Welcome from the Staff Senate President

Greetings UND Staff:

Spring semester is more than half over, and before we know it, the grass will be turning green again and flowers will be blooming. It has been a very busy semester on campus, especially with the Presidential search, the Fighting Hawks logo design, and discussions regarding our budget deficit and shortfall. I am honored and excited to have taken the reins with Staff Senate this semester. We have truly tried to listen to the staff of UND by having our meetings be more informational, allowing for opportunities to provide Staff Senate and the Administration feedback on various topics, and to make sure that staff have a voice on essential committees across campus.

I want to take the opportunity to extend a big thank you to all of our current Staff Senators, as well as the many other staff on-campus who have helped serve in a variety of capacities on many different committees. Together they have given so much of their time and talent this year to help make Staff Senate and UND a success.

I look forward to continuing the work of Staff Senate and its great tradition at UND! Feel free to visit our website at UND.edu/staff-senate/ and leave your thoughts or concerns in the Suggestion Box, or reach out to one of your Senators.

Pam Henderson
Staff Senate President
The Honorable Mark Kennedy has been named the next president of the University of North Dakota by the State Board of Higher Education (SBHE) on Tuesday, March 15.

"Debbie and I are very excited to be joining UND, the flagship national university in the region we call home. The ability for a university to deliver quality educational experiences to students and uncover new discoveries through research and creative activities requires not just premier faculty, but also attracting and retaining top-notch staff. I very much look forward to building strong relationships with the UND staff and a fluid rapport with the Staff Senate," said Kennedy.

He was selected from among three finalists who were forwarded by the Presidential Search Committee to the SBHE on March 11. Among the finalists were Dr. Nagi Naganathan, Dean of the College of Engineering at the University of Toledo, Ohio and Dr. Steve Shirley, President of Minot State University.

Kennedy, 59, currently serves as a professor of political management and the director of graduate studies at George Washington University. He is a former Minnesota congressman who served three terms as a Republican starting in 2001. He ran for the U.S. Senate in 2006. Kennedy grew up in Northern Minnesota. He is a graduate of St. John's University and holds a Master's in Business Administration (MBA) with distinction from the University of Michigan.

The search for UND's next President began in August 2015 after Dr. Robert Kelley announced his retirement. The committee was co-chaired by Dr. Hesham El-Rewini and Grant Shaft. "Thank you to all of the applicants that put the time and effort into the search process and were willing to put themselves under the microscope. I also thank all of the stakeholders that made the process inclusive and thorough, especially the committee members, as well as the NDUS and UND staff that were integral to the success of the search. Together this group helped shape the future of our university," said El-Rewini. "The committee was impressed by Kennedy's commitment to higher education and I know he will do an excellent job leading the university."

Kennedy will assume his new role as president of UND by July 1, 2016.

- article by Beth Moe
The Staff Senates from the 11 campuses in the North Dakota University System came together to establish a constitution and form the North Dakota State Staff Senate in 2008. The group was formed, in an effort to organize a representative body of college and university staff from among the NDUS institutions. With a spirit of cooperation and desire to share mutual interests the State Staff Senate partners with the State Board of Higher Education, the North Dakota University System Chancellor, administrators, faculty and students for the betterment of the System. The North Dakota State Staff Senate added the Core Technology System office as another Senate in 2014.

The idea behind the creation of the State Staff Senate was to bring all of the Senates together to have a voice, to learn what each other is doing and to implement those ideas on other campuses. It has grown into a body that has been asked to attend the State Board of Higher Education meetings to give updates; along with being asked for representation on many different committees and initiatives. UND has housed the North Dakota State Staff Senate president four of the eight years since its inception.

- Meetings are held the third Monday of each month at 3:00 p.m.
- Parliamentary Procedure – Robert's Rules
- Current Officers:
  - President – Diane Hillebrand (UND)
  - Vice President – Robert Heitkamp (NDSCS)
  - Past President – Emma Tufte (VCSU)
  - Secretary – Kathleen Obritsch (DSU)
  - Communications Officer – Katie Peterson (WSU)

~ article by Diane Hillebrand

The Staff Senate Bylaws/Elections Committee is changing its name to Constitution, Election and Bylaws Committee. This committee is charged with running the annual election for Staff Senate. The election process started in February when the committee checks with Human Resources to see the current number of staff in bands 1000, 3000, 4000, 5000, 6000, and 7000. From this, the proper percents of senators is determined per broadband. The Chair of the committee then contacts the Year Three term one ending Senators, One year temporary Senators, and anyone on the waiting list. A nomination form is created and posted on the Staff Senate website and circulated through Staff Chat and the University Letter. All nominations are checked to see if they have agreed to go on the ballot and also Human Resources checks to see if all the nominees are eligible for Staff Senate. The election link was emailed through Qualtrics to all eligible staff to vote on April 1. The election process is usually closed by April 15 when the ballots are counted and new Senators are notified.

