

University Senate Minutes

Fargo, ND 58105

North Dakota State University

January 14, 2008

The University Senate met at 3:30 p.m. in the North Ballroom of the Memorial Union with Dr. D. Terbizan presiding and the following senators present: D. Andersen, B. Bahrami, M. Boetel, W. Bowlin, A. Brown, T. Carlson, M. Christoffers, D. Comez, G. Cook, J. Coykendall, W. Dai, B. Duncan, B. Fier, B. Geeslin, R. Gordon, K. Grafton, P. Hansen, M. Harvey, A. Hirani, M. Hoag, K. Katti, M. Kelsch, E. Khan, L. Kreklau, L. Langley, M. Lee, D. Li, S. Mallik, J. Martin, K. McCaul, C. McEwen, F. Michael, E. J. Miller, S. Neate, R. O'Connor, O. Obadina, C. Peterson, L. Peterson, R. Pieri, C. Presser, B. Randall, J. Ransom, R. Rathge, J. Reimnitz, D. Rider, T. Riley, J.W. Schroeder, G. Smith, W. Teder-Salejarvi, C. Urness, J. Wageman, and D. Wittrock

Substitutions: T. McDonald for B. Anderson, H. Heger for S. Bergeson, E. Kadossov for U. Burghaus, J. Osorno for X. Cai, K. Sizer for L. Christianson, W. Martin for V. Clark Johnson, J. Heilman for G. Heller, A. Grazul-Bilska for D. Redmer, R.S. Krishnan for R.C. Schnell, and A. Drummond for A. Werremeyer

Previous Minutes

MOTION (Pieri/McEwen): to approve the minutes of the December 10, 2007, meeting as posted. MOTION PASSED WITH UNANIMOUS CONSENT.

Consent Agenda

MOTION (Pieri/McEwen): to approve the consent agenda as posted. MOTION PASSED WITH UNANIMOUS CONSENT.

- A. Academic Affairs ([Attachment 1](#))
- B. General Education – L. Peterson ([Attachment 2](#))

General Announcements

- A. Senate President Terbizan reported the following:
 - *Constitution and Bylaws*- The updated University Senate Constitution and Bylaws have been signed by President Chapman. The Bylaws will be posted to the University Senate Web site. The Constitution changes will go forward to the State Board of Higher Education for approval.
 - *Policy 352: Promotion, Tenure & Evaluation* - Open forums on the new policy are planned in January. Notices will be sent across the faculty list. The policy is available on the Senate website <http://senate.ndsu.edu/>.
- B. Deland Myers, NCAA Faculty Athletic Representative, presented on his role and plans for NDSU:
 - The role of the Faculty Athletics Representative (FAR) for a NCAA institution is to serve as the official representative and

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liaison to the NCAA on behalf of the institution and its faculty. As such, faculty members are encouraged to share ideas and concerns with him. He has access to a number of areas of athletics, such as athletic director meetings and coaches' meetings, but reports directly to President Chapman in this role.

- Examples of the work done by a FAR include signing waivers and writing letters of recommendation for student athletes. His goal is to ensure that the student athlete experience is the best it can be as it relates to academics, particularly because of the demands placed on student athletes in regard to their schedules and high profiles.
- Myers reported that he will call on faculty as needed for assistance related to academics and athletics. He would like to meet with University Senate at least annually to share information about how student athletes are doing academically, and to answer questions.

Committee Reports

- A. Academic Affairs – no report
- B. Policy Coordinating Committee – no report
- C. General Education – no report
- D. Council of College Faculties (CCF) – T. Barnhart made the following announcements:
 - According to the draft *Faculty Compensation Report* ([Attachment 3](#)):
 - An average of 7.2 percent of faculty have left their NDUS job per year since 2002, and the turn-over rates are significantly higher for the past two years, as high as 10.2 percent.
 - Nearly half of NDUS faculty are over 50 years of age, and 12% are over 60 years of age.
 - ND faculty salaries are ranked last in the nation.
 - A report directed at legislators to make faculty salaries competitive is being prepared.
 - Other topics of discussion at the January SBHE meeting include the Sioux logo issue and Presidential searches at NDUS institutions (LRSC, VCSU, and UND).
- E. No other University Senate standing committee reports were made.

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Unfinished Business

- A. *Policy 153: Smoke-Free Facilities: (Attachment 4)*

MOTION (Pieri/L. Peterson): to approve Policy 153 as presented. Discussion ensued on exemptions, which refer to outdoor smoking in non-NDSU buildings, and how this relates to ND Century Code. Questions were raised about the decision to permit smoking fifty feet from buildings, which allows for smoking in vehicles and parking lots. The feasibility of policy enforcement and the honor system was raised.

MOTION PASSED WITH A VOTE OF 57-6. *The following senators or their substitutes voted aye:* B. Anderson, B. Bahrami, S. Bergeson, M. Boetel, W. Bowlin, A. Brown, U. Burghau, X. Cai, T. Carlson, L. Christianson, M. Christoffers, V. Clark Johnson, D. Comez, G. Cook, W. Dai, B. Fier, B. Geeslin, R. Gordon, K. Grafton, P. Hansen, M. Harvey, G. Heller, A. Hirani, M. Hoag, K. Katti, M. Kelsch, E. Khan, L. Langley, M. Lee, D. Li, S. Mallik, J. Martin, K. McCaul, C. McEwen, E.J. Miller, S. Neate, O. Obadina, R. O'Connor, S. Panigrahi, C. Peterson, L. Peterson, R. Pieri, C. Presser, B. Randall, J. Ransom, D. Redmer, J. Reimnitz, D. Rider, T. Riley, R.C. Schnell, J.W. Schroeder, G. Smith, W. Teder-Salejarvi, C. Urness, J. Wageman, A. Werremeyer, and D. Wittrock. *The following senators or their substitutes voted no:* D. Andersen, J. Coykendall, B. Duncan, L. Kreklau, F. Michael, and R. Rathge

- B. *Focus the Nation* - R. Pieri announced that NDSU will be joining over 1,000 other institutions in a Focus the Nation event focusing on environmental change and global warming solutions (January 31). This event will exemplify measured intellectual approach to attacking a problem.

Adjournment

Meeting adjourned at 4:15 p.m.

Submitted,

Kristi Wold-McCormick, Ph.D.
Secretary

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Attachment 1

Academic Affairs Committee Report

Approved Curricular Recommendations

Organizational Name and Structure Changes							
From School of Natural Resources Management to School of Natural Resource Sciences (effective fall 2008) – Restructured school will house programs in Soil Science, Range Science, Natural Resources Management, and Entomology.							
From Department of Animal and Range Sciences to Department of Animal Sciences (effective fall 2008) – Restructured department will house programs in Animal Science, Veterinary Technology, and Equine Science.							
Termination of Department of Soil Science (effective fall 2008) – Academic programs will move to School of Natural Resource Sciences.							
Termination of Department of Entomology (effective fall 2008) – Academic programs will move to School of Natural Resource Sciences.							
New Programs (division of current academic program)							
<i>Undergraduate (B.S. and minor) and Graduate (M.S. and Ph.D.) programs in Animal and Range Sciences will become the following separate programs:</i>							
Animal Science (effective fall 2008)							
Range Science (effective fall 2008)							
Program Termination							
Animal and Range Sciences (effective at the close of summer 2013)							
New Prefixes							
ANSC – Animal Science (effective fall 2008)							
RNG – Range Science (effective fall 2008)							
Termination of Prefix							
ARSC – Animal and Range Sciences (effective fall 2008)							
New Courses							
Dept.	No.	Title				Crs.	
COMM	714	Marriage & Family Communication				3	
ECE	632	Computational Methods in Power Systems				3	
MATH	749	Topics in Geometry and Topology				3	
ME	726	Fracture Mechanics				3	
Course Changes							
From:				To:			
Dept.	No.	Title	Crs.	Dept.	No.	Title	Crs.
ABEN	486	Design Project I	1	ABEN	486	Design Project I	2
HNES	750	Human Digestion/Metabolism	4	HNES	750	Advanced Human Nutrition	3
IME	411/ 611	Human Factors Engineering	2	IME	411/ 611	Human Factors Engineering	3

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Attachment 2

Approved General Education Recommendations

Outcomes Key:

1. Communicate effectively in a variety of contexts and formats.
2. Locate and use information for making appropriate personal and professional decisions.
3. Comprehend the concepts and perspectives needed to function in national and international societies.
4. Comprehend intrapersonal and interpersonal dynamics.
5. Comprehend concepts and methods of inquiry in science and technology, and their applications for society.
6. Integrate knowledge and ideas in a coherent and meaningful manner.
7. Comprehend the need for lifelong learning.

