

Mr. Chairman and members of the committee,

I am Doug Jensen and it's my great privilege to be president of Bismarck State College. I'm here to testify in opposition to HB1349.

My understanding is that HB1349 would make all candidate application materials part of the open record, once finalists are designated by a public entity.

The challenge I find with this as a sitting president and as a president that applied for a position in the NDUS system, is that my application materials could become part of the public record even if I wasn't selected to be interviewed. As someone who has recently gone through this process with the NDUS, I would not have made application for the BSC presidential opening if this practice was in place.

In addition, as someone who has gone through multiple presidential searches and has been a president at other higher education institutions, the proposed amendments outlined are uncommon and I have not, in my experience, ever encountered this type of access of applicant materials for the public record

without being a finalist. This practice I believe would severely limit applicants from applying for these positions. As a result, would impact, in my opinion, the quality of the applicants received due to the personal and professional risk they would have to take and be exposed to.

I do support and understand the releasing of applicant materials during the finalist stage of a search process. I have experienced this process many times in my professional career. If the proposed amendment would pass, requiring all materials relating to the applicant's submission regardless of how far the applicant proceeds in the search process be open record, it would be detrimental to the candidates and the institutions, therefore would have a negative impact on the quality of candidates you would receive for these leadership positions.