

STATE BOARD OF HIGHER EDUCATION  
Minutes—November 25, 1998  
Conference Call

The State Board of Higher Education met via conference call to complete the Board meeting agenda from November 19, 1998. President Hoeven called the meeting to order at 10:45 a.m. CT. Members participating were:

Jack Hoeven, President	Craig Caspers
Jeanette Satrom, Vice President	Bill Isaacson
Paul Ebeltoft	Jonathan Sickler, Student Member
Joe Peltier	Dr. Bethany Andreasen, Faculty Representative
Beverly Clayburgh	

Staff members present were:

Larry A. Isaak, Chancellor  
Dr. Michel Hillman, Vice Chancellor for Academic Affairs  
Laura Glatt, Vice Chancellor for Administrative Affairs  
H.P. Seaworth, General Counsel & Executive Secretary  
Mike Sandal, Director of Human Resources  
Tamra Volkert, Administrative Secretary  
Sheila Tibke, Administrative Secretary

Classification Broadbanding

Mike Sandal reviewed the Broadbanding proposal. Classification and compensation methodology would be handled differently for employees currently in the NDUS classification system. This would not affect faculty, presidents, vice presidents, deans, etc. and also would not affect individuals currently identified as officers of the institution.

Broadbanding would be less complex and more flexible than the current system of classification, which is very expensive and administratively burdensome to maintain. The current system does not recognize top performers or individuals who have attained new and valuable skills. Broadbanding would enhance the pay for performance system, allowing managers to better recognize and reward performance, individual development, and personal contributions.

Mr. Sandal indicated that Broadbanding maintains the same protection in EEO/Affirmative Action situations in a much more cost-effective fashion.

Following discussion, Board members indicated support for this proposal. Mr. Sandal hopes for full implementation by July 1, 1999. A full copy of the proposal is on file in the System office.

Policy 440 Enrollment Reporting

Dr. Hillman reviewed amendments to Policy 440 Enrollment Reporting to calculate all undergraduate student FTE's for enrollment reporting purposes to a base of 16 credit hours per

semester. **It was moved** by Mr. Peltier, seconded by Mrs. Clayburgh to adopt Policy 440 on first reading. Mr. Peltier, Mrs. Clayburgh, Mr. Sickler, Mr. Ebeltoft, Mr. Caspers, Mr. Isaacson, Mrs. Satrom, and Mr. Hoeven voted aye. The motion carried. Exhibit A.

### Legislation

Since there appeared to be some misunderstanding concerning the open meetings legislation discussed at the last Board meeting, President Hoeven clarified the motion. He believes the Board's intention was misunderstood by some. Mr. Seaworth indicated that the motion directed the Chancellor to meet with media representatives to attempt to work out a compromise and delegated to the Chancellor the authority to decide, based on discussions with the media, whether or not to proceed with the proposed legislation. Board members concurred with the summary presented by Mr. Seaworth and indicated that this was their intention. Chancellor Isaak indicated that he has met with a representative of the media and feels the discussion was positive.

The meeting adjourned at 11:40 a.m. CT. The next regular scheduled meeting of the State Board of Higher Education is January 13-14, 1999 at North Dakota State University.