Staff Senate needs you! Staff Senate needs you--to get involved in shared governance at UND!

~ article by Diane Hillebrand
Over $12,000 Donated to Denim Days in 2015

Your regular Denim Day dollars provided over $12,000 in financial support to the following 12 local charities in 2015:

1. Altru Infant & Child Bereavement Program
2. Circle of Friends Humane Society
3. Community Violence Intervention Center (Light of Hope Program)
4. Global Friends Coalition (Meals on Wheels Program)
5. Home Delivered Meals
6. LISTEN Center (After School Program)
7. Lutheran Social Services (Day Report Program)
8. Mountainbrooke Recovery Center (Noon Meal Program)
9. Prairie Harvest Mental Health (Job Development Program)
10. Safe Kids Grand Forks
11. St. Joseph’s Social Care and Thrift Store - Food Pantry
12. Third Street Clinic


It could not have been done without them!

2016 Denim Day Dates

Mark your calendars! There will be a Denim Day every other week, alternating Mondays and Wednesdays, and weekly during the summer. Our first Denim Day of 2016 was Wednesday, January 13. Listed below are the 2016 Denim Day dates.

Pay $1 to your site coordinator and enjoy going casual for local charities. If your office allows you to wear denim regularly, please consider still giving $1 on Denim Days. Donations go to very good causes. Checks, if any, must be made out to “Denim Day.”

| Wednesday, January 13 | Wednesday, July 6 |
| Monday, January 25 | Monday, July 11 |
| Wednesday, February 10 | Wednesday, July 20 |
| Monday, February 22 | Monday, July 25 |
| Wednesday, March 9 | Wednesday, August 3 |
| Monday, March 21 | Monday, August 8 |
| Wednesday, April 6 | Wednesday, August 17 |
| Monday, April 18 | Monday, August 22 |
| Wednesday, May 4 | Wednesday, September 7 |
| Monday, May 9 | Monday, September 19 |
| Wednesday, May 18 | Wednesday, October 5 |
| Monday, May 23 | Monday, October 17 |
| Wednesday, June 8 | Wednesday, November 2 |
| Monday, June 13 | Monday, November 14 |
| Wednesday, June 22 | Wednesday, December 7 |
| Monday, June 27 | Monday, December 19 |

Thank you to all Denim Day supporters!

UND Denim Day 2016 Recipients

The following local charities were selected for 2016 funding:

1. Altru Caring for Kids Program
2. Circle of Friends Humane Society
3. Community Violence Intervention Center – Light of Hope Program
4. Grand Forks Senior Center – Meals on Wheels Program
5. Home Delivered Meals
6. Lutheran Social Services – Healthy Families Program
7. Mountainbrooke Recovery Center – Live Life Well Program
8. Red River Valley Habitat for Humanity
9. Safe Kids Grand Forks
10. St. Joseph’s Social Care and Thrift Store - Food Pantry
11. Third Street Clinic
12. Wings of Hope Bereavement Services

2016 Denim Day Dates

In addition, eight special Denim Days were held for the following charities: National Disaster Relief (Salvation Army), Feed My Starving Children, March of Dimes, Relay for Life (American Cancer Society), Hoops for Hope (The V Foundation), International Disaster Relief (Red Cross), Step Out Walk (American Diabetes Association) and UND Mortar Board Turkey Drive.

Denim Day Thank You Note

Thank you so much for continuing to support the local Denim Days programs! Our clients continue to tell us how important the funds are. Rebuilding, retooling, retraining managers, and the means to keep them continue existing at home. You are helping to make that happen.

We invite you into your local community to display small and experience first hand the outcome of the program.

Becky Crummy
Henok Elias [(hey-noke ale-ya (ya as in yacht)] is a man with two first names, and no middle name. Both of his parents came to the U.S.A. in the early 1970’s, and they brought with them the ancient Semitic practice of being called by your given name and your father’s name, and if prudent your father’s father’s name. They also brought a distinct passion for education and caring for others (especially Others) – no matter what they look, sound, or smell like.

Given these conditions it is no surprise what Henok has done thus far, and what he plans to do. His undergraduate studies culminated in a Bachelor of Arts in Political Science & Philosophy from Pepperdine Seaver College in April 2012. Henok spent a year of service with AmeriCorps in a low-scoring elementary school in historically-downtrodden South Los Angeles. He spent the next year negotiating employer and employee contracts in the ever-booming technology sector. In August 2015, he graduated from Pepperdine University School of Law [#1 in the dispute resolution (difference management) field 11 years in a row] as a Master of Dispute Resolution. As part of its experiential-learning component he volunteered as an Ombudsman and Mediator. As a County of Los Angeles Consumer and Business Affairs Ombudsman, Henok resolved (fully or partially) 80% of his 15 visits. He also mediated 60 litigated small claims cases with a settlement rate of 90% in Los Angeles Superior Court.

