank you.



STATE  
HISTORICAL  
SOCIETY  
OF NORTH DAKOTA

HISTORY FOR *everyone.*