

SOUTH DAKOTA BOARD OF REGENTS

Full Board

AGENDA ITEM: O

DATE: October 14-15, 2009

SUBJECT: Student Organization Awards – BHSU and SDSMT

At its April 2-3, 2009 meeting, the Board of Regents certified the Student Organization Award winners for Black Hills State University and South Dakota School of Mines and Technology. The award winners are as follows.

BHSU Award for Academic Excellence: Jacket Investment Club

The Jacket Investment Club was established to enhance student learning and engagement in the stock market and personal finance management. Additionally, the Jacket Investment Club sponsors guest speakers and field trips to increase students’ professionalism and knowledge in the investment field. The club is a legal partnership entity which gives students a vehicle to invest their own money and learn how to analyze securities. The club maintains 20+ members. The Jacket Investment Club divides their organization into small groups to focus and work on specific stocks. They meet every two weeks although sometimes have special events. Additionally, the individual small groups meet to review stocks outside of the regular meetings.

BHSU Award for Community Service: Theatre Society

The Theatre Society encourages participation in the theatrical activities on campus and provides for the social and educational benefits of the members. All students are welcome. In conjunction with the Theatre Department, the Theatre Society has assisted with 19 total theatre productions. This includes four major productions and 15 one-act plays. Members are also involved in the Summer Stock Theatre productions. Additionally, the Theatre Society encourages members to be active in community service projects. This past year they sponsored the Paws & Claws Dance Concert which was a benefit fundraiser for the Western Hills Humane Society. The Theatre Society also sponsored the Woodburn House of Horrors – a two-day haunted house that benefitted the local food pantry. Furthermore, they also try to do various fundraisers for theatre scholarships.

(continued)

RECOMMENDED ACTION OF THE EXECUTIVE DIRECTOR

Information only.

BHSU Award for Organizational Leadership: Lakota Omniciye

Lakota Omniciye is one of the oldest student organizations on the BH campus, established in 1974. Lakota Omniciye means a “gathering of allies,” which was founded to assist Indian students in making the adjustment from home life to college life. In recent years, the organization has grown to include non-Native allies who enjoy being around Native folks and who want to be a part of an organization that is culturally intact and works to bring about cultural awareness in our region. Lakota Omniciye serves as an extended family (tiospaye) to our students and was formed to help students make adjustments and to share our heritage with our classmates, instructors, and the community. Lakota Omniciye activities are open to all and encourage respectful participation.

SDSMT Award for Academic Excellence: American Institute of Chemical Engineers (AIChE)

AIChE Mission:

- Promote excellence in chemical engineering education and global practice
- Advance the development and exchange of relevant knowledge
- Uphold and advance the profession's standards, ethics and diversity
- Stimulate collaborative efforts among industry, universities, government, and professional societies
- Encourage other engineering and scientific professionals to participate in AIChE activities
- Advocate public policy that embraces sound technical and economic information and that represents the interest of chemical engineers
- Facilitate public understanding of technical issues
- Achieve excellence in operations of the Institute

SDSMT Community Service Award: American Indian Science and Engineering Society

The SDSM&T Student Chapter of AISES mission is to increase substantially the representation of American Indian and Alaskan Natives in engineering, science and other related technology disciplines. Students must be within good academic standing and must also be a member of a federally recognized tribe to become a national AISES member. Campus membership is open to all individuals willing to explore Native American traditions. In the past academic year the AISES chapter has been actively involved with local high schools, government sponsored programs, and local non-profit organizations to help younger individuals get an understanding of what science and culture have to offer. Significant events include fundraisers, high school outreach to Central High School, Department of Social Services Thanksgiving Dinner; feathering ceremony for SDSM&T graduates; and attendance at the National AISES conference. Future involvement includes organizing a science weekend for the Black Hills Children’s Home, anticipating engineer's week with the Rapid City Club for Boys and the AISES Region 5 Conference in Minneapolis. AISES believes that community involvement is essential, campus integrity, and a need to promote success among our communities’ youth.

