

Staff Development Committee

Annual Report 2017-2018

Responsibilities of the Staff Development Committee (taken from the Bylaws of the Staff Senate of North Dakota State University, VIII.,g.,1&2):

- 1) Investigates topics and speakers for monthly meetings with the exception of the May meeting.
- 2) Identifies programs and activities that will provide personal and professional growth opportunities for university staff by assessing the needs and wants of staff through questionnaires and surveys on a regular basis.

2017-2018 Chairs: Lorie Herbel and Niki Lynnes.

Members: Kelly Haugen, Tracy Fuller, Kim Anvinson, Naomi Kosen, Tabitha Thomas, Coreen Kozlowski, Frank Oakgrove, Roland Hall, Gennifer Sprecher.

Staff Development activity

- **Fall 'Discover U'** - November 29, 2017 we collaborated with Matt Skoy and Francis Oakgrove to sponsor the 'Live2Lead' Program simulcast held November 29, 2017. The event's purpose was to learn new perspectives, value of life and offer key takeaways. 'Live2Lead' speakers included John Maxwell, Dave Ramsey, Cheryl Bachelder and Warrick Dunn.
- **Spring 'Discover U'** - March 28, 2018, Memorial Union Ballroom, 8:30 AM- 12:00 PM with Fajita bar lunch served at the conclusion. This event was free to registrants, with 138 enrolled participants. Programming for the morning included:
 - Presentations by Dr. Charles Stoltenow and Dr. Lyn Stoltenow covered topics from two different books:
 - *Switch: How to Change Things When Change Is Hard*, by Chip & Dan Heath
 - *Reach: A New Strategy to Help You Step Outside Your Comfort Zone*, by Andy Molinsky, Ph.D.
 - A one-hour improvisational comedy by the group, the [LineBenders](#).
 - Event was originally scheduled for March 6 and was postponed due to a power outage at the Union. With the help of the committee, Dining services and Memorial Union, we were able to reschedule with a fast turnaround time to March 28. Senate Treasurer Tina Exner assisted with processing the registrations both times, as well as processing the speaker contracts and associated expenses for the event.
- **'Discover U' Follow-up Survey** – Attendees were polled to solicit input regarding the program they attended as well as to garner ideas for future programming. Highlights of the feedback include: a) attendees overall felt the information shared by the presenters was very helpful and relevant to their current work/life situations, b.) attendees found the addition of a humorous component to the morning's program refreshing, c) attendees would like to see *more* of these opportunities, in a wide variety of topics.
- **'Discover U, 2.0' Equine Guided Learning** - We decided not to do this workshop this year due to budget cuts and limited availability of staff.

Senate Meeting Programs

September

Michael Harwood, NDSU Homecoming Committee – Shared a Homecoming update and schedule of events, plus volunteer information for getting involved with the 5K and Parade.

Anthony Faris, Union Art Gallery – Described the different displays in the Union; ways people can get involved; and a list of upcoming events was provided.

October

Abby Braaten, member of Collegians Against Cancer (CAC) – Their group is hosting a Bone Marrow registry event on October 23 & 24, for anyone who wishes to enroll. You must be 18-44 years old to participate, and do a cheek swab test. If you are a match, you will be contacted about making a bone marrow donation.

Paul Wraalstad, Associate Director of Operations at the NDSU Memorial Union – He summarized the new structure in the operations and administration at the Union.

Jake Waldner, Rec and Outing Center at the Union – They rent equipment from their center including canoes, kayaks, paddle boards, etc. This location is the only bowling alley at any ND University; they also offer classes and leagues for bowling and billiards.

November

Scott Roche, TIAA Cref - Scott talked about TIAA Cref, the meetings offered to employees and what advice they consist of, to help you plan for your future.

Rachel Knudson, NDSU HR Benefits Coordinator - Rachel touched on open enrollment for benefits such as insurance and flex spending and answered questions pertaining to open enrollment.

December

Deb Maertens, Assistant Director, Faculty Immigration – Deb described the differences in immigration statuses, and how immigration laws have changed over the years and the way this affected who was able to emigrate to the US. She also touched on the assistance they provide to Faculty from other countries coming here to work.

January

Ben Bernard, Staff Senate member – this presentation on Robert's Rules of Order and parliamentary procedure was cancelled, due to illness. Will reschedule this presentation for fall of 2018.

