

**BOARD OF REGENTS  
MINUTES OF THE MEETING  
May 9, 2023**

The South Dakota Board of Regents met on May 9, 2023, via Zoom teleconference at 9:00 a.m. Central Time with the following members present:

ROLL CALL:

John Bastian – PRESENT  
Brock Brown – PRESENT  
James Lochner – PRESENT  
Douglas Morrison – PRESENT  
Pam Roberts – PRESENT  
Jeff Partridge, Secretary – PRESENT  
Jim Thares, Vice President – PRESENT  
Tim Rave, President – PRESENT

Also present during all or part of the meeting were Dr. Brian Maher, Board of Regents Executive Director and CEO; Nathan Lukkes, Chief of Staff; Dr. Janice Minder, System Vice President for Academic Policy and Planning; Heather Forney, System Vice President of Finance and Administration; Kayla Bastian, Chief Human Resources Officer; Shuree Mortenson, Director of Communications; Liza Clark, Director of Government Relations and Economic Development; Dr. Pamela Carriveau, System Associate Vice President for Academic Programming; Katie Maley, Executive Assistant to the CEO and Board; Barry Dunn, SDSU President; José-Marie Griffiths, DSU President; Laurie Nichols, BHSU President; Jim Rankin, SDSMT President; Dr. Neal Schnoor, NSU President; Sheila Gestring, USD President; Kim Wadsworth, SDSD Superintendent; Dan Trefz, SDSBVI Superintendent; and other members of the Regental system and public and media.

**TUESDAY, MAY 9, 2023**

Regent Rave declared a quorum present and called the meeting to order at 11:00 a.m.

**1-A Approval of the Agenda**

IT WAS MOVED by Regent Bastian, seconded by Regent Thares, to approve the agenda as published. Motion passed.

**1-B Declaration of Conflicts**

There were no declared conflicts.

**1-C Approval of the Minutes – Meeting on March 29-30, 2023**

IT WAS MOVED by Regent Roberts, seconded by Regent Partridge, to approve the minutes of the Board of Regents meeting on March 29-30, 2023. Motion passed.

**1-D Motion to Dissolve into Executive Session**

IT WAS MOVED by Regent Partridge, seconded by Regent Thares, that the Board dissolve into Executive Session at 9:10 a.m. on Tuesday, May 9, to consult with legal counsel and discuss personnel matters, pending and prospective litigation, contractual matters, and marketing or pricing strategies by a board of a business owned by the State when public discussion may be harmful to the competitive position of the business.

That it rise from Executive Session at 10:40 a.m. and reconvene in public session to resume the regular order of business and report its deliberations while in executive session, and take any action it deems prudent as a result thereof. Motion passed.

The Board dissolved into executive session.

The Board reconvened in public session at 11:40 a.m.

**3-A Report and Actions of Executive Session**

Regent Partridge that the Board dissolved into Executive Session at 9:10 a.m. on Tuesday, May 9, to consult with legal counsel and discuss personnel matters, pending and prospective litigation, contractual matters, and marketing or price strategies by a board of a business owned by the State when public discussion may be harmful to the competitive position of the business, before rising from executive session at 11:40 a.m.

While in Executive Session, the Board discussed the matters just described, which included certain recommended actions as set forth in the Secretary's Report and other matters permitted by law.

IT WAS MOVED by Regent Partridge, seconded by Regent Morrison, to approve the recommended actions as set forth in the Secretary's Report and that it publish said Report and official actions in the formal minutes of this meeting. Motion passed.

A copy of the Secretary's Report can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **3-B Reports on Individual Regent Activities**

No reports.

### **3-C Reports from Individual Presidents and Superintendents**

No reports.

### **3-D Report of the Executive Director**

Dr. Brian Maher, Executive Director and CEO, stated that this will be his last report in his role as Executive Director. He extended his gratitude toward the board and staff, noting that throughout his tenure in this role he feels everyone has been incredible to work with. For recent events, Dr. Maher stated that spring graduation ceremonies at each of the campuses went off without a hitch this last weekend and thanked each regent for attending their respective ceremony to represent the Board as a whole. Dr. Maher extended a welcome to the two new board members: Regent Doug Morrison and Regent Jim Lochner.

### **4 Public Comment Period**

There were no public comments.

### **CONSENT AGENDA**

IT WAS MOVED by Regent Roberts, seconded by Regent Thares, to approve consent agenda items 5-A through 5-O as presented.

Regent Partridge requested an additional overview description regarding item 5-O. Heather Forney, System Vice President of Finance and Administration, and David Overby, SDSU Vice President for Technology and Security, stated there are plans to be bringing back to the Board in October a little bit more of a detailed priority list on the Fee M&R and HEFF M&R going forward.

To provide some clarity for Regent Lochner regarding item 5-N M&R Projects (Greater than \$250,000), particularly regarding to SOC, Heather Forney briefly walked through the process of how those requests are vetted prior to them being placed on a consent item for formal Board approval.

Motion passed.

### **5-A Graduation Lists**

Approve the attached BHSU, DSU, NSU, SDSMT, SDSU, USD and SDSBVI graduation lists contingent upon the students' completion of all degree requirements.

