



Public Information Office

A NEWSLETTER FOR EMPLOYEES AND FRIENDS OF MINOT STATE UNIVERSITY

Rabe appointed VPAA



Gary Rabe, Ph.D., has been named vice president for academic affairs at Minot State University, according to President David Fuller. Rabe, an associate professor of criminal justice, has been serving as interim vice president for academic affairs at MSU since June 30, 2005. He will begin his new appointment July 1.

“My decision was based on the strong recommendation from the search committee and Dr. Rabe’s exceptional record as a teacher, scholar, faculty leader, grant writer, and administrator,” said Fuller.

“He has proven dedication and commitment to our academic freedom, student learning, scholarship, and to the mission and future of Minot State University.”

“I look forward to working with President Fuller, the faculty, and the staff to help Minot State University embrace the opportunities and face the challenges of the future,” said Rabe.

“Throughout my career at MSU, I have been guided by the goal of offering a quality academic experience to students. I have worked hard to build strong undergraduate and graduate programs. I believe in and have fostered inclusive communication and decision making between administration and faculty because it is the most effective way to bring about improvements in the institution and academics for the benefit of students.”

“Dr. Rabe’s primary commitment to student learning and success is a characteristic that will serve Minot State University well,” said Fuller.

Rabe joined Minot State in 1993 as an assistant professor of criminal justice and was promoted to associate professor in 1998. He served as department chair in 2000-2001 and 2002-2003. During the 2001 academic year, Rabe was interim dean of the College of Arts and Sciences.

Under his leadership, the criminal justice department redesigned its master’s program and collaborated on the development of a Ph.D. in criminal justice with the University of North Dakota.

From 1999 to 2001, he directed the Rural Law Enforcement Education Project. The project was instrumental in establishing the Rural Crime and Justice Center, which is a University Center of Excellence and has received over \$9 million in external funding since its inception in 2000. Rabe was the executive director of RCJC from 2001 until June 2005, when he became the interim VPAA.

(continued on next page)

May 17, 2006

Congratulations, graduates!

Minot State University is proud of its more than 650 undergraduates and graduates who earned degrees May 12. U.S. Sen. Kent Conrad delivered the keynote address and urged the graduating class to create change, work for good and overcome any challenges they might face in life.

“You are entering a world faced with unprecedented challenges,” said the senator. “I encourage you to embrace these challenges with the strength and knowledge gained here at MSU. Become involved. Be a leader. Don’t fear failure. For it is your actions that will decide how the next generation lives.”

First elected to the U.S. Senate in 1986, Sen. Conrad has spent the last 20 years advocating for a wide range of issues important to North Dakota and the nation.

NEXT ISSUE

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Rabe was a member of the Faculty Senate from 2002 to 2005 and served as president during the 2004-2005 academic year. He has served on numerous university committees including faculty affairs, promotion, assessment, and the Graduate School Council.

Fuller also said Rabe's attention to planning and involvement with research will provide MSU with a means to align institutional and academic direction while striving to achieve the university's new vision.

"I believe that my experience in program and policy evaluation and in research will be useful to the institution," said Rabe. "While we have begun to collect data and information, we now need to put it into a suitable form, conduct the appropriate analysis, and use the results to help understand problems and inform decisions. We also must study where we have voids in data and develop appropriate methodologies to collect information and analyze it. Those are areas where I have expertise."

He earned a bachelor's degree in criminal justice from Minot State University in 1987, a master's degree in criminology and corrections from Sam Houston State University, Huntsville, Texas, and a doctoral degree in criminology from the University of Delaware, Newark.

Six finalists, including Rabe, interviewed at MSU during spring semester. Neil Nordquist, dean of the College of Education and Health Sciences, was chair of the search committee.

President announces salary decisions for next year

In a May 11 memo to the campus, President David Fuller explained the salary administration decisions for the next fiscal year. The president reminded campus members that at our start-of-the-year convocation, Aug. 17, 2005, he explained that a task force, comprised of faculty and staff representatives nominated by their respective senates would be established to develop a five-year salary and compensation plan.