Courses Approved for General Education (New)

Course No.	Course Title	Recommended Categories	Recommended Outcomes
GERM 220	German Culture and Society	A, G	3, 6

Continued Approval (5-Year Renewal) for General Education with No Changes in Outcomes

Course No.	Course Title	Categories	Outcomes
ENGR 312	Impact of Technology on Society	B, G	3, 6

Continued Approval (5-Year Renewal) for General Education with Changes in Outcomes

Course No.	Course Title	Categories	Previous Outcomes	Recommended Outcomes
ART 130	Drawing I	A	1, 4, 6	1, 6

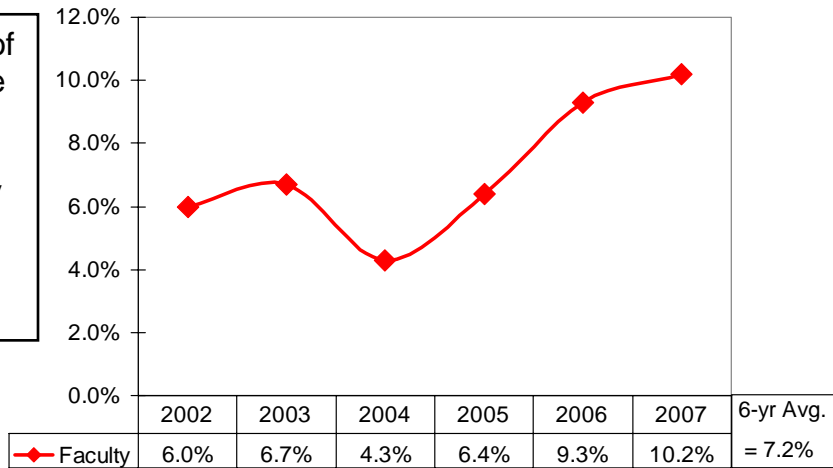
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**North Dakota University System
Faculty Turnover Statistics
2002 through 2007**

Even though an average of 7.2 percent of faculty have left their NDUS job per year since 2002, the turnover rates are significantly higher for the past two years, at 9.3 percent and 10.2 percent.

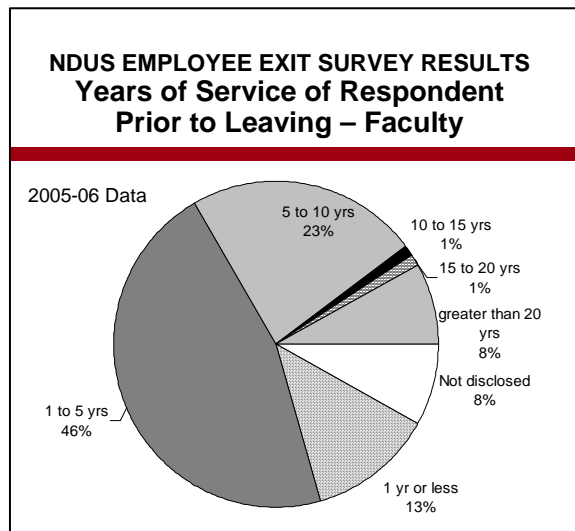


	2002 Turnover		2003 Turnover		2004 Turnover		2005 Turnover		2006 Turnover		2007 Turnover	
	#	Ratio	#	Ratio	#	Ratio	#	Ratio	#	Ratio	#	Ratio
BSC	1	0.9%	10	9.4%	6	4.5%	12	10.8%	4	3.6%	8	7.4%
DSU	0	0.0%	8	10.7%	1	1.2%	4	4.7%	8	9.0%	13	14.9%
LRSC	3	8.3%	0	0.0%	4	10.8%	2	5.4%	1	2.8%	2	5.6%
MaSU	5	11.1%	1	2.2%	6	15.0%	5	12.5%	6	15.8%	2	4.9%
MiSU*	17	8.0%	21	9.9%	7	3.7%	11	5.7%	9	5.4%	22	13.4%
MiSU-BC*									3	13.6%	1	4.5%
NDSCS	13	10.3%	10	7.9%	7	5.5%	9	7.0%	24	19.5%	23	18.5%
NDSU	55	6.2%	54	6.1%	24	4.3%	33	5.9%	61	11.0%	65	11.7%
UND	43	5.5%	48	6.1%	25	3.7%	48	6.6%	50	7.4%	47	7.0%
VCSU	4	6.6%	2	3.3%	3	5.2%	2	3.4%	10	16.4%	8	13.8%
WSC	1	2.9%	4	11.4%	2	4.4%	1	2.2%	3	7.4%	4	10.5%
TOTAL	142	6.0%	158	6.7%	85	4.3%	127	6.4%	179	9.3%	195	10.2%

* MiSU ratios include MiSU-Bottineau Campus through 2005. They are reported separately, beginning 2006

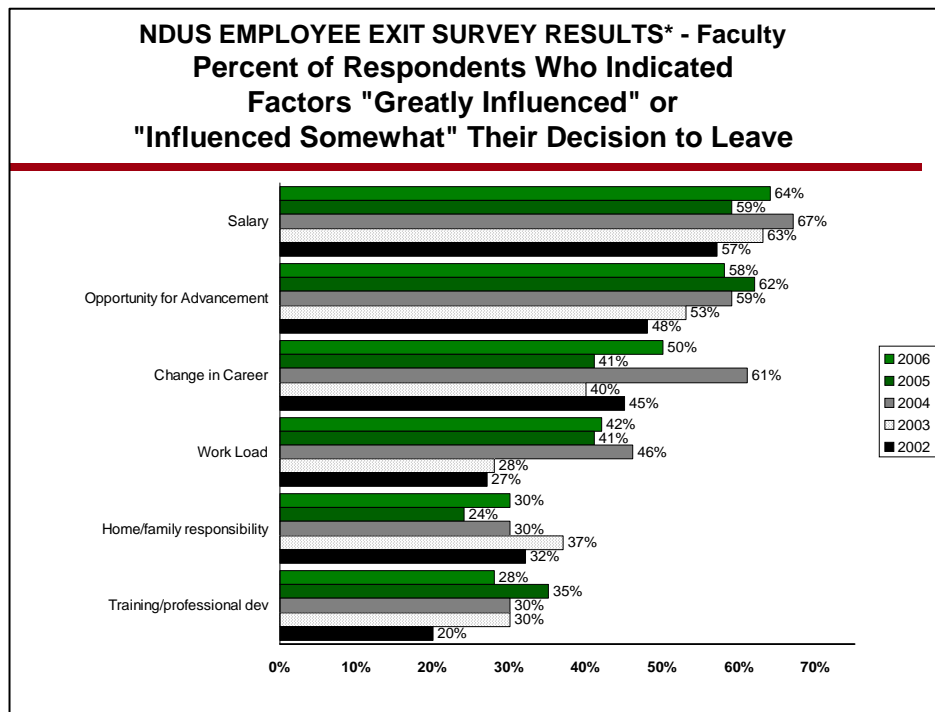
Source: NDUS payroll records

59 percent of faculty leaving the NDUS in 2005-06 were employed less than five years prior to leaving.