February

Bruce Bollinger, Vice President for Finance and Administration – Discussed recent budget cuts and how the University has handled those adjustments in various ways. He noted some of the building projects happening on or near NDSU campus, how they're funded and what their plans are. He also noted a few key points regarding the University's budget plans going forward in the coming biennium.

March

John Glover, President, NDSU Development Foundation – NDSU has seen an unprecedented level of gift support in recent times. Previous year had \$120 million in gifts. They manage 1700 different gift funds, from building projects to scholarships and more. Scholarship support faculty endowments are increasing. The Sudro expansion project is 100% privately funded by donors, and construction begins this spring, completion date is 2020. The housing development occurring across University is privately funded, on Foundation-owned land, providing rental housing and retail space.

Chris Wilson, Chief of Staff, President's Office – Background history was given related to difficulties NDSU had in the early 1900's when a governor fired several ag faculty and the dean due to a disagreement. This led to the formation of the State Board of Higher Ed (ND Constitution, Article 8) to provide some autonomy for academic institutions so their research and academics could be shielded from the direct influence of politicians. The SBHE includes the Chancellor; the Chancellor cannot terminate any University President, only the board. The System Office is not in the constitution, it is an administrative body to manage many financial aspects. The Governor and the legislature provide funding, and we must be accountable for how funds are spent. NDSU Staff Senate's representative to the SBHE is Andy Wakeford.

April

Marc Wallman, Vice President for Information Technology – Gave a brief update on recent changes in IT on campus and NDUS, mentioned potential changes which may be considered for the coming year. Invited staff to contact his office to share concerns, ideas and any further questions.

Dean Bresciani, President of NDSU – He informed staff of a recent meeting he attended in which 15 legislators were present. He shared 4 specific points to make us aware of at this time. First, NDSU is creating a combined tuition and fee structure to simplify costs to students. Second, ND's higher Ed funding formula may be added to the constitution in order to further protect it from extensive changes going forward. Third, legislators are now more aware of the crisis with

Dunbar Hall as a top priority that's generating talk about combining various funding sources to find a way to replace the facility. Finally, enrollment practices at schools are going to be in the spotlight as UND and NDSU have very different models (and goals), so NDSU must be ready to show that their model is a tremendous benefit to the region's economy and they are able to educate students that will fill vacancies right here in North Dakota.

May

Yearly Senate Elections are held at the May meeting, thus no program speakers are to be included in May's meeting agenda.

June

Courtney Schaff, North Dakota United organizer (contact info: 701.281.7235, Courtney.schaff@ndunited.org , ND United office: 3310 Fiechtner Dr. S., Ste 110, Fargo ND 58103; www.ndunited.org)

Goals for Next Year:

Based on survey feedback and ongoing budget restrictions, the following ideas were discussed as a committee on 4/12/18 to be considered for the 2018-19 year:

- Consider conducting shorter events (less than half-day: such as 2-hour workshops, brown-bag lunch-n-learns, etc.), to make it easier for staff to make time in their tight schedules for professional development opportunities (n/c to staff)
- Shorter events will have *significantly* lower food expenses; a two-hour workshop would only necessitate providing beverages and perhaps a snack item (a typical 'Discover U' event with lunch costs us \$1400-1700 *just in food expense*)
- Hold Fall and Spring 'Discover U' workshops, and possibly *more* than just these two opportunities, using the above-mentioned briefer format ideas.
- Partner with NDSU Extension Service again to deliver additional professional development opportunities to NDSU staff, incorporating feedback provided in the April 2018 survey

Budget:

2017-2018 Expenses (Budgeted: \$3000)

<u>Event</u>	<u>Cost</u>
Co-sponsoring the Live2Lead fall event (printing)	\$ 576.75
Monthly Senate meeting program speakers	---
Annual Spring 'Discover U' workshop	\$ 2247.50 (\$450 + \$1797.50)
'Discover U 2.0' Equine workshop (<i>suspend program</i>)	---
Total for 2017-2018	<u>\$ 2824.25</u>

2018-2019 Projected Expenses

<u>Event</u>	<u>Cost</u>
Fall 'Discover U' staff development programming	\$1100 (food, flyers, materials for workshops)
Spring 'Discover U' programming	\$1100 (food, flyers, materials for workshops)
Total for 2018-2019	<u>\$4200</u>