A copy of the Graduation Lists can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-B New Program Request – SDSU – Minor in Concrete Materials Science**

Authorize SDSU to offer a minor in Concrete Materials Science, as presented.

A copy of the New Program Request – SDSU – Minor in Concrete Materials Science can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-C (1) New Certificate Request – DSU – Esports Coaching (Graduate)**

Authorize DSU to offer a graduate certificate in Esports Coaching, as presented.

A copy of the New Certificate Request – DSU – Esports Coaching (Graduate) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-C (2) New Certificate Request – DSU – Paraprofessional (Undergraduate)**

Authorize DSU to offer a Paraprofessional undergraduate certificate, as presented.

A copy of the New Certificate Request – DSU – Paraprofessional (Undergraduate) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-C (3) New Certificate Request – SDSU – Basic Oceti Sakowin Language (Undergraduate)**

Authorize SDSU to offer an undergraduate certificate in Basic Oceti Sakowin Language, as presented.

A copy of the New Certificate Request – SDSU – Basic Oceti Sakowin Language (Undergraduate) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-C (4) New Certificate Request – SDSU – Geospatial Intelligence (Graduate)**

Authorize SDSU to offer a graduate certificate in Geospatial Intelligence, as presented.

A copy of the New Certificate Request – SDSU – Geospatial Intelligence (Graduate) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-D (1) New Specialization Request – BHSU – Strength and Conditioning – BS in Exercise Science**

Authorize BHSU to offer a specialization in Strength and Conditioning within the BS in Exercise Science, as presented.

A copy of the New Specialization Request – BHSU – Strength and Conditioning – BS in Exercise Science can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-D (2) New Specialization Request – SDSMT – Environmental Sciences – BS in Atmospheric and Environmental Sciences**

Authorize SDSMT to offer a specialization in Environmental Sciences within the BS in Atmospheric and Environmental Sciences, as presented.

A copy of the New Specialization Request – SDSMT – Environmental Sciences – BS in Atmospheric and Environmental Sciences can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**5-D (3) New Specialization Request – SDSMT – Meteorology – BS in Atmospheric and Environmental Sciences**

Authorize SDSMT to offer a specialization in Meteorology within the BS in Atmospheric and Environmental Sciences, as presented.

A copy of the New Specialization Request – SDSMT – Meteorology – BS in Atmospheric and Environmental Sciences can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**5-D (4) New Specialization Request – USD – Conservation Biology – PhD in Biological Sciences**

Authorize USD to offer a specialization in Conservation Biology within the PhD in Biological Sciences, as presented.

A copy of the New Specialization Request – USD – Conservation Biology – PhD in Biological Sciences can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**5-D (5) New Specialization Request – USD – Neuroscience – MS in Biology**

Authorize USD to offer a specialization in Neuroscience within the MS in Biology, as presented.

A copy of the New Specialization Request – USD – Neuroscience – MS in Biology can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**5-E New Site Request – SDSU – Concrete Industry Management (Online)**

Approve SDSU’s new site proposal to offer the BS in Concrete Industry Management online, as presented.

A copy of the New Site Request – SDSU – Concrete Industry Management (Online) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**5-F Revised BOR Policy 2:20 – Catalogs; and Repeal BOR Policy 1:10 – Relationship of Curriculum and Instruction to Statutory Objectives (Second Reading)**

Approve the second and final reading of the proposed revisions to BOR Policy 2:20 and repeal of BOR Policy 1:10, as presented.

A copy of the Revised BOR Policy 2:20 – Catalogs; and Repeal BOR Policy 1:10 – Relationship of Curriculum and Instruction to Statutory Objectives (Second Reading) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-G Inactive Status and Program Termination Requests – BHSU, DSU, & USD**

Approve the program termination requests from BHSU, DSU, and USD as presented in Attachments I through III.

A copy of the Inactive Status and Program Termination Requests – BHSU, DSU, & USD can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-H Site Termination Requests – USD**

Approve USD's requests to terminate the on-campus delivery sites for the specified programs, as presented.

A copy of the Site Termination Requests – USD can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-I (1) Request to Seek Accreditation – Black Hills State University (CAAHEP)**

Approve BHSU's request to seek accreditation from the Commission on Accreditation of Allied Health Education Programs for their BS in Exercise Science.

A copy of the Requests to Seek Accreditation – Black Hills State University (CAAHEP) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-I (2) Request to Seek Accreditation – Black Hills State University (CASCE)**

Approve BHSU's request to seek accreditation from the Council on Accreditation of Strength and Conditioning Education for their BS in Exercise Science.

A copy of the Request to Seek Accreditation – Black Hills State University (CASCE) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-I (3) Request to Seek Accreditation – Northern State University (CoAES)**

Approve NSU's request to seek accreditation from Commission on Accreditation for Exercise Sciences (CoAES) for their BS in Human Performance.

A copy of the Request to Seek Accreditation – Northern State University (CoAES) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-J Articulation Agreement – USD**

Approve the University of South Dakota's articulation agreements with Western Iowa Tech Community College (WITCC), as presented.