Source: NDUS Exit Interviews (32 percent response rate)

Over the past five years, faculty have identified low salary as the major factor influencing their decision to leave the NDUS.

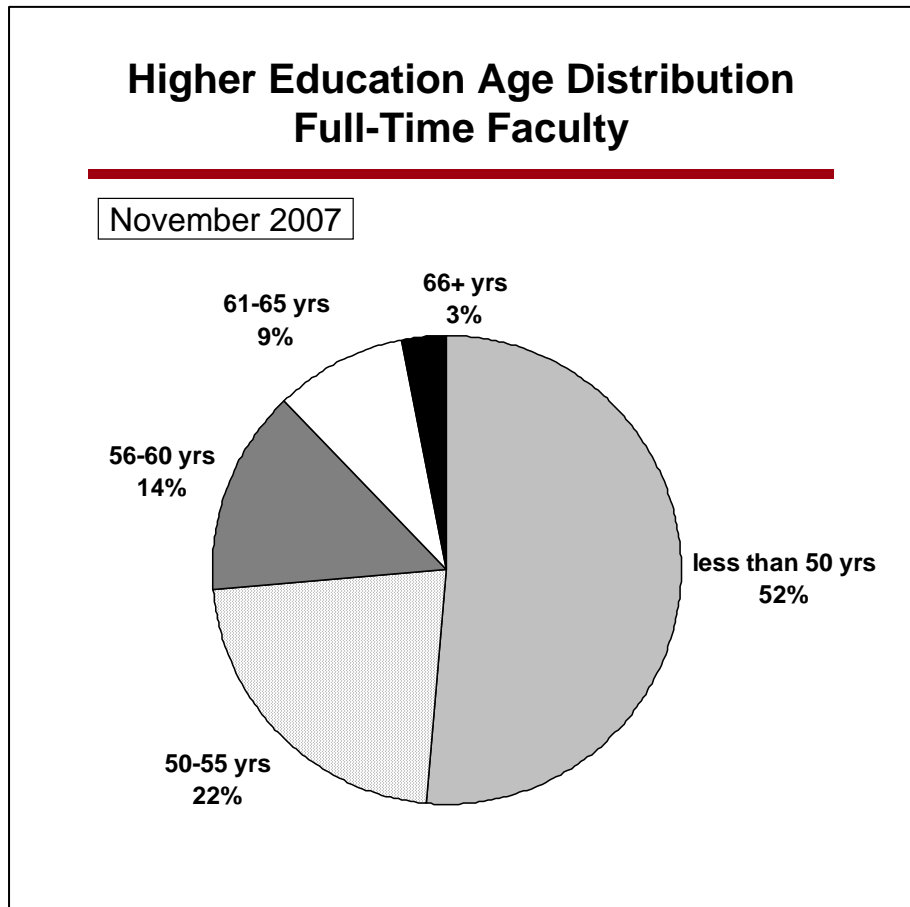


Source: NDUS exit interviews (32 percent response rate)

* Other reasons include fringe benefits, facilities, pursue education, funding, equipment, spouse, library resources, poor health/disability and other.

Exhibit H

Nearly half of NDUS faculty members are 50 years of age or over. Twelve percent of faculty are older than 60 years of age. The high percentage of younger faculty leaving their institutions suggests fewer and fewer faculty and staff will be available to follow veteran employees into seniority.



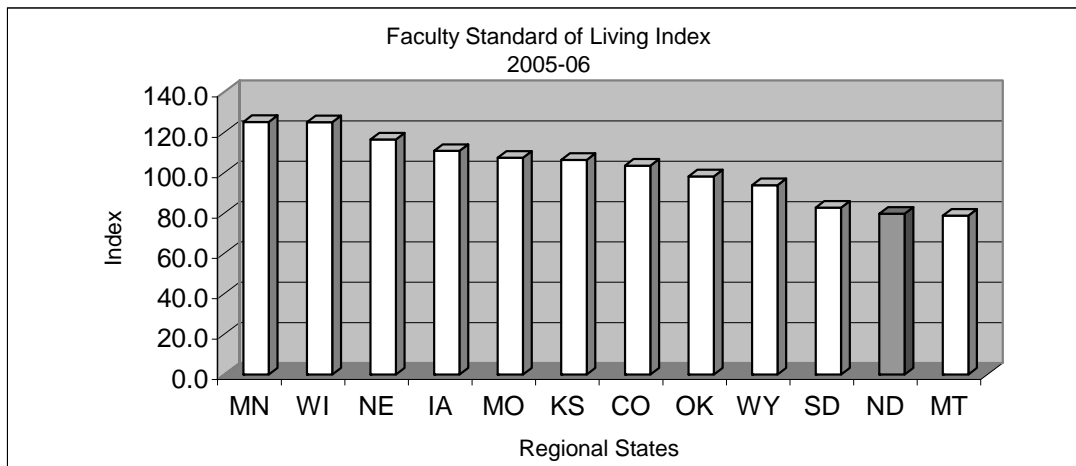
Source: NDUS Payroll Records

North Dakota's average standard of living, as measured by the Cost of Living Factor and Average Faculty Salary Factor, is below the average standard of living for the region.

Exhibit I

Regional Standard of Living – Faculty

	Regional Avg. Faculty Salary Factor (2005-06) ¹	National Composite Cost of Living Factor (2nd Qtr 2007) ²	Regional Composite Cost of Living Factor (2nd Qtr 2007) ³	Regional Standard of Living Index ⁴	Std of Living Rank
Minnesota	133.1	100.8	106.3	125.2	1
Wisconsin	125.2	95.0	100.2	125.0	2
Nebraska	111.1	90.5	95.4	116.5	3
Iowa	108.4	92.8	97.9	110.8	4
Missouri	102.1	90.1	95.0	107.4	5
Kansas	102.6	91.5	96.5	106.4	6
Colorado	111.6	102.2	107.8	103.5	7
Oklahoma	97.5	94.1	99.2	98.2	8
Wyoming	95.0	96.0	101.2	93.9	9
South Dakota	81.7	93.7	98.8	82.7	10
North Dakota	80.1	95.4	100.6	79.7	11
Montana	84.6	101.9	107.4	78.7	12
Average	100.0	94.8	100.0	100.0	



¹ Regional Avg. Faculty Salary Factor

Indicates how the state's average faculty salary compares to the region as a whole. The regional figure is represented by the number 100.0. A factor higher than 100 indicates the state's average faculty salary is higher than average, and vice versa.

Data Source: 2005-06 regional average faculty salaries for public universities from Chronicle of Higher Education, 2007 Almanac.

² National Composite Cost of Living Factor

Indicates how the state's living expenses (housing, food, etc.) compare to the nation as a whole. All states are combined to develop the national average, which is represented by the number 100.0. A factor higher than 100 indicates the state's cost of living is higher than average, and vice versa.

Data Source: 2nd quarter, 2007 MERIC Composite Cost of Living Index (www.missourieconomy.org/indicators/cost_of_living)

³ Regional Composite Cost of Living Factor (composite cost of living index ÷ avg regional composite cost of living index)

Compares each state's composite cost of living index to the average composite cost of living for the region. The regional average is then represented by an index of 100.0. An index of less than 100.0 indicates the state's cost of living is lower than the average for the region.

