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***North Dakota State Board of Higher Education***

November 7, 2023, NDUS Presidential Compensation Study Committee Meeting Minutes

The North Dakota University System Presidential Compensation Study Committee met via Teams/conf. call on November 7, 2023, at 9:30 a.m. CDT.

State Board of Higher Education Members:

- Casey Ryan, SBHE Committee Chair
- Kevin Black, SBHE Committee Member
- David Krebsbach, NDUSO Committee Member
- Lisa Montplaisir, SBHE Faculty Advisor

Colleges and Universities Representatives:

BSC – President Jensen  
LRSC – President Darling  
MaSU – President Van Horn  
UND – President Armacost, Ms. Peggy Varberg  
WSC – President Hirning

North Dakota University System Office/Core Technology Services:

Chancellor Hagerott  
Mr. Mark Gorenflo, NDUS  
Ms. Lisa Johnson, NDUS  
Mr. Jerry Rostad, NDUS  
Ms. Jane Grinde, NDUS

Others:

Mr. Alan Crist, Association of Governing Boards

Committee Chair Ryan called the meeting to order at 9:30.

1. **Agenda**

And;

2. **Meeting Minutes**

Black moved, Krebsbach seconded, to approve the agenda and September 18, 2023, meeting minutes, as presented.

Black, Krebsbach, and Ryan voted yes. Motion passed.

3. **Step 2: Analyzing Base Salary Data**

#### 4. **Step 3: Analysis of Non-Salary Compensation Data**

Mr. Crist reviewed data by groups, as follows:

1: Very High Research (R1): North Dakota State University, Fargo, ND Group

2: High Research (R2): University of North Dakota, Grand Forks, ND Group

3: Comprehensive Master's: Minot State University, Minot, ND Group

4: Regional

- Dickinson State University, Dickinson, ND
- Mayville State University, Mayville, ND
- Valley State University, Valley City, ND

5: Community Colleges

- Bismarck State College, Bismarck, ND
- Lake Region State College, Devils Lake, ND
- North Dakota State College of Science, Wahpeton, ND
- Williston State College, Williston, ND

#### 5. **Next Steps**

Mr. Crist proposed next steps and timeline going forward preliminary final report, including best practices for presidential evaluations and process determining salary/additional compensation benefits/non-monetary benefits.