

messenger

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MAY 2010

A Message from President Hanson

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Great things are happening at North Dakota State University. This is a dynamic, complex, innovative, world-class research institution that we should all take pride in.

As we grow and develop, NDSU's primary mandate continues to be the success of our students, and we will ensure they are well served by highly qualified and passionate people. We are a leading land-grant university with the three-pronged mission to provide quality

education, conduct cutting-edge research and contribute important public service. There is no question - NDSU provides a rich and challenging environment for our students.

We do this in a team setting of faculty, staff, alumni, friends, administrators and students working together to make NDSU a truly remarkable place. It is important for you to know that each and every one of us plays a vital role in shaping the lives of our students and having an impact on the economy of the entire region.

As staff members of this great university, take pride in your work. The highly dedicated people who work here are focused, productive and successful. Your skills and contributions make a difference, and your efforts are much appreciated.

As recent headlines attest, NDSU has had a few issues to deal with in recent months. I want you to understand the leaders of NDSU are in serious discussion about certain budgetary procedural developments and quality improvements. The university is truly committed to doing what is right in all circumstances.

NDSU is committed to continuous quality improvement in all university processes. We continue to be a relevant, forward-looking, complex institution that is making a positive difference for the state of North Dakota and the many people we serve.

Thank you for your hard work.

Richard A. Hanson
NDSU President

BY STEVE BERGESON

Tuition Waiver Benefit

Were you aware that NDSU has a tuition waiver benefit that allows any benefited employee the opportunity to take three classes per calendar year and have the tuition waived? Are you taking advantage of it? Do you know how it works?

The waiver is applicable to all University System institutions of higher education and the Tri-College University Course Exchange. That means that employees can take classes at ANY institution within the North Dakota University System, not just NDSU. Employees may be released from work for regular class sessions for one

academic class per semester with approval of the employee's supervisor or department head. Approval shall be granted so long as it does not interfere with the essential work of the institution.

Have you thought about taking a class, but were too afraid to do it? Don't be afraid. You can do it! Many of your colleagues have taken advantage of this opportunity and have earned a degree in the process. I am one of those individuals.

I started my quest for a bachelor's degree back in the fall of 1999. I wasn't sure what I wanted to pursue. I just knew that I

wanted it to relate to my work. It was a 10 year journey, but in December of 2009, I earned my Bachelors degree in University Studies, with an emphasis in Human Resources. What a sense of accomplishment I felt! Shelly Lura is a co-worker in my office who also has taken advantage of the tuition waiver benefit. "Without the benefit of the tuition waiver, I would probably not be able to finish my degree without either changing careers/jobs or spending a lot more money in tuition to attend an online university or

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Employee Recognition

The Office of Human Resources/Payroll sponsored the 22nd annual NDSU Staff Recognition Luncheon on Thursday, April 1, in the Memorial Union Great Plains Room. 230 staff with 5, 10, 15, 20, 25, 30, 35 or 40 years of service, along with 13 retirees, were recognized at the luncheon. All NDSU employees were invited to attend the luncheon in support and recognition of their colleagues.

Also honored at the event were staff employees who were either nominated, or received, a Staff Recognition Award. To be nominated for an award, recipients had to be

broadbanded staff eligible for Staff Senate, and employed at least half-time (50%), in a benefited position. To be recognized, there had to be a record of meritorious service within the last year. The award does not allow recipients to receive the award more than once in a three-year period.

There are six categories eligible for recognition awards. Because they are based on job family size, some categories allow for more than one honoree.

The categories and recipients of the awards were:

Professional Category - Huanzhong (Dan) Gu, Scott Payne, and Julie Sherwood

Technical Category - Luella Morehouse

Office Support Category - Rita Prunty, Barbara Pederson, and Michele Sherman

Crafts/Trades Category - Don Lebakken

Service Category - Donna Siebels and Barbara Clapper

Team Award Category- Network Engineering and Operations:

Diane Clark, Bruce Curtis, David Dahl, C h a d Foster, Valerie Nordsletten, Cheryl Swanson, Robert Viou, Carla Wells

Individual award recipients will receive \$250 in their April 30

paycheck. They will also have a photo placed at the Memorial Union (one year only), along with two complimentary tickets to an NDSU sponsored event of their choice (\$25 limit for 2). Team award recipients will divide a \$600 cash award (maximum of \$250 per individual) between them, and will also have a photo placed at the Memorial Union (one year only), along with two complimentary tickets to an NDSU sponsored event of their choice (\$25 limit for 2). Congratulations to all years of service, retirees, and recognition award winners!

BY JILL SPACEK

CONGRATULATIONS!

**BLAIR JOHNSON
DESKTOP SUPPORT
SPECIALIST**

RECEIVED THE

CAMPUS KUDOS AWARD

Blair was extremely conscientious of my time and schedule, and performed his duties as a true professional.

In addition to his numerous acts of kindness and respect, he quickly established with me a level of credibility and trust.

Overall, working with Blair made a bad situation not only very tolerable, but even enjoyable. He is a hidden treasure on campus, and I'm glad I had the opportunity to be served by him.