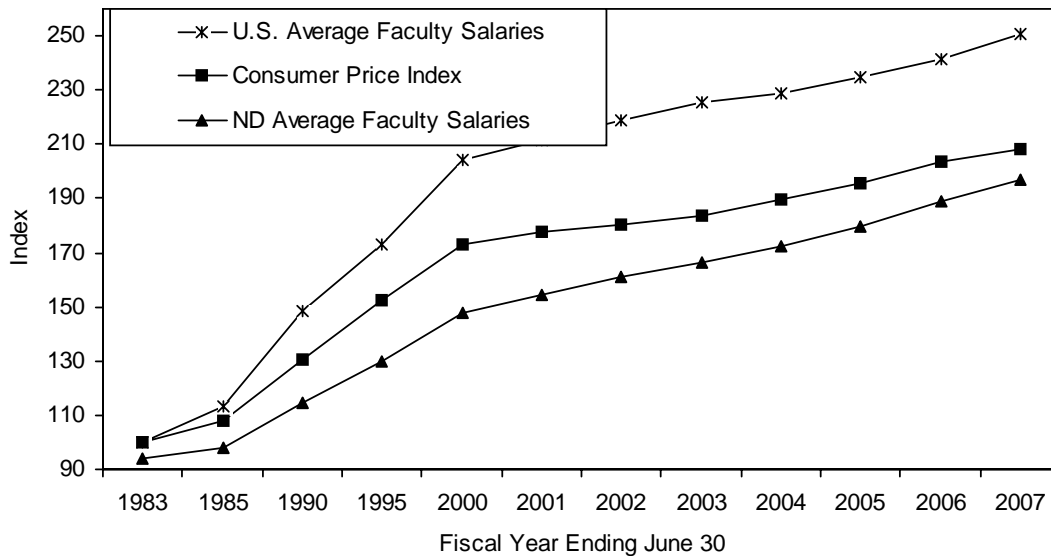
⁴ Standard of Living Index (Reg. Avg. Fac. Salary Factor ÷ Reg. Composite Cost of Living Factor)

Compares regional cost of living to average faculty salary to derive a state's relative standard of living for the average faculty member. An index number less than 100.0 indicates real purchasing power is lower than the regional average purchasing power. Presumably, standard of living is relatively lower for faculty in these states. And vice, versa for an index number greater than 100.0.

Exhibit J

Average faculty salary increases in the NDUS have exceeded the changes in U.S. average faculty salaries and changes in the consumer price index, since 2001. However, due to the significant lag in increases in the 10 years preceding 2001, significantly larger increases are needed to catch up.

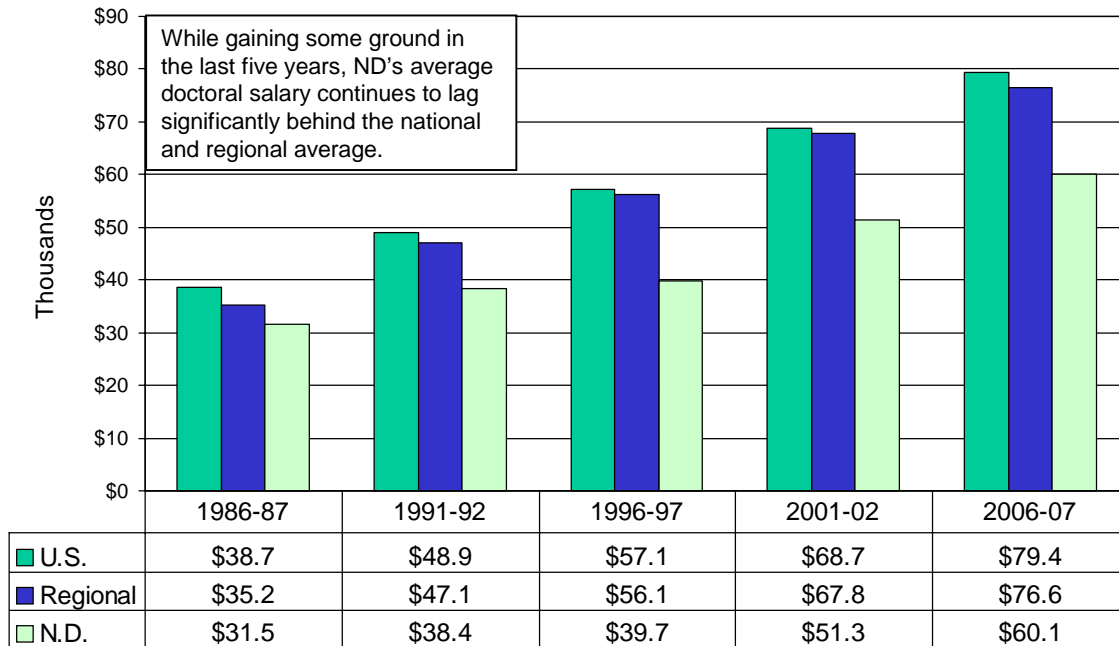
Average Faculty Salary Trends and the Cost of Living



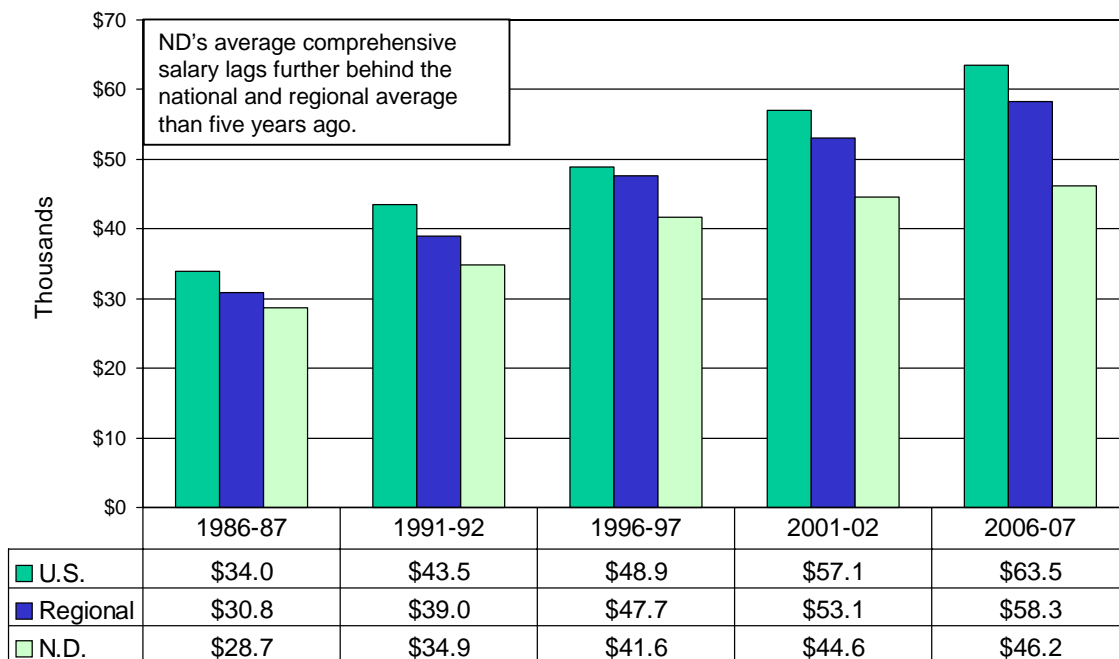
Data Sources: American Association of University Professors, *Academe*, Annual Reports
U.S. Department of Labor Consumer Price Index: July 1983 = 100

Average Faculty Salaries By Type of Institution (U.S., Regional and NDUS)

Doctoral Institutions (NDSU, UND)



