

North Dakota State Staff Senate Meeting Minutes

November 10, 2025 @ 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 Commissioner and the State Board of Higher Education.

- 1) Called to Order at 2:30 pm.
- 2) Roll Call
 - a) BSC – Jessie Bessert
 - b) CTSO – Greg Carlson, Marla Hagemeister, Joshua DeNio
 - c) DCB – Jennifer Cote, Misty Lindgren, Mike O’Toole
 - d) DSU – not present
 - e) LRSC – not present
 - f) MaSU – Shannon Hofer, Mindy Oconnor
 - g) MiSU – Heather Halverson
 - h) NDSCS – Amy Carson, Maggie Jordahl
 - i) NDSU – Corey Landowski, Andrea Ludwig, Jenn Young
 - j) UND – Anna Kinney, Mariah Pingleton, Brandon Wallace
 - k) VCSU – Jacob Olson
 - l) WSC – not present
 - m) HRC Rep (Mindy Oconnor) – present
 - n) SBHE Rep (Anna Kinney) – present
- 3) Approval of Agenda
 - a) First by Greg Carlson; second by Heather Halverson; motion passed.
- 4) Approval of October meeting minutes
 - a) First by Joshua DeNio; second by Mindy Oconnor; motion passed.
- 5) Reports
 - a) Campus Updates – Submit to website
 - i) Jessie – BSC – forming nominations for presidential search right now; discussions over email right now; survey sent out looking for people to serve on committee; got football program starting in fall 2027
 - (1) Goal was to get 10 people to get enrolled in local business group and met that goal
 - ii) Jenn – NDSU – waiting to hear results of Attending Veterinarian search and see who it was offered to; had 4 candidates for provost on campus; Pres. Cook made announcement that he is a finalist for ISU President; successful 2nd Annual Academics Fair
 - (1) Andrea said that the Attending Veterinarian position has been offered and accepted but still waiting on official statement stating who it is
 - iii) Brandon – UND – shared governance award that was around and went dormant but has come back – goes out to a student, staff, and faculty member that staff senate is in charge of going through nominations; turkey bingo event coming up next week.
 - iv) Heather – MiSU – pumpkin decorating contest that they hosted; TRIO program put on 1st gen round table; Nov. 17th supervisor training with someone coming from outside to do the training
 - v) Jacob – VCSU – President is leaving on Dec. 31st

- vi) Mike – DCB – staff senate sponsored some Halloween activities – costume contest, pumpkin decorating; bookstore did some things to boost morale
- b) SBHE Staff Advisor Report (Anna Kinney)
 - i) Full board members of SBHE have been busy with interim legislative committees (Academic Affairs and Funding committees)
 - ii) SBHE meeting
 - (1) Campus highlight: President Van Horn at Mayville
 - (a) Increase in enrollment and FTE
 - (b) Students represent 47 out of 53 counties in ND
 - (c) Over 800 Mayville graduates teach in ND
 - (d) Heard from student Kelby Azure – football student that has started a business in the local area
 - (e) Looking to enhance security on campus – 150 doors to secure campus
 - (2) Showcase on SBHE members: Mahalik
 - (3) One item pulled off consent item dealing with bookstore movement at UND; consent agenda was passed
 - (4) Discussed appointment of co-chair of BSC presidential search committee – Member Campbell will be serving on that committee
 - (5) Sub 120 h Bachelor Degree
 - (a) Survey went out to some units to try and get a feel for what campuses are feeling regarding a 90-120 h bachelor degree
 - (b) Opinions were split with most campuses coming out against these
 - (c) Although HLC has kept the door open for accrediting these, public institutions have not adopted them with one exception
 - (d) Students were against it – see it as threatening the larger benefits of college, don't see it as fulfilling some of the things that have been posed as solutions to workforce issues
 - (e) Some arguments for it
 - (f) 324 students graduated in 3 years across the system, graph is really tilting up for students that are moving through more quickly
 - (g) Sent back to Academic and Student Affairs committee to discuss and come back with a proposal that addresses the concerns
 - (6) Funding formula
 - (a) Very much up for conversation right now
 - (b) All of us recognize issues with funding formula
 - (c) Funded based on data from 3-4 years ago – issue because enrollment is growing and we're serving them on COVID data
 - (d) Reminder that the State Legislature has control over this – no control by SBHE but Legislature is searching feedback from SBHE and the System
 - (e) Chair Black has some strong opinions about some changes that could benefit funding formula
 - (i) KPI – key performance indicators – being incentivized
 - (ii) Decrease in formula for distance out of state students – use tax dollars to support students that may never have any direct economic impact on ND – these students would be funded at only 80% of an in-state student
 - (f) Anna mentioned concern about incentivizing a very narrow field of workforce priorities

- (i) American Bureau of Labor Statistics shows that the average adult changes careers 12 times in their lifetime (not just job but career)
 - (g) Dual credit
 - (i) 40% of high school graduates don't go into higher education
 - (ii) Can dual credit address that?
 - (iii) What are the costs of offering dual credit?
 - (7) Continued resource sharing between campuses
 - (a) Dedicated person at UND that helps at Mayville and Williston
 - (b) Ensuring that there is good coverage for essential work
 - (8) Meet again Dec. 4th and then take break until late January
 - (9) Member Campbell and COO Larson will be visiting with us at our next meeting (Dec. 8th)
 - c) HRC Update (Mindy Oconnor)
 - i) Discussed some HR policy and procedure updates
 - (1) Minnesota paid leave policy discussed – if work 50% of time from home when live in MN versus working on campus in ND - <https://paidleave.mn.gov/>
- 6) Business Agenda
- a) Taskforce Chair Updates
 - i) Legislative Taskforce/Bylaws (Anna Kinney)
 - (1) Sending a meeting invite out with link to Bylaws
 - ii) Staff Recognition (Heather Halvorson)
 - (1) Met twice now
 - (2) Reviewed it and made some recommended edits
 - (3) Do we have an email address that people can message?
 - (a) Not currently.
 - (b) Don't want to put someone's individual email address.
 - (c) Reach out to CTS to see if we can get one.
 - (d) Jenn suggested maybe 2 emails – one for Staff Senate Exec and one for Staff Recognition
 - iii) Professional Development (Greg Carlson)
 - (1) Scheduled for Nov. 20th from 1-2 pm – first meeting
 - iv) Staff Affairs (Carol Campbell)
 - (1) Have not met yet.
 - v) Executive Committee (Mike O'Toole)
 - (1) Anna shared most of what was discussed at exec meeting.
 - (2) Talked about Presidential Search policy
 - (a) Confusion about how they could just appoint President at LRSC
 - (b) Chris Pieske has said he would be willing to come talk at a meeting about policy and how that is changed.
- 7) Open Discussion
- a) Anna – curious if any campuses updated their snow policies after the group led by Mike Wozniak
 - i) DCB – will change with change in leadership – will be looking at K-12 school and large daycare housed on campus – if K-12 and daycare close, DCB will close
- 8) Future Meetings: December 8, 2:30-4:00 CT.
- 9) Adjournment at 3:24 pm.

Additional Information:

- NDSSS Website - <https://staffsenate.ndus.edu/>

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