To develop that plan, the task force was asked to examine regional and national market data, study recent trends in salary increases at MSU, consult information showing costs of living in our area, look at relevant compensation reports, seek feedback from faculty and staff, identify specific strengths and weaknesses in our current compensation packages, and cite compensation problems affecting specific groups or classifications of employees. In addition, Fuller asked that a specific percentage goal and a matrix for the fifth year of the plan be established. The task force was also asked to review existing processes regarding the communication of the decisions regarding salary increases.

The task force has completed its work for the first year and, as was requested, looked at a number of factors and issues and conferred with campus constituencies through the two senates and a variety of open forums. Based on that open process and the effective analysis conducted by the task force, the president approved the following salary distribution for this coming year.

For the next fiscal year the State Board of Higher Education authorized a 3 percent average increase in appropriated salaries. Of the total dollars needed to reach that 3 percent increase, the state will allocate to MSU approximately 48 percent of the dollars needed, with the remaining 52 percent of those funds coming from tuition revenue and other institutional dollars.

The Compensation Task Force has recommended a 3.4 percent cost-of-living increase. MSU will provide the additional funding of .4 percent through internal reallocation of campus funds for the combined across-the-board increase of 3.4 percent for each benefited staff and faculty member. MSU will also provide additional funding to establish a minimum wage rate for regular employees of \$8.25 per hour. Faculty promotion increases will be funded with additional institutional funds and will not be taken from any of the state allotment for the authorized base increase.

The proposal of the task force recommended using additional institutional dollars to bring staff salaries toward 72 percent of their respective market rate and faculty salaries toward 70 percent of their market rate. These increases will affect approximately 50 positions. The task force also proposed that the institution provide an additional \$20,700 for specific and discretionary adjustments to the salaries of faculty members. These adjustments will require an additional amount of approximately .6 percent to bring those targeted staff and faculty salaries toward the market rates.

The President's Staff supports this proposal; however, it also finds that the ability to fund this proposal is dependent upon enrollment results in the fall. If the enrollment figures are favorable, then MSU will fund the .6 percent of the plan as well. If the institution is able to make those adjustments in these positions, the effective date would be retroactive to July 1 for staff and the beginning of the academic year contract for faculty.

The president congratulated the Compensation Task Force on their work thus far and thanked faculty and staff for providing input in these shared deliberations. The decision reached was based on the recommendation from the task force and the approval of the proposal by both the Faculty and Staff senates. The two primary goals of the task force proposal were 1.) to hold the line while we work on the long-term plan, and 2.) to provide catch-up increases based solely on market data to certain positions that are significantly behind their respective market rate. With the cost-of-living increase, Minot State University is

able to “hold the line,” and with stable enrollments in the fall, be able to support the catch-up increases.

In the memo, Fuller said there are “many pressures regarding MSU’s institutional budget. Utility costs continue to rise. Those increased costs account for a large share of the increased revenue anticipated from our tuition increase. It is possible in the event that budget projections are not realized because of larger than expected FTE enrollment declines, adjustments will need to be made to budgets and spending reduced, perhaps in operating budgets.”

“I am hopeful that enrollments will remain stable and the institution will be able to reach these important salary objectives,” said Fuller in the memo. “I believe that this approach is a responsible indication of Minot State University’s commitment to our faculty and staff.”

MSU goes smoke free June 1

Minot State University will become a smoke-free campus effective June 1. The policy, which has been approved by the Faculty and Staff senates, Student Association, University Cabinet and President’s Staff, reads: Smoking on university property, indoors or outdoors, or in university vehicles, is prohibited at all times. For purposes of this policy, “smoking” means carrying or having in one’s possession a lighted cigarette, cigar, pipe, or other object giving off smoke. The full policy is available at www.minotstateu.edu/smoking.