*Nominated by
Kristi Wold-McCormick*

The year 1969 is probably most often remembered for two quotes: "Houston, The Eagle has landed" followed some time later with, "That's one small step for man, one giant leap for mankind." But I remember 1969 as the year I started at NDSU in September, about six weeks after the first moon landing. While I know other staff members have been here longer than I have, I was asked to give my perspective of being a staff member over the last 40 plus years.

In 1969 the enrollment was 6,660, there were 390 faculty members, and 60 buildings on the main campus. After 40 years (in 2009) the enrollment had grown to 13,900, over 650 faculty members, and there were over 100 buildings on the main campus. We have a little over 1400 staff members eligible for Staff Senate now but I'm not sure how many staff we had in 1969.

The campus role and recognition of staff have changed over the years as well. When I started I think any human resources functions, such as they were, were part of

40 Years at NDSU

the payroll department. I've seen the development of a professional active Human Resources group as a very positive improvement for staff. I don't recall campus staff groups during my first 20 years on campus other than outside groups such as the ND Public Employees Association that a few staff participated in.

By 1989 during the search process for a new president that resulted in hiring Dr. James Ozbun, discussions began about the need for a Staff Senate. A committee was appointed and at first proposed two senates. As I recall one would be for professional staff and the other for the rest of the staff classifications at the time. After receiving comments one senate was proposed for all staff. I think that was a good decision. President Ozbun approved the establishment of the Staff Senate on January 1, 1990.

I wasn't in the initial class of Staff Senators but was elected in the first few years and served as president in 1993-1994. Now serving in the Staff Senate again, there have been big

changes in the senate's role since that time. While staff have been included in various campus search committees for years, there is now more involvement and communication with other shared governance groups like the University Senate and Staff Senate as well as with campus administrators. There are now standing campus committees with staff representatives. Staff Senate has been involved in various initiatives and even took the lead in establishing the Valentine Ball.

The Staff Senate is an important part of university shared governance. But its success depends on the staff members who volunteer for election as senators, run for senate offices, and participate energetically in the various senate and campus committees. Given the great staff we have at NDSU I'm confident the Staff Senate will continue to thrive and evolve in the future!

BY MARTY HOAG

Flood 2010

Although the urgency was not as great as in 2009, volunteers from the North Dakota State University community showed overwhelming support for the flood relief efforts of 2010. The NDSU Flood Response Team met once a week to discuss a variety of details regarding the potential flood and how NDSU would respond. The team was lead by Janna Stoskopf, Dean of Student Life, and Ray Boyer, Director of University Police and Safety. NDSU also opened the Flood Protection Station, which was located in Bison Connection.

The station was designed so members of the NDSU community could check-in and receive information regarding volunteering initiatives. The volunteers consisted of NDSU faculty, staff, and students. It is imperative that a special thanks goes out to all of the individuals who helped make this year's flood fight a success.

In the beginning, volunteers who checked in at the NDSU flood station were bused to Sandbag Central, where they diligently worked to fill one million sandbags. After the one

million sandbags were completed, volunteers were needed in multiple communities within the city of Fargo to help place sandbags. During the flood fight, an estimated 772 volunteers checked in to the NDSU Flood Protection Station and provided over 2,500 hours of service.

This year Mayor Walaker announced a sandbag competition. This competition recognized organizations that went above and beyond to serve the community. Our very

own Theta Chi Fraternity received recognition and a check for the exceptional amount of service they provided during this year's flood fight. It was announced after receiving the check that Theta Chi would be donating the money to the YWCA. The NDSU community should be very proud of the great turn-out of volunteers and the strong commitment of these individuals who put the needs of others in front of their own.

BY MATTHEW SKOY

North Dakota University System Staff Senate

Past and present staff senate leaders across the state gathered on Nov. 14, 2008, to discuss the process of creating a statewide staff senate. Supported by each campus President and guided by Chancellor William Goetz, this group formed the North Dakota University System Staff Senate (NDUS SS). During 2009, the group developed a solid foundation by creating and adopting its constitution and bylaws. Each institution's Staff Senate having had the opportunity to review, discuss and offer input to the process, voted in favor of the constitution and bylaws.

The desire was to organize a representative body of college and university staff employees with a foundation of a spirit of cooperation, issues of mutual interest and a desire to partner with the State Board of Higher

Education, the North Dakota University System Chancellor, administrators, faculty and students for the betterment of the system. The NDUS SS will serve as a council under the State Board of Higher Education, much like the Council of College Faculties.

The NDUS SS has three purposes:

- Serve the staff employees of the NDUS colleges and universities by identifying interests and issues shared among the staff of the System's institutions, and it shall be a forum to consider matters, concepts and developing trends related to staff.
- Strive to promote communication among the SBHE, the NDUS Chancellor and staff employees of the System's institutions.

• Representation to the SBHE. With SBHE approval of staff representation, the NDUS Staff Senate President, or designee, shall advise and counsel the SBHE and the Chancellor with respect and clarity in purpose of issues concerning System staff. The communication shall reflect discussion and approved motions by the Senate.