As UND’s first full-time Organizational Ombudsman, he has signed a founding charter alongside UND leadership, and looks forward to empowering UND staff, students, and faculty to manage their differences as peacefully as possible.

For more information about Henok and his role as Ombudsman visit UND.edu/ombuds. Staff, faculty and students can also stop by his office at 314 Cambrigde St, Room 201 or call him at 701.777.6239.
Staff Senate hosted its annual potluck before the meeting on December 16, 2015. President Robert and First Lady Marcia Kelley; Tom DiLorenzo, Provost and Vice President for Academic Affairs; Alice Brekke, Vice President for Finance & Operations; Laurie Betting, Associate Vice President for Health & Wellness; Steve Light, Associate Provost; Sol Jensen, Associate Vice President for Enrollment Services; Susan Walton, Vice President for University & Public Affairs; Joshua Wynne, Dean and Vice President for Health Affairs; Lori Reesor, Vice President for Student Affairs and Peter Johnson, Executive Associate Vice President for University Relations, were among the guests.

After the potluck, Staff Senate President Sharley Kurtz, presented President and First Lady Marcia Kelley with a Shutterfly Photo Album as a farewell and thank-you gift for all they had done over the years to make Staff Senate Exceptional. Former Staff Senate Presidents Janice Hoffarth, Loren Liepold, Kristi Swartz, and Trish Young were also in attendance. Janice and Loren shared some of the experiences working with both President and Marcia Kelley. Afterwards President Kelley expressed his gratitude for UND staff.

Staff Senators enjoyed great food and visiting with the administration during the 2015 Holiday Potluck.

Tubs of Love

Once again, Staff Senate collected Tubs of Love. This year, we provided items such as shampoo, conditioner, deodorant, soap, toothbrushes and toothpaste to the Northland Rescue Mission. We also provided toys, treats, and dog food to the Circle of Friends Humane Society. The items were dropped off following the December 16th Staff Senate meeting.

Former Staff Senate President Sharley Kurtz and current President Pam Henderson drop off Tubs of Love donations at Circle of Friends Humane Society.
On Friday, February 5, more than 200 UND employees took the time to re-ignite their UND spirit. Mark J. Linquist, a nationally recognized motivational speaker and co-founder of Breath Is Limited Motivational Speaking & Entertainment, LLC, came to campus to deliver a message about helping employees re-ignite the passion that brought them into the workforce of higher education and at UND in the first place. Audience members had the opportunity to hear Mark teach straight from his playbook, *Passion! 8 Steps to Reignite Yours*. Through a variety of interactive steps, Mark had the audience on their feet, putting their hands up in the air, laughing, creating bucket lists, and thinking about what they are truly passionate about.

Following Mark’s presentation, the conversation continued over lunch with a small group of staff for further dialogue about Mark’s passions and how he has used his eight steps to get to where he is today.
Staff Senate encourages everyone to put forth special effort in making UND a better place. The Exceptional U Award recognizes and celebrates a UND faculty, staff and student who have gone out of their way to demonstrate kindness to others. This year the award was held in honor of Random Acts of Kindness Week, February 14-20, 2016. This year’s recipients were Kelly Thormodson (staff), Dr. Doug Munsky (faculty) and Matthew Anderston (student). Their nominations follow:

**Kelly Thormodson - Staff**

One of my colleagues has medical issues and has been to the ER and med-flighted to Minneapolis twice in the last year. Kelly went to the ER and did not leave until the last possible minute both times. When the second instance involved a lengthy stay and relatives flying-in Kelly assisted in getting my colleague’s car all the way to the cities so [that] getting home would not be an issue. She truly went above and beyond her role as a UND employee to help someone in need and support them in an exceedingly stressful time in their life. Nomination submitted by: Annie Nickum

**Doug Munski - Faculty**

Dr. Munski is the biggest advocate for students. He encourages students to believe in themselves and thoughtfully guides them into achieving their educational goals. He ALWAYS has time for students and we appreciate him enormously for that. Plus he always has a sweet treat that will brighten anyone’s day (along with a healthy option)! It is my sincere hope that Dr. Munski will be considered for this award as he has done so many great things for the American Indian students on UND Campus and more specifically for my family. With much love and gratitude
The Souvannasacd Family

**Matthew Anderson - Student**

This morning I had to go to the Union for an early morning meeting. Before I left my office, I put my debit card in my coat pocket in case I decided to grab breakfast or something at the Union. I also put my cell phone in the same pocket. On my way to my meeting, I got a text message and pulled out my phone. I didn’t realize at the time that my debit card had fallen out. Following my meeting I was leaving the Union when I got a Facebook Message from someone named Matt Anderson. Turns out he was walking to class and found my debit card on the sidewalk. He wanted to make sure I got it back so he looked me up on Facebook and sent me a message. He then made a special trip to my office (in the rain) to return the card to me. I think he went above and beyond and is a great example of the Exceptional students we have at UND. Nomination submitted by: Elizabeth Becker

Congratulations! You help make UND Exceptional.