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North Dakota State Board of Higher Education

July 10, 2023, NDUS Presidential Compensation Committee Meeting Minutes

The North Dakota University System Presidential Compensation Committee met Monday, July 10, 2023, at 11 a.m. CDT, via Teams.

NDUS Presidential Compensation Committee members participating:

- Dr. Casey Ryan, Chair
- Mr. Kevin Black
- Mr. David Krebsbach

Institution Representatives Present:

- Dean Simone, DCB
- President Darling, LRSC
- President Van Horn, MaSU
- Mr. Bruce Bollinger, NDSU
- President Armacost, UND
- President LaFave, VCSU
- President Hirning, WSC

NDUS Staff Participating:

- Chancellor Mark Hagerott
- Ms. Jane Grinde
- Ms. Terry Meyer

Others Participating:

- Ms. Meredith Larson, Assistant AG
- Mr. Alan Crist, AGB Search

There were no changes to the agenda.

Dr. Ryan asked committee members to introduce themselves.

Dr. Ryan said the purpose of this meeting is to get organized and to lay out the work of the committee. He asked Mr. Crist what he needs from the NDUS to get started, which he said the first steps are the most critical to get an understanding of what expectations are and ask for feedback and input from this group. He will also want to meet with the presidents to learn from them what they consider their peers and or competitors for executive leadership comparisons, which he will take those into consideration as he does his analysis. The timeline is to get the study done well in advance of next year's salary decisions, which is June 2024.

There are 10 NDUS institutions that are considered for this study, and they are grouped as follows:

- Very High Research (R1): NDSU
- High Research (R2): UND

Comprehensive Master's: MiSU

Regional:

DSU, MaSU, and VCSU

Community Colleges:

BSC, LRSC, NDSCS, and WSC

A committee member said that there is a tremendous cost to losing star talent and turnover and if we want to be competitive and continue to add value to the State of ND through delivering high quality students and relative research then we must have the best in the industry working on the team. The purpose of the study is to get an understanding of true and accurate facts in the marketplace, and the information will be used appropriately.

Chair Ryan asked Mr. Crist if he could do some research on how long presidents are serving around the United States.

Committee members said these meetings are optional for presidents to attend.

The next meeting will be scheduled after Mr. Crist has had time to develop a potential set of peers or if he has questions that arise in which he will need guidance from the committee.

The meeting adjourned at 11:39 a.m.

Approved September 18, 2023.