****North Dakota State Staff Senate Meeting Minutes**

October 14, 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. Called to order at 2:30 pm.
2. Roll Call
	1. BSC – none present
	2. CTSO – Greg Carlson, Heather Lentz
	3. DCB – Misty Lindgren, Mike O’Toole, Carissa Pollman
	4. DSU – Johnna Douthit, Laura Fetting
	5. LRSC – Frances Drury
	6. MaSU – none present
	7. MiSU – Michael Linnell
	8. NDSCS – Lisa Braun, Sadie Russenberger
	9. NDSU – Andrea Ludwig, Jenn Young
	10. UND – Anna Kinney, Brandon Wallace, Mike Wozniak
	11. VCSU – Erin Edinger, Janna Kohler, Kelly Spanier
	12. WSC – none present
	13. HRC Rep – Laura Fetting
	14. SBHE Rep – Michael Linnell
3. Approval of Agenda
	1. Motion by Mike O’Toole, second by Lisa Braun; Motion passed.
4. Approval of Past Minutes: [September minutes](https://ndusbpos.sharepoint.com/%3Aw%3A/s/NDUSNDStateStaffSenate/EbSLJFa108hAkeCgybIRPGEBEKoQkkmAe7pA67izf3FAHg?e=8aNZp5).
	1. Motion by Greg Carlson, second by Andrea Ludwig; Motion passed.
5. Reports
	1. Campus Updates
		1. VCSU
			1. Staff Senate President left and Janna, as Vice President, took over; Erin Edinger elected new Vice President
			2. Did a highway cleanup
			3. Participated in Homecoming Parade
			4. Going to have a person from the Village come and talk to them about interacting with Gen Z
			5. Hosted a conference
			6. Have a clothing sale – hold fall and spring; open to all staff and faculty; includes some professional wear; gives options besides what is at the bookstore
		2. NDSCS
			1. Highest enrollment in 43 years; up 7.2% from last year.
			2. Hosted a high school tour day where high school students come and visit their different programs – had a record number of high school students (> 430)
		3. DCB
			1. Held grand opening for Old Main renovation – just a few minor tech issues to resolve but otherwise fully functioning
		4. NDSU
			1. Employee Engagement survey by Gallup opened (open from Oct. 14th to Nov. 1st) – part of multi-year study looking at employee engagement
			2. Participated in Homecoming Parade
			3. Nov. 13th event – sort of like a career fair but for education opportunities – departments providing information on non-degree classes and certificates offered; helps staff better utilize their tuition waivers
		5. UND
			1. Participated in Homecoming Parade
			2. Enrollment 3rd highest on record
			3. Elected a new VP of Staff Senate – Brandon Wallace
			4. Held a Coffee with the First Lady
			5. Upcoming events:
				1. Trivia
				2. Turkey Bingo
				3. Staff Takeover Event – event outside of work; Staff Senate funds some appetizers, everyone responsible for own drinks and other food.
	2. SBHE Staff Advisor Report:
		1. Met Sept. 24th
		2. Major portion was the Dickinson president situation; Ty Orton is the interim president; hoping to get a permanent president in sooner than original timeline; hope to figure out the best person and give Dickinson best support going forward
		3. Chancellor’s goal:
			1. New chancellor for the system
				1. Looking at about 18 month timeline
				2. Current chancellor has been very good to staff – Michael doesn’t know about predecessors since didn’t work directly with them and he has a good working relationship with the current chancellor.
				3. Interesting to see the process going forward – who is going to have a say in who is selected as the next chancellor?
				4. What do we want in a new Chancellor?

Need to think about criteria and let Michael know so he can pass it on

* + - 1. Envision 2035
				1. Out of board’s hands now
				2. Being cleaned up into a more readable document
				3. Chancellor has mentioned it being used already even though it hasn’t been released yet
				4. Two main things for staff:

Pay is being pushed to be more equitable

Opportunities for continuing education (tuition waiver) – doesn’t think the Legislature will jump on this until we come up with a more universal plan that would be fair to everyone

* + 1. Make sure connecting with Representatives and Senators – highlight what is happening on campuses besides sports and research publications
		2. Roles was brought up – What is the role of the Board, University Presidents, and the System?
			1. If going to have the conversation about the roles, Staff Senate needs to contribute to the discussion.
			2. Big government vs. local mentality: Unified system vs. University specific
				1. Can lead to questions such as why do you have a day off and I don’t?
			3. What roles benefit everyone the most?
			4. Does your University President have too much power? Not enough power?
			5. Let Michael know so he can relay it up the chain.
			6. Chancellor – NDUS & Board there to support the Presidents to do the job they were hired to do
			7. Faction that thinks Board should be doing more; faction that thinks Board shouldn’t exist – Where’s the middle of the road that works best?
		3. Any policy – SBHE or NDUS – have negative impact on University/College or department? Make sure you say something.
		4. Enrollment up system-wide
			1. Jenn Young asked about SCH vs students – NDSU is up for enrollment and down for SCH; how does the rest of the system compare?
				1. Michael said he hasn’t seen those comparisons yet for year-to-year
		5. Legislative session will dominate the next 3 meetings – lots of changes: new governor and local leaders
	1. HRC Update:
		1. Met October 1st
		2. Main discussion point: how campuses are doing donated leave
			1. If leave donated & person doesn’t use it all, does person who received it keep it or does it go back to the person who donated it?
			2. Varies from campus to campus – easier for larger campuses to track, harder for smaller campuses to track
			3. Michael asked if they are going to come up with a system-wide policy
				1. Have to consult with legal and Century Code to make sure any policy doesn’t violate the Century Code
1. Business Agenda
	1. Taskforce Chair Updates
		1. Legislative: Laura Fetting
			1. No update yet
		2. Staff Recognition: Emily Vieweg
			1. Emily not present but Andrea gave update that Emily shared with Andrea and Jenn via email
			2. Have some ideas such as doing shout outs on social media that would be an intro to a department/unit
		3. Professional Development: Greg Carlson
			1. Have had a couple of meetings with good discussion
			2. Working on getting priorities & inventory of what is available at different institutions
			3. Once get data collected, hope to develop plan to move forward in a more unified manner
		4. Staff benefits: Andrea Ludwig
			1. Have met once
			2. Listed benefits offered
				1. Parking
				2. Wellness
				3. Cell phone
				4. Event admission (employees, family)
			3. Currently the plan is to meet monthly but might go to every two weeks if they feel they need more working time
			4. Heather Lentz is now co-chair since Andrea is new and Heather has contributed some good ideas.
	2. Employee morale-open discussion, idea sharing.
		1. NPR put out an article in the past titled “I’m a Teacher and I Cry in My Car” – said that October, November, and December are the hardest times of the year and that’s where we’re at right now
	3. Reschedule next meeting due to holiday
		1. Motion to reschedule by Mike O’Toole, second by Lisa Braun; motion passed.
		2. Motion to schedule on 11/18 by Lisa Braun, second by Laura Fetting; motion passed.
2. Open Discussion
3. Next Meeting: November 18, 2:30-4:00 CT.
4. Adjournment
	1. Motion to adjourn by Lisa Braun, second by Greg Carlson; motion passed.
	2. Meeting adjourned at 3:24 pm.

**Additional Information:**

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