WPO presents timeless American opera

Minot’s Western Plains Opera is offering the powerful modern opera “Phillip Marshall” by Seymour Barab, June 1 and June 3. “Phillip Marshall” is the story of a Confederate soldier, returned home after the trauma of the Civil War. He struggles with his own mental health at the same time that he tries to find love and happiness in disrupted southern society. A gripping tale on its own, “Phillip Marshall” is also described as a “stage-worthy modern opera that is accessible to its audience and effective musical theater.” Western Plains Opera enhances its yearly production of music and action with wonderful costumes, lighting and sets.

Creator Barab, who has in some years been “the most performed composer of opera in America,” will be WPO’s special guest at the June 3 performance. His Pulitzer Prize-nominated “Phillip Marshall,” according to Opera News, is a “timeless, engrossing drama.” The Music Journal adds that it is “packed with power, believability, and has characters with depth, animation and color.”

The two lead roles will be sung by Korliss Uecker, soprano, and Douglas Webster, baritone. Uecker is from North Dakota and has performed important roles with the Metropolitan Opera.

Webster has sung lead parts in operas such as “Don Giovanni” and with the national touring company of “Les Miserables.” They will be joined by another leading singer, Karin Palludan, who was Musetta in last year’s performance of “La Boheme” and performed an International Artists Series concert in Minot, four other professional opera singers, and a large number of local music enthusiasts.

You are invited to come hear top quality regional opera. “Phillip Marshall” will be sung in English. Showtime is 8 p.m. each evening in Ann Nicole Nelson Hall. Tickets may be obtained by calling 858-3185.

Employees earn Beaver Praise

Beaver Praise winners for March are Audrey Sidener and Jolina Miller, both from the Center for Extended Learning. For April, the two winners were Doreen Wald, Publication and Design Services, and Julie Drum, Student Health and Development Center. Beaver Praise is a new, peer-to-peer recognition program. By completing a simple form found around the campus, anyone (faculty, staff, student, visitor, supervisor or co-worker) can recognize Minot State University employees for the positive efforts that are put forth daily. At the end of each month, that month’s submissions are entered into a door-prize drawing. The prizes for March and April were \$25 gift certificates for the MSU Bookstore. About 40 submissions were received during the first two months of the program!

Staff elects new senators

Minot State University Staff Senate elections were held May 9. Listed below, according to their constituencies, are the newly elected representatives, along with their areas of employment if different from their constituencies:

Business office/information technology central (53 percent voter turnout)—Laurel Hyatt, business office, and Barb Johnson, business office; **bookstore/food service/publications and design/advancement** (67 percent voter turnout)—Gordon McGregor, bookstore, and Tawnya Bernsdorf, advancement; **enrollment services/Center for Extended Learning/distance education** (55 percent voter turnout)—Sarah Rogers, enrollment services; **College of Arts and Sciences** (36 percent voter turnout)—Shan Haarsager; **College of Business/library** (47 percent voter turnout)—Donna Just, Gordon B. Olson Library, and Toni Schwartz, N.D. Geographic Alliance; **plant services-custodial** (38 percent voter turnout)—Thomas Lipsey and Scott Peterson; **plant services-maintenance** (5 percent voter turnout)—Scott Muhle; **North Dakota Center for Persons with Disabilities** (13 percent voter turnout)—Cassie Artz, Richard Berg and Cheryl Rystedt; **Rural Crime and Justice Center** (69 percent voter turnout)—Chad Carr; and **public information/Vice President for Student Affairs/career services/Student Health and Development Center/**

housing/multicultural services (63 percent voter turnout)—
Linda Benson, public information.