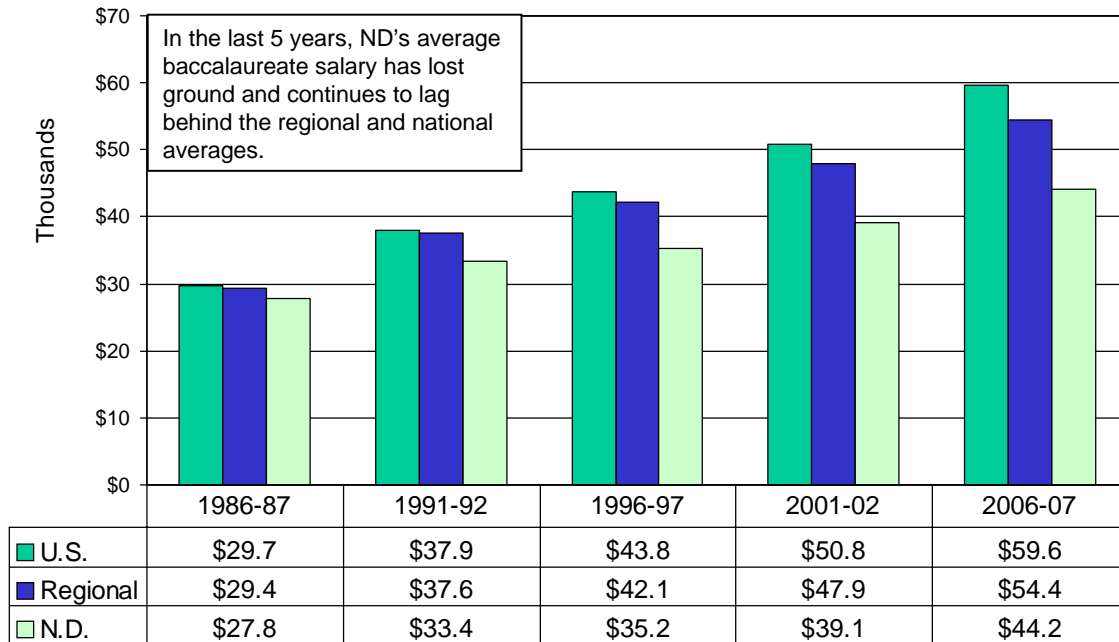
Comprehensive (Masters) Institutions (MiSU)



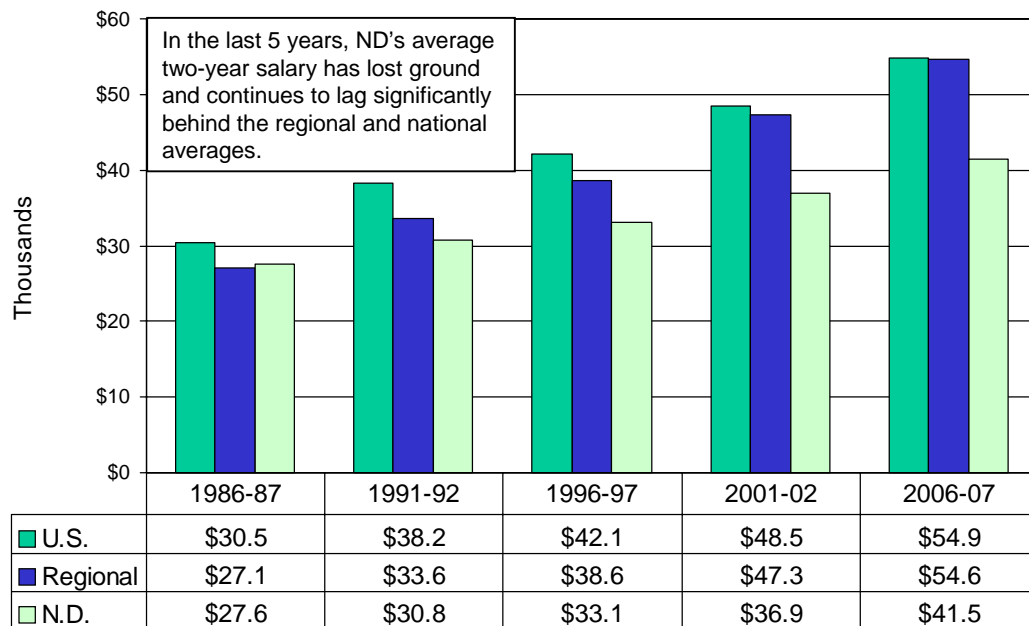
Source: AAUP, *Academe*, Annual Reports
Regional states include: CO, IA, KS, MN, MO, MT, ND, NE, OK, SD, WI and WY.

Average Faculty Salaries By Type of Institution (U.S., Regional and NDUS)

Baccalaureate Institutions (DSU, MaSU, VCSU)



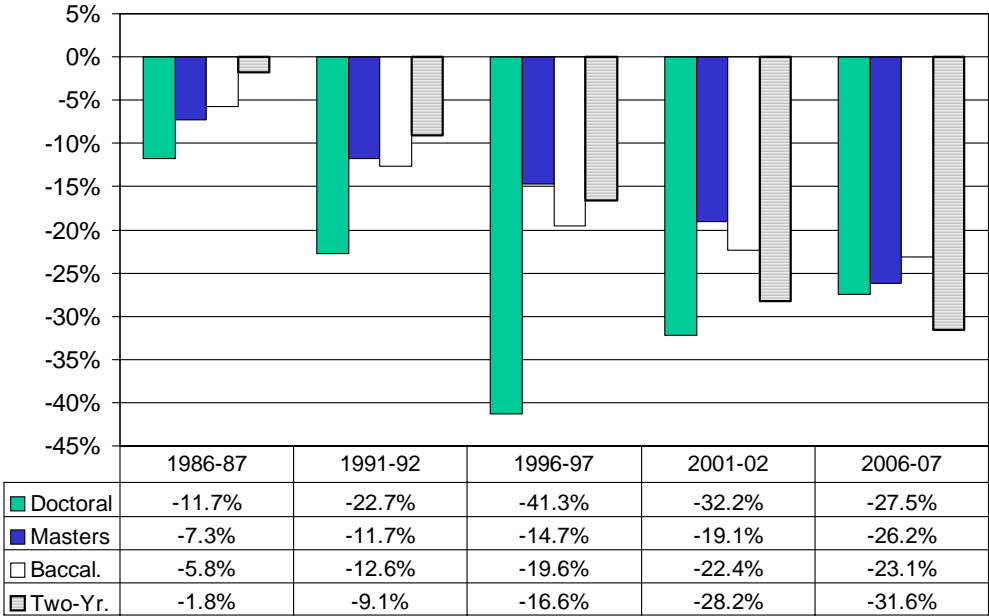
Two-Year Institutions (BSC, LRSC, MiSU-BC, NDSCS, WSC)



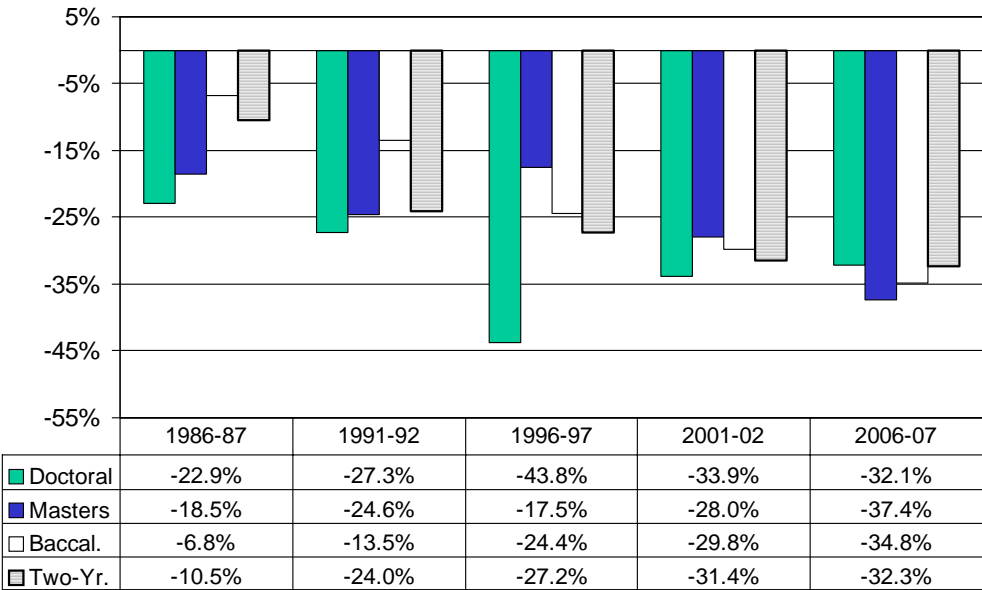
Source: AAUP, *Academe*, Annual Reports
Regional states include: CO, IA, KS, MN, MO, MT, ND, NE, OK, SD, WI and WY.

