

HB1349
Joint Political Subdivisions Committee
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Chair Burckhard, Chair Dockter, and members of the joint committee, good morning. My name is Andy Armacost, and I serve as the President of the University of North Dakota. I'm speaking in opposition to House Bill 1349 as currently drafted. If this bill is passed, it will have a profoundly negative impact on the state's ability to attract candidates for senior positions such as mine. Let me share my own personal experience.

If this provision was in Century Code when I considered applying for the UND Presidency, I can state confidently that I would not have applied. Other presidential candidates have expressed the same concern. Why would they be concerned? For two reasons. First, if an applicant is currently employed elsewhere and is publicly identified as an applicant, it might harm their standing with their current employer. Second, being publicly identified as a non-finalist will harm their chance to compete for other positions. For these reasons, I believe the most qualified candidates will opt out of competing for presidential positions in the North Dakota University System. Furthermore, I have the same concern for any position where we execute a search.

We must protect the confidentiality of all search candidates, except for the finalists. If you wish to attract the top talent to the North Dakota University System, do not pass this bill as currently proposed, and accept the recommendations of Board Chair Hacker, Board Member Neset, and Chancellor Hagerott.

Thank you.