Climate assessment survey numbers and winners announced

Minot State University participated with the North Dakota University System in conducting the online Climate Assessment Survey, April 3-28. The online survey's purpose is to assess the climate of the North Dakota University System and develop strategic planning initiatives based on these assessments. MSU saw the survey results as an opportunity to provide important information about its diversity climate and to improve the environment for working and learning on campus. Completed surveys numbered 350: 204 were traditional and online students, 101 were staff, and 45 were not identified. On May 1, drawings were held for two grand prizes. Brenda Roedocker from the advancement office won the video iPod, and Beth Hall, an accounting major, won the Xbox. Mystery Beaver \$\$\$ winners during the month were Deb Wentz, Sherie Saltveit, Carla Freschette, Matt Geinert, Teresa Loftesnes, Maria Olson, George Withus, Helen Otto, Jana Sather, Lilah Diederich, Christopher Lozensky, Amanda Juelson, Brian Ruthven, Leon Perzinski, Darla Weigel, Chelsea Peterson, Tricia Black and Thomas Lipsey.

Kids get college

Once again, Minot State's Center for Extended Learning is undertaking its perennially popular "College for Kids." Eleven summer camps will be offered throughout June and July. The 2006 camps include: Forensic Science, Imagine It...Create It!!, Clay Play, Disease Detectives, Business of Babysitting, Archeology for Kids, Young Writers Workshop, Advanced Archeology for Kids, "On the Move," Exploring Robotics and Conversational Spanish. Schedules, age groups and prices vary.

For additional information, contact CEL at 858-3822 or visit www.minotstateu.edu/cel/html/college_for_kids.shtml. MSU personnel receive a \$10 discount for each child for each enrollment.

Athletic camps build skills

Children's summer athletic camps have been scheduled at Minot State University. Children of MSU employees receive a \$10 discount for each camp except Mini-Camp Grades K-2.

BOYS BASKETBALL:

- Mini-Camp—Grades K-6, July 24-27;
- Individual Camp—Grades 5-12, June 18-22.

BASKETBALL TEAMS:

- Girls Teams—Grades 9-12, July 21-22;
- Boys Teams—Grades 9-12, July 22-23.

GIRLS BASKETBALL:

- Mini-Camp—Grades K-6, July 24-27;
- Perimeter Players Camp—Grades 6-12, June 2-4;
- Post Players Camp—Grades 6-12, June 2-4;
- Individual Camp—Grades 5-12, June 4-8.

VOLLEYBALL: Grades 6-12, June 12-15.

FOOTBALL: Satellite Camps—in various communities, check Web site www.msubeavers.com for a camp nearby.

Announcements

Archaeological project call for volunteers

The PaleoCultural Research Group and North Dakota State Historical Society, are seeking volunteers from Minot State University to participate in the excavation of the Beacon Island site, near New Town, June 26-July 3. The site is a 10,300-year-old Paleoindian camp site located on a small island in Lake Sakakawea.

Originally, the site was a marshy area overlooking the Missouri River where several extinct bison (*bison antiquus*) were processed and where some of the earliest known inhabitants of the region camped. A series of projectile points of the Agate Basin type were found during the testing phase, making Beacon Island one of only four known prehistoric camp localities on the American Plains where such points have been recovered. Unfortunately, the site is threatened by recurring wave erosion that will completely destroy its deposits. PaleoCultural Research Group, a non-profit organization and the State Historical Society have been the recipient of a Save America's Treasures grant from the National Park Service to salvage archaeological information from the site before it is destroyed. The project is a cooperative endeavor between the aforementioned organizations, the Army Corps of Engineers, and the Three Affiliated Tribes (Mandan, Hidatsa and Arikara Nation) based in New Town.

Minot State University will be supporting the June 26-July 3 session of the dig. However, three other sessions are available and can possibly accommodate volunteers as well. They are July 10-18, July 24-Aug. 1, and Aug. 7-15. Participation in at least one full session is requested. Do not worry about being qualified. Everyone will be provided field training on site, as necessary, or possibly before departure.

The group will live on site. A facility for cooking and showers and transportation to and from the site will be provided.