While the average doctoral and masters faculty salary gap has decreased slightly in the last five years, the baccalaureate and two-year average salary gaps have increased. All remain significantly below their respective regional and national averages.

NDUS Faculty Salary Lag Behind Regional Averages



NDUS Faculty Salary Lag Behind National Averages

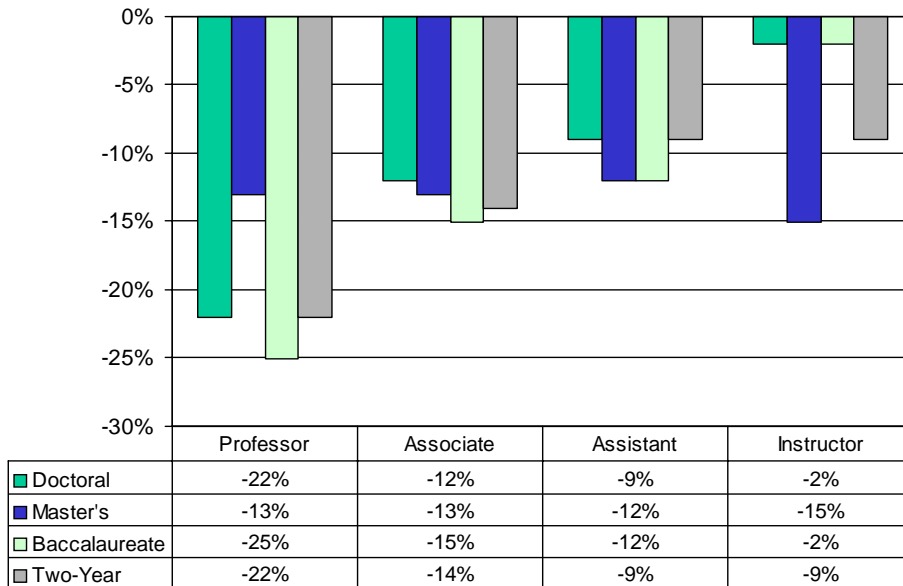


Source: AAUP, *Academe*, Annual Reports and NDUS annual budget data. Regional states include: CO, IA, KS, MN, MO, MT, ND, NE, OK, SD, WI and WY.

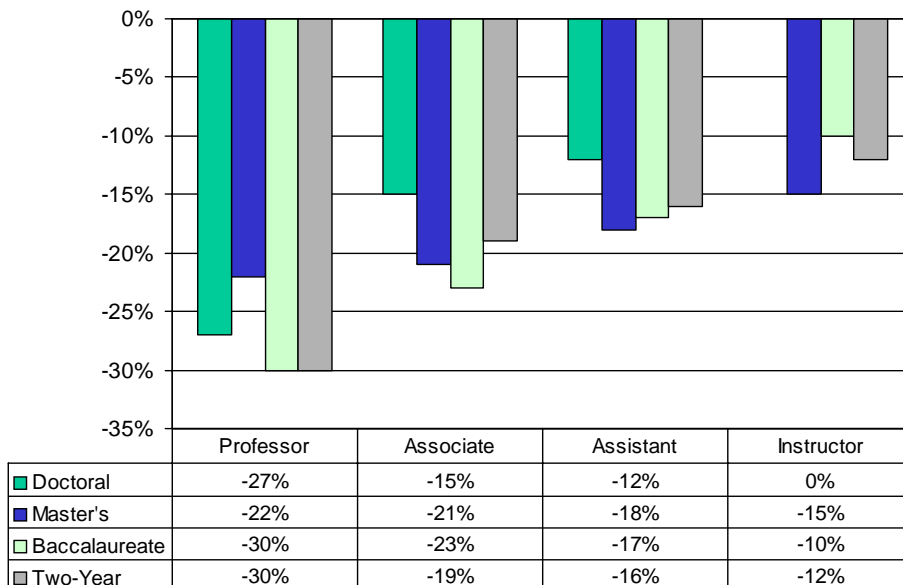
As faculty progress in rank at all types of institutions, their pay disparity with the national and regional averages grows wider.

Exhibit K4

NDUS Faculty Salary by Rank, 2006-07 Lag Behind Regional Averages



NDUS Faculty Salary by Rank, 2006-07 Lag Behind National Averages



Source: AAUP, *Academe*, Annual Reports and NDUS annual budget data.

Regional states include: CO, IA, KS, MN, MO, MT, ND, NE, OK, SD, WI and WY.

Exhibit L1

Listing of States by Rank of Average Salary for 9/10 Month Faculty of Public Higher Education Institutions in 50 States and DC

Public Doctoral Universities, 2005-06

In 2005-06, ND ranked 50th nationally and 12th regionally in salaries among 9/10 month faculty at public universities.

05-06 Data (2007 Almanac)			03-04
State	Avg Salary	Rank	Rank
California	\$104,391	1	1
Washington	\$90,807	2	24
Minnesota*	\$90,410	3	4
New Jersey	\$89,741	4	2
Connecticut	\$89,268	5	5
Michigan	\$86,674	6	6
Maryland	\$86,055	7	7
Wisconsin*	\$85,082	8	3
Massachusetts	\$83,657	9	13
Delaware	\$82,710	10	8
Pennsylvania	\$81,912	11	9
New York	\$81,754	12	10
North Carolina	\$80,784	13	11
Virginia	\$80,432	14	14
New Hampshire	\$79,727	15	20
Arizona	\$78,879	16	15
Nevada	\$77,908	17	18
Georgia	\$76,942	18	19
Florida	\$76,911	19	16
Texas	\$76,550	20	23
Colorado*	\$75,782	21	21
Rhode Island	\$75,570	22	12
Nebraska*	\$75,506	23	22
Illinois	\$73,710	24	29
Iowa*	\$73,669	25	17
South Carolina	\$72,900	26	31

*Central States Region

05-06 Data (2007 Almanac)			03-04
State	Avg Salary	Rank	Rank
Hawaii	\$72,846	27	28
Indiana	\$72,000	28	30
Kentucky	\$71,458	29	26
Alabama	\$70,997	30	35
Ohio	\$70,900	31	25
Tennessee	\$70,359	32	27
Kansas*	\$69,719	33	36
Missouri*	\$69,339	34	32
Arkansas	\$68,187	35	37
Utah	\$67,372	36	34
Louisiana	\$67,042	37	33
Oklahoma*	\$66,219	38	44
Vermont	\$65,630	39	43
New Mexico	\$65,618	40	38
Wyoming*	\$64,563	41	39
Oregon	\$64,158	42	41
West Virginia	\$63,444	43	42
Maine	\$63,119	44	40
Alaska	\$62,188	45	47
Idaho	\$59,151	46	45
Mississippi	\$58,663	47	46
Montana*	\$57,448	48	48
South Dakota*	\$55,484	49	50
North Dakota*	\$54,446	50	49
Dist. Of Columbia	n/a	n/a	n/a
U.S.	\$76,388		

Source: Chronicle of Higher Education, Annual Almanacs

**Average Faculty Salary
Public Doctoral Universities - 2005-06**

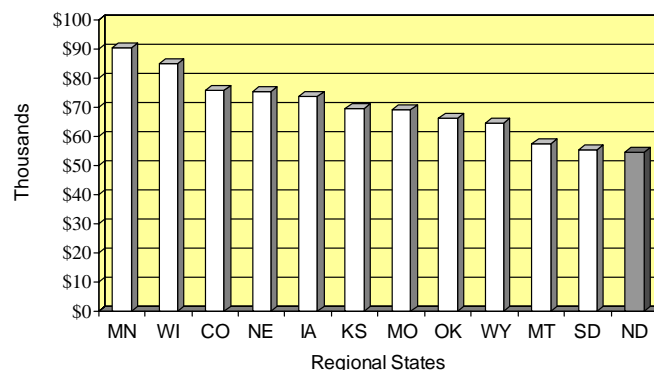


Exhibit L2

Listing of States by Rank of Average Salary for 9/10 Month Faculty of Public Higher Education Institutions in 50 States and DC

Public 4-Year Institutions, 2005-06

In 2005-06, ND ranked 50th nationally and 11th regionally in salaries among 9/10 month faculty at four-year institutions.

