

North Dakota Board of Higher Education

November 14, 2019, Special Meeting Meeting Minutes

The State Board of Higher Education met Thursday, November 14, at 12:00 p.m. CT., via conference call originating from the Capitol, 10th floor NDUSO conference room, 600 E. Blvd. Ave., Bismarck, ND, 58505.

Chair Hacker called the meeting to order at 12:00 a.m. CT.

SBHE Members participating:

Mr. Nick Hacker, Chair
Mr. Don Morton
Ms. Jill Louters
Ms. Kathleen Neset
Dr. Debora Dragseth, Faculty Adviser

Dr. Casey Ryan, Vice Chair
Mr. Kaleb Dschaak
Mr. Tim Mihalick
Mr. Don Morton
Ms. Retha Mattern, Staff Adviser

Chancellor present: Dr. Mark Hagerott

Institution Representatives Present:

President Mitzel, DSU
Mr. Dan Leingang, BSC
President Van Horn, MaSU
President Shirley, MiSU
President LaFave, VCSU
Dean Migler, DCB

NDUS Senior Staff Participating:

Ms. Tammy Dolan, Vice Chancellor for Admin/CFO
Ms. Kristie Hetzler, Executive Assistant to the State Board of Higher Education
Ms. Terry Meyer, Chief of Staff
Ms. Jane Grinde, Director of Human Resources

Others Participating:

Mr. Eric Olson, Attorney General's Office
Mr. Chris Pieske, Attorney General's Office

1. **Agenda**

Morton moved, Ryan seconded, to approve the agenda.

Louters, Traynor, Dschaak, Neset, Morton, Mihalick, Ryan, and Hacker voted yes.

2. **Presidential Contract**

Mr. Traynor provided an overview of the attached [presidential contract](#) that was recommended by the Governance Committee for approval. Mr. Olson highlighted the faculty appointment, compensation, outside activities, and recruitment fee components of the draft.

Traynor moved, Morton seconded, to approve the initial presidential contract with an amendment to section 4a, reducing a performance incentive to 15%:

4. Compensation, Allowances, and Other Benefits.

a. Base Salary. [President] will be paid a base salary of _____ (\$_____) for the initial contract year which runs from _____ to _____ paid in accordance with and subject to [School]'s normal payroll process. Compensation for successive contract years shall be set by the SBHE as funds are available and as part of the annual performance review process. [President] may also be offered performance incentives of up to ~~twenty five percent (25%)~~ fifteen percent (15%) above the base salary based on the achievement of goals set by the SBHE in a separate agreement.

The Board discussed further and several members, along with the faculty and staff representatives, spoke in opposition to include any performance incentives for presidents.

Ryan moved, Traynor seconded, to approve the [initial presidential contract](#) with an amendment removing the inclusion of a performance incentive, striking the last sentence in section 4a entirely:

4. Compensation, Allowances, and Other Benefits.

a. Base Salary. [President] will be paid a base salary of _____ (\$_____) for the initial contract year which runs from _____ to _____ paid in accordance with and subject to [School]'s normal payroll process. ~~Compensation for successive contract years shall be set by the SBHE as funds are available and as part of the annual performance review process. [President] may also be offered performance incentives of up to fifteen percent (15%) above the base salary based on the achievement of goals set by the SBHE in a separate agreement.~~

Mihalick, Ryan, Neset, Morton, Louters, Traynor, Dschaak, and Hacker voted yes.

3. **Executive Session**

Traynor moved at 12:40, Mihalick seconded, to enter Executive Session to (1) consider the appointment of, and contract terms for Interim President of Dickinson State University; and (2) limit the executive session to voting board members, nonvoting advisors, the chancellor, invited NDUSO staff, and board counsel.

The legal authority for closing this portion of the meeting is North Dakota Century Code section 15-10-17(1) (a).

Executive session began at 12:45 p.m. CT.

SBHE Members participating:

Mr. Nick Hacker Chair
Mr. Don Morton
Mr. Dan Traynor
Mr. Tim Mihalick
Mr. Andy Wakeford, Staff Adviser

Dr. Casey Ryan, Vice Chair
Ms. Ashley Thornton
Ms. Jill Louters
Ms. Kathleen Neset
Dr. Birgit Pruess, Faculty Adviser

Others Present:

Chancellor Hagerott
Ms. Terry Meyer
Ms. Kristie Hetzler
Mr. Eric Olson, Attorney General's Office
Mr. Chris Pieske, Attorney General's Office

Executive session adjourned at 12:57 p.m. CT.

4. **Reconvene Opening Meeting** 1:02 p.m.

Traynor moved, Morton seconded, to appoint Mr. Stephen Easton as Interim President of Dickinson State University, subject to a satisfactory background check and further, approve the terms and contract set forth by the Chancellor.

Louters, Traynor, Dschaak, Nese, Morton, Mihalick, Ryan, and Hacker voted yes.

The meeting adjourned at 1:05 p.m. CT

Approved December 3, 2019.