

## ***Election Committee – Final Report 2009-2010***

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 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:

- a) 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.
- b) 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 an “at-large member” of the 6000/7000 band.

Three staff members, who did not obtain a seat on the senate during the April election, will be considered throughout the year as Members At Large when vacancies occur. Additionally we have three staff members

currently on probation who will be added to this list for consideration when they become eligible for a senate seat.

During the May 2010 Staff Senate meeting, new officers and committee representatives will be elected to include a President for the 2010-2011 year due to the resignation of the president elect. Additionally, the Senate will be using the PRS system for the first time as they elect the officers and committee representatives. The Senate agreed in an earlier decision to not publish the vote count during the senate meetings. Only the outcome will be announced without vote totals. The only exception to this rule will be when a roll call vote is required. The PRS system allows us to capture this information and allow us to expedite the election process by not having to collect and tabulate votes.

Having completed the year, the election committee passes on the following items to the next election committee for consideration:

- Recruit throughout the year in a more purposeful fashion
- Utilize the waiting list as the starting slate for the spring election
- Begin the spring nomination process at the beginning of March
- Begin the spring election process at the beginning of April
- Prepare a protocol defining election utilizing the vote count
- Clarify the members at large definition
- Clarify the member at large terms better

Please remember 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](http://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](mailto:vance.olson@ndsu.edu) or 231-9661.