Earlier this spring, the SBHE was presented with a resolution from the NDUS SS requesting to be formally recognized by the board by creating a seat for the senate equal to that of the Council of College Faculties. Discussion and process will be discussed during the SBHE May retreat. Vocal support has been received from numerous state councils and board members alike. Process for a change like this could take legislative action and could take some time.

In the meantime, the NDUS SS will meet four times per year developing strength in purpose as we forge forward as the voice for staff in North Dakota higher education. For more information on the NDUS SS, please contact Janice Hoffarth at janice.hoffarth@und.edu or Janine Trowbridge at janine.trowbridge@ndsu.edu or 231-7315.

BY JANINE TROWBRIDGE



COSE FISH Award:

The deadline for 2nd quarter FISH Award nominations is June 30.

Changes to Membership Composition

Staff Senate membership was comprised of an estimated 5 percent from the broadband classifications. As North Dakota State University grew,

so would the Staff Senate membership. Rapid growth at NDSU, in turn, meant rapid growth for the membership of Staff Senate. This has presented

the Staff Senate Election committee with some challenges in the area of recruiting and retention. Likewise, NDSU has become

more efficient with the workforce in such a way that many staff are doing more, with less time to contribute to the

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private university that offers evening programs. The tuition waiver program not only provides a financial benefit, it also allows me to have release time (as deemed able by the department) during my regular work schedule to attend classes. With the assistance of

the tuition waiver, I have been able to complete many courses needed to complete my degree plan and am on track for completion within the next two years. "I know of many other employees on campus who have either received their degree, or are on track to receive one in the not-so-distant future. This

goal is accomplished by taking advantage of the tuition waiver. What a wonderful way to reach your dreams without spending a lot of money.

If you would like to know more about this benefit and how it works, feel free to contact Kate Fluge in the Office of Human Resources/Payroll at

kate.fluge@ndsu.edu or 1-6293. You can also review this policy online at <http://www.ndsu.edu/policy/133.htm>

Take a leap! Pursue those opportunities! You never know where it might land you.

BY JILL SPACEK

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leadership of the Staff Senate.

Over time, Staff Senate has made some adaptations to address these challenges. Broadbands 1000 and 3000 were joined together as well as 6000 and 7000. Later, Staff Senate adopted the At-Large Membership concept where vacancies were filled with staff from any band when they were unable to recruit from within the band where the vacancy occurred. Over the last three years, Staff Senate has found itself in recruiting mode to fill unforeseen vacancies on a continuous basis.

Earlier this year, Staff Senate changed its constitution and bylaws in an effort to address the challenge with a long term solution. Staff Senate imposed a membership capacity to top out at 60. The 60 members would be as follows:

Staff Senate will be comprised of up to 60 elected members representing the broadband classifications: 1000 Executive/Administrative/Management and 3000 Professional (combined), 4000 Technical, 5000 Office, and 6000 Crafts/Trades and 7000 Service (combined). Membership is based on 50 members representing broadband classifications and 10 at-large members elected from any classification. The 50 broadbanded members are determined by the percentage of each classification as compared to the total number of NDSU broadbanded employees. Representation of each band is to be reviewed annually prior to the annual election.

The 10 members at large will be selected from the remaining candidates who did not fill a banded vacancy. The top 10

candidates receiving the highest amount of votes during the general election will be selected as the members at large.

This was a bold step taken by Staff Senate and is one that did not go unopposed. It is hoped this change will address the membership challenges of past, allowing them to focus less on recruiting, and more on retaining by building future leaders for Staff Senate into the future.

New Senators Elected

Staff Senate conducted their annual April election, welcoming 16 newly elected senators: Representing the 1000/3000 bands - Janis Bork, Megan Paradis, Mary Sinner; representing the 6000/7000 bands - Chad Lindberg, Robert Barclay; elected members at large - Debra Haney, April Moser, Marilyn Dowdy, Paula Schneider, Amada Lindseth, Lynn Ehlen, CeCe Rowedder,

Cole Davidson, Anna Sheppard, Carol Jergenson and Jennifer Beam.

Two recent resignations will be filled with members-at-large to complete the remainder of the term for each resigned position. These positions will be filled by Vince Anderson for the 1000/3000 band and Pamela Neilsen as a member-at-large of the 6000/7000 band.

It is never too late to get involved with Staff Senate. All meetings are open to the public and are posted on the Web site www.ndsu.edu/staff_senate. If you are interested in becoming a Staff Senator and would like to be considered should an opening become available, please contact Vance Olson at vance.olson@ndsu.edu or 231-9661.

BY JANINE TROWBRIDGE

THE MESSENGER

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NDSU STAFF SENATE MISSION

NDSU Staff Senate addresses the needs and aspirations of university staff by promoting a progressive campus environment.



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www.ndsu.edu/staff_senate

STAFF SENATE MEETINGS

9:30 AM – 11:00 AM

ALL STAFF ARE WELCOME!

June 2, 2010	Memorial Union Great Room
August 4, 2010	Memorial Union Great Room
September 1, 2010	Memorial Union Great Room