You're invited to help recover significant data about some of the earliest inhabitants of the Northern Plains. Please contact me in Memorial Hall Room 22 or call 858-3832 if you are interested or have additional questions.

—Mark Timbrook, CEL online instructional design.

Central stores-office supplies moving to bookstore

Effective May 30, office paper and supplies are to be purchased from the Minot State University Bookstore. Plant services stopped handling requisitions for central stores or office supplies May 9. Meantime, physical inventories are being transferred from plant services and entered into the bookstore's point-of-sale system. Current items in stock at the bookstore are available for immediate sale.

After May 30, bulk orders can be placed by calling the bookstore at 858-3390. Orders placed before noon will be delivered the same day if possible. At the time of sale, the following information must be provided: the appropriate PeopleSoft fund and department numbers, other pertinent accounting information, and the building and room number to which the items are to be delivered. In lieu of placing orders by telephone, purchase may be made in person.

University personnel are encouraged to utilize the bookstore for all office needs; all university departments receive a discount. For specialty items, such as toner and printer cartridges, supplies should be obtained from whatever source is being used currently.

The bookstore will be sending out a complete listing of common items available for purchase. Examples of these items are white and colored papers, along with envelopes.

—*Jared Edwards, director of plant services*

Friend-raising golf tour scheduled

Minot State University is heading out for its first-ever friend-raising golf tour. The eight-city tour is being sponsored by the MSU Alumni Association, Beaver Boosters, Center for Extended Learning, and enrollment services. Communities on the route this year include: June 9—Stanley; June 14—Velva, June 21—Rugby, June 28—Westhope, July 12—Garrison, July 19—New Town, July 26—Mohall, August 2—Kenmare.

Registration begins at 4:30 p.m., with action starting at approximately 5 p.m. The format will be a four-person, 9-hole scramble, which will take about two hours. A social will follow immediately and non-golfers are welcome. Optional meal and refreshments will be provided by the golf course. You are also responsible for your own green fees and cart rentals. Contact the advancement office as soon as possible if you would like a cart at one of the courses as carts are limited.

We invite everyone get involved with this in some way, whether it be attending and having some fun, working on your golf game, or donating some prizes from your area for give-away at each tour. There will be a couple of vans that will be traveling to and from each location. If you would like to join us for one

or all of the golf scrambles, or if you would like to donate some items from your department, call the advancement office at 858-3890. Call a minimum of one week prior to each scramble to reserve a meal and a seat in the van. Hope to see you there!

—*Tawnya Bernsdorf, director of alumni and annual giving*

Time for new parking permits

New reserved parking permits are required for the period of June 1, 2006, through May 31, 2007. These permits cost \$20 and are available in the parking office, located at plant services. The monies collected are used to maintain and improve the roadways and parking lots.

Permits are assigned according to the building in which an individual maintains an office or work area. Each vehicle must display a valid parking permit on the inside rear view mirror. Each permit is numbered and must be receipted as such; therefore, a second permit will not be issued. If a person drives more than one vehicle, the permit must be transferred or a second permit must be purchased.

A citation for any parking infraction is to be paid or appealed within seven calendar days from the citation's date. The appeal form can be found on the Minot State University home page. After that period, the fine will double and automatically transfer from the parking system to the accounts receivable in the business office. Payment of an outstanding fine is to be paid at the cashier's window at the business office. When an account becomes delinquent, written notification will be sent 20 days prior to the account being released to a collection agency. With our new software system, there is no distinguishing between students and staff; all are viewed as employees.

To alleviate any future balances to the accounts receivable, the instructions on any citation must be followed. This practice will be in the best interest of all those concerned.

For further information, please visit the parking office link at the MSU home page.

