

**North Dakota State Board of Higher Education
Governance Committee Meeting Minutes**
March 18, 2020

The State Board of Higher Education Governance Committee met Wednesday, March 18th at 3:30 p.m. CT. via conference call, originating from the Capitol, 10th floor NDUS Office Conference room, 600 E. Blvd. Ave., Bismarck, ND, 58505.

Chair Morton called the meeting to order at 3:32 p.m. CT.

Members Present:

Mr. Don Morton (Chair)
Mr. Nick Hacker
Ms. Jill Louters

Others Present:

Dr. Debora Dragseth, SBHE Faculty Advisor
Chancellor Hagerott
President Shirley, MiSU
President Richman, NDSCS
President Darling, LRSC
Ms. Kristie Hetzler, NDUS
Ms. Billie Jo Lorus, NDUS
Ms. Laura Schratt, NDUS
Ms. Terry Meyer, NDUS
Dr. Kenneth Hellevang, CCF
Ms. Karol Riedman, NDUS
Mr. Eric Olson, Asst. A.G. and General Counsel

1. **Agenda**

Louters moved, Hacker seconded, to approve the agenda with the addition of the Chancellor's evaluation.

Louters, Hacker, and Morton seconded.

2. **Meeting Minutes**

Louters moved, Hacker seconded, to approve the February 21, 2020, meeting minutes.

Hacker, Louters, and Morton seconded.

3. **President Evaluation Study, tiered evaluations**

Chancellor Hagerott explained the current annual evaluations of the Presidents would have the same rigor, with a two-page summary, measurable metrics, and considers the most recent academic year. In addition, the [tiered evaluations](#), which is more comprehensive, would provide a more rigorous process, including campus visits, visiting faculty and staff for input, and review of long-term initiatives. A president will either be assigned a standard review or comprehensive review in any given year, but not both. The timeline on page four displays how the process would extend into the next 6 years, starting in 2020-2021, with four-year presidents

being evaluated in June of the review year and two-year presidents being evaluated in December. He further explained that this would not change the process/procedures and/or terms for the president's renewal contracts.

Hacker moved, Louters seconded, to approve the Presidential tiered evaluations.

Louters, Hacker, and Morton seconded.

4. **Renewal Presidential Contract**

Chancellor Hagerott explained the SBHE recently approved a new employment agreement for newly hired institutional chief executive officers. During that process, the SBHE Governance Committee requested that legal counsel take the final agreement approved by the SBHE and adapt it to apply to the SBHE's [annual renewal contracts with existing presidents](#). The SBHE Faculty Advisor inquired about sections in the draft regarding tenure and/or the ability to revert to a faculty position and President's salary not being decreased during the term of their contract unless required by financial exigency. Legal counsel explained they were not new components to the contract; they existed in the previous versions too.

Louters moved, Hacker seconded, to recommend approval of the proposed Renewal Presidential Contract.

Hacker, Louters, and Morton seconded.

5. **SBHE Development Instrument**

Ms. Laura Schratt indicated the SBHE [Development Instrument](#) was originally approved at a full Board meeting in May of 2017 and has been used annually in 2018 and 2019. She explained that all ten Board members participate, Ms. Schratt analyzes the results, and the Board discusses at its annual retreat. The Governance Committee then considers and prioritizes the outcomes of retreat discussion.

Hacker moved, Louters seconded, to recommend approval to utilize the SBHE development instrument, process, and timeline.

Louters, Hacker, and Morton seconded.

6. **Chancellor's Evaluation Process**

Ms. Karol Riedman indicated the past three year's process used was to restate the chancellor's goals, add chancellor's self-assessment of those goals, send survey to all ten members of the board to determine to what extent the goals and self-assessment meet expectations. The grading factors are as follows:

- Meets expectation
- Does not meet expectation
- Exceeds expectation

She noted there is a component to the survey for comments, those comments are not anonymous and are identified by Board member. The process and timeline will come to the Governance Committee for consideration and recommendation to the full Board in April. The Qualtrics tool and survey portions will come forward at the May meetings and results reported in June.

The committee discussed the confinements of open records laws that prevent a more robust evaluation. At the Boards request, legal counsel is working on a proposal to have it amended during the upcoming legislative session. They also discussed the importance of succession planning and for the full Board to have the opportunity to provide input.

The meeting adjourned at 4:10 p.m. CT.

Approved April 22, 2020.