SDSMT Award for Organizational Leadership: Aero Design Team/Center for Advanced Manufacturing and Production

The SDSM&T Student Chapter of Aero Design Team/Center for Aero Design Team/Center for Advanced Manufacturing and Production since its inception in 2001 has achieved great strides. In 2005, just four years after forming the team, Aero came in first at the international Aero Design event. The team also received first place the following year and since then has placed first in many events. The school's mission "*is to provide a well-rounded education that prepares students for leadership roles in engineering and science.*" The Aero Design Team truly lives by this mantra. Through their project, knowledge and skills, both technical and non-technical are passed down from older members to younger members ensuring future project success and individual growth. It is the emphasis on leadership development and personal health where they most excel. The Aero Design teams are involved in many community and campus events. Yearly they participate in Corral Drive Elementary's Science Fair, Red Ribbon Parade, Festival of Lights Parade, Mall Expo, show at Visit Mines week, give campus tours and tours of CAT Lab for elementary students as well as business leaders.

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AGENDA ITEM: P

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SUBJECT: Harassment/Discrimination Preventative Training

Title VII of the Civil Rights Act of 1964 and the Equal Pay Act are the major federal statutes that prohibit employers from discriminating based on sex. However, there are additional federal and state laws that do prohibit harassment and discrimination as well including Title IX, Executive Order 11246, SDCL, etc. In addition to state and federal laws, SD Board of Regents prohibits discrimination and harassment based on BOR Policies 1.17 and 1.19. The Regents created a complaint procedure for processing any complaint (BOR Policy 1.18).

In light of those policies and as an informational item to the Board of Regents, the Human Resource (HR) Directors have worked diligently in creating an online platform for harassment/discrimination preventative training. While HR would prefer to complete all training in a more personal platform, resources may not allow annual training to be conducted in this manner. Therefore, the online tutorial will provide additional tools to ensure all new hires have training on harassment and discrimination as well as allowing institutions to utilize technology in coordination with face-to-face training. The goal is to conduct a form of preventative training annually.

The tutorial and technology allows for HR to track employee information such as: whether the employee logged in, how long the employee was engaged, if the employee completed, etc. In addition, the technology provides for an official certification to be printed and placed in the personnel files. By using this technology as a supplement, the institution can provide proper documentation of training which will aid in potential legal complaints or claims.

RECOMMENDED ACTION OF THE EXECUTIVE DIRECTOR

Informational Only – Follow Up to BOR Policies.

SOUTH DAKOTA BOARD OF REGENTS

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AGENDA ITEM: Q

DATE: October 14-15, 2009

SUBJECT: Conflict of Interest – Informational Only

This is an informational item to past Council of Presidents and Superintendents meetings as well as the June BOR meeting in FY09 approving the Conflict of Interest (COI) form. The Human Resource (HR) Directors have provided an informational follow up to those councils as schedule and time permitted [the implementation timeline has been tight].

1. The HR Directors worked with individuals at their institutions to establish timelines to implement the new COI form.
2. The HR Directors created email language, draft PowerPoint for use as a tool in presenting, and a summary document of the COI form.
3. The HR Directors worked with their supervisors/department heads/deans/vice presidents to create a process of implementation.

Currently, the institutions are collecting the COI form which will be filed in the employees personnel file either electronically or paper format. All Non-faculty Exempt, Faculty and Professional Career Service Employees are being asked to complete. After this initial implementation, the COI form will be delivered with the employee contract each fiscal year moving forward.

Attached is the URL if you would like to see the PowerPoint presentation that was created: http://mytraining.sdbor.edu/resources/banner/HR/COI_Presentation.ppt.

RECOMMENDED ACTION OF THE EXECUTIVE DIRECTOR

Informational Only – Follow Up to June 2009 BOR Meeting.