****North Dakota State Staff Senate Meeting Agenda**

May 13, 2024 @ 2:30pm CT via MS Teams

***The NDUS Staff Senate serves to represent staff employees from the eleven academic institutions and employees throughout the university system. The Senate identifies staff interests and issues; acts as a forum for the discussion of staff-related matters; and facilitates communication on behalf of the campus staff members with the NDUS Chancellor and the State Board of Higher Education.***

1. Call to Order
   1. Lisa Braun, Karla Bredahl, Erica Buchholz, Stacy Buchl, Joseph Camisa, Carol Campbell, Paula Cox, Robert Davis, Johnna Douthit, Laura Fetting, Michaela Hamilton, Anna Kinney, Heather Lentz, Michael Linnell, Gabrielle Myers Biewer, Mike O’Toole, Carissa Pollman, Kelly Spanier, Justin Swank, Matthew Vetter, Emily Vieweg, Mike Wozniak, Jennifer Young
2. Roll Call
   1. BSC –
   2. CTSO – Heather Lentz
   3. DCB – Mike O’ Toole, Carissa Pollman
   4. DSU – Laura Fetting, Johnna Douthit
   5. LRSC –
   6. MaSU – Robert Davis, Stacy Buchl
   7. MiSU – Michael Linnell, Karla Bredahl
   8. NDSCS – Matt Vetter, Lisa Braun
   9. NDSU – Emily Vieweg, Jennifer Young, Justin Swank
   10. UND – Mike Wozniak, Anna Kinney, Paula Cox
   11. VCSU – Gabrielle, Erica, Micheala Hamilton
   12. WSC – Carol Campbell
   13. HRC Rep –
   14. SBHE Rep –
3. Approval of Agenda
   1. Paula Cox moved, Jenna Douthit seconded
      1. Motion passed – Approved Agenda
4. Approval of Past Minutes: April minutes.
   1. Carol Campbell moved, Jennifer Young seconded
      1. Motion passed – Approved Minutes
5. Reports
   1. Campus Updates – Submit to website
   2. SBHE Staff Advisor Report:
      1. 4/25 last meeting
         1. Tenure discussion, specifically 2 year institutions
            1. Decision made to move forward with names presented
            2. Ad hoc committee made to approve going forward
            3. Tenure review NOT removing tenure!
            4. Proposed final draft is out – will share link
            5. Let Michael know if there are any other opinions on the matter
         2. Chancellor’s report
            1. FAFSA a mess across the system

ND better than most

* + - 1. Strategy review from the Governor
         1. Digital Literacy, Collaboration, Gratitude, Upskill
         2. Calling for 3% reduction among the larger groups
      2. 2035 strategy update
         1. Workforce of the Future

Teacher, Student and Values workgroups overlap

Student: Guns on campus, legal marijuana, etc.

Teacher: Accelerated degree programs

Main point is to recruit and retain the best employees

Total compensation package better than most

Request to increase waiver program to be accepted to all institutions

Bill out of NDUS so schools don’t take the hit

Emily V.: NDSU - the department where the employee is housed pays the waiver value.

Dependents not included

“No Cookie Rule”

Why can’t Staff Senate use their funds that they raise as they see fit?

* + - 1. Share positive things also!
         1. Mike W. – Use Campus Updates form on State Staff Senate website
    1. 5/29-5/30 retreat weekend in Bismarck
  1. HRC Update
     1. ACA Subcommittee met
        1. Decided that institution should be responsible for disability insurance costs
        2. Payscale software picked up for all institutions?
           1. Voted not to incorporate, as many weren’t using it
           2. Just 3 schools will use it
        3. NDPERS Vision and Dental available for everyone?
           1. Dickinson, Williston State, Mayville State, NDSCS all had issues finding providers
        4. July 1st FLSA changing for exempt and non exempt employees
           1. Trying to figure out the best way to implement it

Athletics, advisors and faculty will not be immediately affected, so they can continue to evaluate

Prepare for lawsuits due to short implementation timeframe

* + - 1. AI now listed under emerging technology policy
         1. Council will be formed and looking towards other technologies also
         2. Anna K.: AI used for interviews, resumes, etc.

1. Business Agenda
   1. Taskforce Chair Updates –
      1. Legislative: Laura Fetting
         1. No updates
      2. Tuition Waiver: Now part of Envision 2035 process.
      3. Artificial Intelligence Effects on Staff: Anna Kinney
         1. No updates
         2. Anna will be speaking to the State Board
         3. Picking up more
            1. Governor spoke about AI replacing vacant jobs
         4. Anna running faculty workshop
         5. Will discuss more in June meeting what State Staff Senate priorities are
      4. Guidance on Campus Closures/Remote Working Days: Completed.
   2. Fundraising Policies for Campus Staff Senates
      1. Sent in email with agenda
   3. Employee morale-open discussion, idea sharing
      1. Carol C: New employee yearly recognition voting and award
         1. Michael L: Asked if universities are recognizing staff
            1. Mike O: told they cannot use funds for anything outside of a mandatory meeting
            2. Justin S: local funds should be able to be used more freely
            3. Heather L: Anti-gifting law covers all funds
            4. Michael L: finding ways to spend funds for staff recognition is unnecessarily difficult
2. Open Discussion
   1. Carol C: Asks for records retention assistance
3. Future Meetings: June 4-5, 2024 @ DCB.
   1. Mike O: looking for ideas for the 3 sessions in the afternoons
      1. Campus tours
      2. Wellness session
      3. Anna K: AI workshop in a box to bring back to campuses
   2. Hotel room block set up, Mike O. will send out
4. Adjournment at 3:54pm CT

**Additional Information:**

* NDSSS Website - <https://staffsenate.ndus.edu/>
* Campus Updates Submission - <https://staffsenate.ndus.edu/campus-update-submission-form/>