05-06 Data (2007 Almanac)			03-04	05-06 Data (2007 Almanac)			03-04
State	Avg Salary	Rank	Rank	State	Avg Salary	Rank	Rank
New Jersey	\$78,219	1	1	Wisconsin*	\$56,977	27	18
California	\$76,143	2	2	Missouri*	\$56,966	28	28
Connecticut	\$69,711	3	7	Tennessee	\$56,701	29	24
Nevada	\$68,439	4	3	Alabama	\$56,309	30	37
New York	\$68,309	5	4	Indiana	\$56,132	31	29
Dist. of Columbia	\$68,037	6	17	South Carolina	\$56,001	32	38
Massachusetts	\$67,222	7	5	Colorado*	\$55,839	33	33
Virginia	\$66,658	8	8	Hawaii	\$55,501	34	31
Pennsylvania	\$65,443	9	6	Kentucky	\$55,038	35	36
Florida	\$64,186	10	12	Maine	\$55,032	36	32
New Hampshire	\$63,645	11	19	Kansas*	\$53,920	37	34
Michigan	\$62,598	12	10	South Dakota*	\$53,261	38	40
Delaware	\$62,494	13	21	Oregon	\$53,038	39	35
Minnesota*	\$61,958	14	13	Louisiana	\$51,834	40	39
Maryland	\$61,511	15	11	Utah	\$51,416	41	43
Illinois	\$61,397	16	15	Arkansas	\$51,343	42	45
Iowa*	\$61,382	17	16	Mississippi	\$50,631	43	41
Ohio	\$61,272	18	9	Idaho	\$50,314	44	42
North Carolina	\$60,833	19	22	West Virginia	\$50,253	45	46
Georgia	\$60,363	20	14	Oklahoma*	\$50,227	46	49
Arizona	\$60,215	21	23	New Mexico	\$50,156	47	44
Rhode Island	\$60,173	22	20	Vermont	\$47,920	48	48
Washington	\$59,646	23	27	Montana*	\$47,538	49	47
Texas	\$59,208	24	25	North Dakota*	\$43,780	50	50
Alaska	\$58,439	25	30	Wyoming*	n/a	n/a	n/a
Nebraska*	\$57,098	26	26	U.S.	\$62,511		

* Central States Region

Source: Chronicle of Higher Education, Annual Almanacs

**Average Faculty Salary
Public 4-Year Institutions - 2005-06**

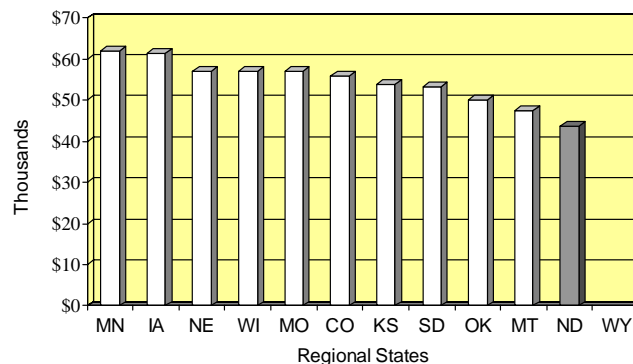


Exhibit L3

Listing of States by Rank of Average Salary for 9/10 Month Faculty of Public Higher Education Institutions in 50 States and DC

Public 2-Year Colleges, 2005-06

In 2005-06, ND ranked 49th nationally and 12th regionally in salaries among 9/10 month faculty at two-year institutions.

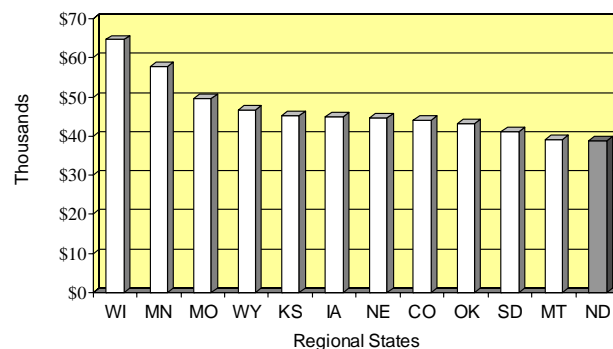
05-06 Data (2007 Almanac)			03-04
State	Avg Salary	Rank	Rank
California	\$72,402	1	1
Michigan	\$69,814	2	2
Alaska	\$69,531	3	4
New Jersey	\$65,320	4	3
Wisconsin*	\$64,609	5	5
Arizona	\$62,495	6	8
Connecticut	\$62,198	7	6
New York	\$61,314	8	7
Delaware	\$61,199	9	14
Nevada	\$60,872	10	18
Illinois	\$60,270	11	9
Maryland	\$59,168	12	11
Minnesota*	\$57,718	13	13
Pennsylvania	\$55,508	14	12
Rhode Island	\$55,184	15	15
Hawaii	\$55,138	16	16
Oregon	\$53,636	17	17
Ohio	\$53,139	18	19
Massachusetts	\$52,737	19	10
Florida	\$49,933	20	21
Missouri*	\$49,650	21	22
Maine	\$49,412	22	25
Texas	\$49,278	23	23
Washington	\$48,739	24	20
Virginia	\$48,659	25	24
Alabama	\$47,094	26	28

* Central States Region

05-06 Data (2007 Almanac)			03-04
State	Avg Salary	Rank	Rank
Wyoming*	\$46,630	27	27
Kentucky	\$46,462	28	26
Idaho	\$46,269	29	34
Tennessee	\$45,379	30	37
Kansas*	\$45,215	31	30
Iowa*	\$44,943	32	31
Nebraska*	\$44,472	33	41
New Hampshire	\$44,249	34	35
Colorado*	\$44,013	35	33
New Mexico	\$43,945	36	40
Utah	\$43,899	37	38
Mississippi	\$43,596	38	32
South Carolina	\$43,594	39	42
Oklahoma*	\$43,243	40	44
Georgia	\$42,991	41	29
West Virginia	\$42,004	42	43
Indiana	\$41,809	43	36
South Dakota*	\$41,164	44	45
Louisiana	\$41,040	45	39
North Carolina	\$40,989	46	46
Arkansas	\$40,094	47	47
Montana*	\$39,199	48	48
North Dakota*	\$38,853	49	49
Dist. of Columbia	n/a	n/a	n/a
Vermont	n/a	n/a	n/a
U.S.	\$55,405		

Source: Chronicle of Higher Education, Annual Almanacs

**Average Faculty Salary
Public 2-Year Institutions - 2005-06**



The state of North Dakota offers a comprehensive benefit package to NDUS employees. According to the Central States Compensation Association (CSCA), the value of North Dakota's benefit package, based on a normalized average salary, ranks 8th among the 12 states in our region. Based on actual benefits paid out per hour, ND ranks 9th.

