

## Budget Section – December 16, 2015

### Reorganization of North Dakota University System Office Plan Chancellor Mark Hagerott

Thank you for your support now and in the future. This plan helps **FIX** historic problems that have plagued our system, thus positioning NDUS to go on to do great things in the future. The State Board of Higher Education approved the following plan at its December 10 meeting.

#### Background:

- HB 1003, Section 4, held back \$1 million for the purpose of allowing the Board and new Chancellor to develop and implement a plan to increase office and system-wide efficiencies.
- The Chancellor set out on an extensive Listening Tour, and he and his staff have been gathering information to develop the plan that responds to your concerns and prioritizes needs.
- In the meantime, in order to operate within our budget, two positions were eliminated, one was reclassified and senior staff members are doing double duty (Lisa Feldner, Richard Rothaus). This keeps the office functioning but impacts the ability to bring about change.
- The \$1 million will allow us to expediently address the following prioritized issues before next session:

1. **STUDENTS AND WORKFORCE: Help students graduate faster and with less debt in programs that serve the state's workforce needs and support economic development/diversification.**
  - a. **Problem identified:** Clunky, manual program evaluation and coordination system affects seamless transfers and slows program changes that would help higher ed respond to changing workforce needs.
  - b. **FIX:**
    1. Contract with program evaluation and coordination system consultant to address problems and develop automated system utilizing SharePoint. Cost: \$160,000
    2. Fill existing, vacant position Vice Chancellor of Academic and Student Affairs, reinstate director position that can focus on implementation Cost: \$200,000
2. **UNIFIED: Correct policy inconsistencies**
  - a. **Problem identified:** Lack of system integration, and unwieldy and outdated policies/procedures
  - b. **FIX:**
    1. Contract with governance consultant to rewrite system policies and provide governance education. This was evaluated two years ago but not acted upon. Cost: \$200,000
    2. Hire policy director to oversee the development, implementation, and integration of policies across the 11 campuses and provide support for SBHE initiatives. Cost: \$168,000
3. **EFFICIENCY: Operate in a more efficient manner**
  - a. **Problem identified:** Inconsistent policies (above) have led to data inconsistencies that were identified last legislative session and must be addressed
  - b. **FIX:**
    1. Contract with project manager to clean up inconsistencies across the system. Cost: \$160,000
    2. Hire research analyst to shepherd the Chancellor's Cabinet studies and coordinate implementation of study results, which will address shared services, cost containment, workforce development, etc. Cost: \$105,000

Reorganization of North Dakota University System Office Phased Release Option  
Chancellor Mark Hagerott

1. **STUDENTS AND WORKFORCE: Help students graduate faster and with less debt in programs that serve the state's workforce needs and support economic development/diversification.**
  - a. **Problem identified:** Clunky, manual program evaluation and coordination system affects seamless transfers and slows program changes that would help higher ed respond to changing workforce needs.
  - b. **FIX:**
    1. Fill existing, vacant position Vice Chancellor of Academic and Student Affairs, reinstate director position that can *help* develop automated system  
Cost: \$200,000
2. **UNIFIED: Correct policy inconsistencies**
  - a. **Problem identified:** Lack of system integration, and unwieldy and outdated policies/procedures
  - b. **FIX:**
    1. Contract with governance consultant to rewrite system policies and provide governance education. This was evaluated two years ago but not acted upon.  
Cost: \$150,000
3. **EFFICIENCY: Operate in a more efficient manner**
  - a. **Problem identified:** Inconsistent policies (above) have led to data inconsistencies that were identified last legislative session and must be addressed
  - b. **FIX:**
    1. Contract with project manager to *help* clean up inconsistencies across the system.  
Cost: \$50,000