—*Jared Edwards, director of plant services*

Faculty, staff and student notes

Kelly Baker, a senior majoring in finance, earned a first-place finish in Financial Services at the 2006 Delta Epsilon Chi International Career Development Conference, April 21-27 in Dallas. Baker, along with four other MSU students participated. Baker also placed in the top five in Exam and in Role Play Situation, before becoming a top-12 finalist and the overall winner in financial services. **Andrew Evanoff** was a top-12 finalist in Web Site Development. The team of **Lucas Havig** and **Alecia Rasmusson** competed in Business Ethics and earned an award of excellence, signifying they were within the top 30 percent. In addition, **Ashlee Gross** participated in

the National Management Institute. More than 1,200 college and university students competed from throughout the United States, its territories and Canada. Delta Epsilon Chi programs engage students from a variety of educational disciplines, while maintaining a strong focus on business-related areas such as marketing, management and entrepreneurship. The mission of Delta Epsilon Chi is to provide leadership and career-oriented opportunities to develop and enhance tomorrow's leaders.

In late April, MSU **graduate students in the speech-language pathology program** traveled to an elementary school in Brandon, Manitoba, to participate in a wellness day for students and their parents. They screened 272 children in one day, 30 more than in the previous year. In an e-mail with the subject line "another awesome group of students," a speech-language pathologist from the school wrote, "The students had to stay right to the end of the day because we had a huge group of parents and children right up to the closing of the doors! They didn't complain but just kept right on working! I can just imagine how tired they were the next day; I know I was and I didn't have to drive four hours to get home. Please let the students know how much they are appreciated."

The **Communication Disorders Clinic** had a booth at the mall April 28 and was interviewed by a local TV station. The clinic gets many referrals as the result of these efforts.

Calendar

May 17-Aug. 30, 2006

May

- 24-25 CEL workshop: "Recognizing and Understanding Child Abuse for First Responders," Conference Center.
- 31 Summer eight-week classes begin.

June

- 1 & 3 Western Plains Opera: "Phillip Marshall," Nelson Hall, 8 p.m.
- 5-29 Senior art exhibits: Brooks Griggs and Neil Wollschlager, Hartnett Hall Gallery.
- 5-29 "Unfinished Business" exhibition by Beth Lee, Library Gallery.

- 6 Last day to add an eight-week class.
- 6-11 Dakota Chamber Music Institute.
- 8 Dakota Chamber Music faculty recital with resident ensemble "Luminus," Nelson Hall, 7:30 p.m.
- 12 New student registration, Conference Center.
- 13-18 Summer Theatre: "Unrinetown," Amphitheater, 8:30 p.m.
- 20 Staff Senate, Jones Room, 9 a.m.
- 21 University Cabinet, Westlie Room, 9 a.m.
- 21-23 Municipal Finance Officers Association Institute, Old Main.
- 27-July 2 Summer Theatre: "Godspell," Amphitheater, 8:30 p.m.

July

- 4 Independence Day holiday, university closed.
- 6 Last day to drop an eight-week class.
- 10 New student registration, Conference Center.
- 11-15 Summer Theatre: "No Sex Please, We're British," Amphitheater, 8:30 p.m.
- 18 Staff Senate, Jones Room, 9 a.m.
- 22-23 & 25-29 Summer Theater: "Seussical," Amphitheater, 8:30 p.m.
- 26 Last day of eight week classes.
- 27-28 Final examinations in eight-week classes.
- 31 Grades must be entered by noon.

August

- 7 New student registration, Conference Center.
- 14 New student registration, Conference Center.
- 15 MSU at the Zoo, Roosevelt Park.
- 16 President's Convocation.
- 17 Residence hall move-in day, noon-8 p.m.
- 18 Transfer student orientation.
- 18-19 New freshman orientation.
- 21 16-week classes after 4 p.m. begin.
- 21 First eight-week classes after 4 p.m. begin.
- 22 16-week classes begin.
- 24 Last day to add a first eight-week class.
- 25 Spring 2007 student teaching applications due by 4 p.m. to Field Placement Office.
- 30 Last day to add a 16-week class.