Exhibit M

Regional Faculty Benefits Analysis January 2007

BASED ON REGIONAL AVERAGE SALARY (TO NORMALIZE BENEFITS)

State	Salary Rank ⁴	Average Faculty Salary (9 months)	Hourly Faculty Salary (9 months)	Normalized Benefits Per Hour ¹								Benefits Rank
				Holidays	Health Insurance ²	Life Insurance ²	Dental Insurance ²	Retirement ²	Social Security	Medicare	Total Benefits	
Wyoming	9	\$64,563	\$ 41.39	\$ 1.55	\$ 8.72	\$ 0.112	\$ 0.19	\$ 5.03	\$ 2.77	\$ 0.65	\$ 19.02	1
Missouri	7	69,339	44.45	2.07	7.53	0.079	0.04	5.75	2.77	0.65	18.89	2
Wisconsin	2	85,082	54.54	1.55	8.52	0.083	-	4.83	2.77	0.65	18.41	3
Nebraska	4	75,506	48.40	2.07	9.01	0.021	-	3.35	2.77	0.65	17.87	4
Iowa	5	73,669	47.22	1.89	8.39	0.017	0.25	2.71	2.77	0.65	16.68	5
Minnesota	1	90,410	57.96	1.89	8.25	-	0.36	1.79	2.77	0.65	15.72	6
Colorado	3	75,782	48.58	1.72	4.36	-	0.32	5.15	2.77	0.65	14.97	7
North Dakota	12	54,446	34.90	1.81	5.07	0.001	-	4.25	2.77	0.65	14.55	8
Oklahoma	8	66,219	42.45	1.72	3.65	0.031	-	5.59	2.77	0.65	14.42	9
Montana	10	57,448	36.83	1.81	4.28	0.189	0.35	3.09	2.77	0.65	13.13	10
South Dakota	11	55,484	35.57	1.98	3.47	0.040	-	2.68	2.77	0.65	11.59	11
Kansas	6	69,719	44.69	1.72	2.04	-	0.37	2.58	2.77	0.65	10.14	12
Regional Average		\$69,806	\$44.75	\$1.81	\$6.11	\$0.048	\$ 0.27	\$3.90	\$2.77	\$0.65	\$15.45	

BASED ON EACH STATES ACTUAL AVERAGE SALARY

State	Salary Rank ⁴	Average Faculty Salary (9 months)	Hourly Faculty Salary (9 months)	Actual Paid Benefits Per Hour ³								Benefits Rank
				Holidays	Health Insurance ²	Life Insurance ²	Dental Insurance ²	Retirement ²	Social Security	Medicare	Total Benefits	
Wisconsin	2	\$ 85,082	\$ 54.54	\$ 1.89	\$ 8.52	\$ 0.083	-	\$ 5.89	\$ 3.38	\$ 0.79	\$ 20.55	1
Missouri	7	69,339	44.45	2.05	7.53	0.079	0.04	5.71	2.76	0.64	18.81	2
Nebraska	4	75,506	48.40	2.23	9.01	0.021	-	3.63	3.00	0.70	18.60	3
Wyoming	9	64,563	41.39	1.43	8.72	0.112	0.19	4.66	2.57	0.60	18.27	4
Minnesota	1	90,410	57.96	2.45	8.25	-	0.36	2.32	3.59	0.84	17.82	5
Iowa	5	73,669	47.22	2.00	8.39	0.017	0.25	2.86	2.93	0.68	17.12	6
Colorado	3	75,782	48.58	1.87	4.36	-	0.32	5.59	3.01	0.70	15.85	7
Oklahoma	8	66,219	42.45	1.63	3.65	0.031	-	5.31	2.63	0.62	13.87	8
North Dakota	12	54,446	34.90	1.41	5.07	0.001	-	3.32	2.16	0.51	12.46	9
Montana	10	57,448	36.83	1.49	4.28	0.189	0.35	2.54	2.28	0.53	11.66	10
Kansas	6	69,719	44.69	1.72	2.04	-	0.37	2.58	2.77	0.65	10.13	11
South Dakota	11	55,484	35.57	1.57	3.47	0.040	-	2.13	2.21	0.52	9.93	12

Data Sources:

2007 Central States Compensation Association - Benefit Survey:

¹Based on regional average hourly salary (to normalize the data) and 1,560 hours.

²Employer paid benefits for employee + family coverage.

³Based on each state's average faculty salary and 1,560 hours.

Chronicle of Higher Education, 2007 Almanac:

⁴Salary rank of 9 and 10 month faculty of public higher ed institutions - 2005-06.

Other EXHIBITS

**N Estimated Cost of Salary Increase
Recommendation.....14**

Exhibit N

Estimated Cost of Salary Increase Recommendation

	Total 2009-11 Biennium	Biennium total for 1% per year
BSC	\$0	\$0
DSU	0	0
LRSC	0	0
MASU	0	0
MISU	0	0
MISU-B	0	0
NDSCS	0	0
NDSU ³	0	0
UND ³	0	0
VCSU	0	0
WSC	0	0
Subtotal - Campuses	\$0	\$0
NDUS Office	\$0	\$0
UND Med School	0	0
Forest Service	0	0
UGPTI	0	0
Northern Crops Institute	0	0
Agronomy Seed Farm	0	0
Extension Service	0	0
Research Centers	0	0
Subtotal - Others	\$0	\$0
Total - NDUS (salary only)	\$0	\$0
Total - NDUS (including fringe)	\$0	\$0

University Senate Minutes

Fargo, ND 58105

North Dakota State University

January 14, 2008

Attachment 4

POLICY CHANGE COVER SHEET

1. Effect of policy addition or change (explain the important changes in the policy or effect of this policy):

Section : 153: Smoke-Free Facilities

Policy was revised by a University Senate Ad Hoc committee.

2. This policy has been reviewed/passed by the following (include dates of official action):

Policy Committee: 12/19/07

University Senate:

Staff Senate:

Student Senate/Executive Board:

President's Council:

3. This policy was originated by (individual, office or committee/organization):

University Senate (12-13-07)

University Senate Minutes

Fargo, ND 58105

North Dakota State University

January 14, 2008

Attachment 4

Draft 2 (12/28/07)

SECTION 153: SMOKE-FREE FACILITIES

SOURCE: SBHE Policy Manual, Section 917

North Dakota Century Code 50-11.1-02.2

NDSU President

Definitions:

For the purpose of this policy, “smoking” is defined as having in one’s possession a lighted tobacco product, such as a cigarette, cigar or pipe.

Policy:

1. ~~Except as provided by subsection 2, smoking~~ Smoking is prohibited in ~~all~~ North Dakota University System State University buildings, residence halls and enclosed structures, ~~and facilities.~~
2. ~~Institutions may establish smoking and nonsmoking apartments and residences, including private rooms in residence halls and dormitories, provided that smoking is prohibited in all common areas and areas to which the public has access. Institutions may permit smoking areas in outdoor arenas, provided that smoking is prohibited in all restrooms and other enclosed areas. Smoking is not permitted in a child care facility or near children enrolled in the facility. (ND Century Code 50-11.1-02.2)~~
3. Outdoor smoking is permitted only in those outdoor areas at least 50 feet from buildings.
 1. Entities exempted from Policy 153, Section 3 include private companies in the NDSU Research and Technology Park, leased properties, Northern Crops Institute, and Newman Outdoor Field.
4. Smoking is prohibited in state-owned or leased vehicles and motorized equipment.
5. The smoking prohibition does not apply to specific activities used in connection with the practice of traditional spiritual or cultural ceremonies. Ceremonial use exceptions must be approved in advance by the Vice President for Student Affairs.
6. Faculty, staff, students and visitors to NDSU are covered by this policy.

~~NDSU Guidelines: Smoking is not permitted in any areas of the residence halls or apartments. Smoking is permitted in outdoor arenas or other open-air outdoor facilities.~~

HISTORY: June 21, 1990, April 2006