A copy of the Articulation Agreement – USD can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-K Agreements on Academic Cooperation – SDSMT**

Approve South Dakota School of Mines and Technology’s agreements on academic cooperation with the University of Mines and Technology and the Universidad Catolica del Norte, as presented.

A copy of the Agreements on Academic Cooperation – SDSMT can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-L Academic Calendar – Special Schools**

Approve the proposed academic calendars for the South Dakota School for the Blind and Visually Impaired and the South Dakota Services for the Deaf, as presented.

A copy of the Academic Calendar – Special Schools can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-M FY24 Fee M&R Projects**

Approve the FY24 Maintenance and Repair Fee projects as presented in Attachment I.

A copy of the FY24 Fee M&R Projects can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-N M&R Projects (Greater than \$250,000)**

Approve the requested maintenance and repair projects as described in this item.

A copy of the M&R Projects (Greater than \$250,000) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-O FY24 General Fund M&R Allocation and Project List**

Approve the FY24 General Fund M&R projects as presented in Attachment I.

A copy of the FY24 General Fund M&R Allocation and Project List can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-P Annual Curriculum Report**

A copy of the Annual Curriculum Report can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-Q Interim Actions of the Executive Director**

A copy of the Interim Actions of the Executive Director can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-R Building Committee Report**

A copy of the Building Committee Report can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-S Intent to Plan Requests**

A copy of the Intent to Plan Requests can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

## **ACADEMIC AND STUDENT AFFAIRS**

### **6-A SDSBVI Special Education Comprehensive Plan**

Dan Trefz, SDSBVI Superintendent, stated that the last strategic plan for SDSBVI was approved in June of 2019, and it is reviewed annually for purposes of improving the SDSBVI. The school's improvement plan assists SDSBVI staff, administration, and their various stakeholders to develop the school's mission and further support meeting the needs of the students attending or being serviced by SDSBVI. This is an informational item for the Board as to the accreditation and strategic planning evaluation that was most recently conducted.

IT WAS MOVED by Regent Brown, seconded by Regent Thares, to approve the South Dakota School for the Blind and Visually Impaired's Comprehensive Plan for Special Education as presented for signature by the BOR President, as presented. Motion passed.

A copy of the SDSBVI Special Education Comprehensive Plan can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **6-B SDSBVI School Accreditation and Improvement Plan**

Dan Trefz, SDSBVI Superintendent, stated that the last strategic plan for SDSBVI was approved in June of 2019, and it is reviewed annually for purposes of improving the SDSBVI. The school's improvement plan assists SDSBVI staff, administration, and their various stakeholders to develop the school's mission and further support meeting the needs of the students attending or being serviced by SDSBVI. This is an informational item for the Board as to the accreditation and strategic planning evaluation that was most recently conducted.

A copy of SDSBVI School Accreditation and Improvement Plan can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **6-C New BOR Policy – Minors on Campus (Second Reading)**

Nathan Lukkes, SDBOR Chief of Staff, stated that the most substantive edits sare in the second portion of the policy noting that there is a new Section 2.2.

Regent Partridge asked for comment and input on how the process for getting this policy put together went. President Dunn noted that they did have a great deal of input placed into this and it has been a very sound process and looks forward to its implementation. President Rankin also noted there were a lot of comments from their campus and really appreciated that their suggestions were taken to heart. Regent Rave thanked everyone involved for collaborating on this process and putting in the time and



effort to get this done. Regent Bastian noted that Nathan Lukkes had conversations with the Governor's office in between the first reading and the second reading of this policy draft as well, and Nathan affirmed that there were additional edits that resulted from input and comments from the Governor's staff.

IT WAS MOVED by Regent Brown, seconded by Regent Bastian, to approve the second and final reading of the new BOR Policy 1:35 – Minors on Campus, as presented. Motion passed.

A copy of New BOR Policy – Minors on Campus (Second Reading) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **6-D New Program Requests – SDSU – BS in Elementary Education & BS in Special Education**

Dr. Pamela Carriveau, System Associate Vice President for Academic Programming, noted that whenever a new program is proposed it begins with an Intent to Plan which has its own vetting process. After that is completed, a whole new process is implemented for getting the program vetted for approval before it comes to the Board for consideration. Dennis Hedge, SDSU Provost and Vice President for Academic Affairs, provided an overview of the program request being presented and the need for it to be approved.

Regents Morrison and Lochner questioned that during the presentation of the budget it seemed to mostly portray SDSU; they were curious to the impact this will have on the other institutions and their students. Dennis Hedge clarified that those student numbers are not students they would be taking from other institutions, but rather their own students who would like to declare this program as a major but currently do not have the opportunity to do so. SDSU's student athletes would be one area this would affect, for example. Regent Morrison was thankful for the explanation but was still concerned there would be other institutions in our system that would lose students and faculty if this were to be approved.

Dr. Janice Minder affirmed that during the vetting and research process, there is a slight chance of some shuffling but there was nothing major that indicated that would happen. Regent Partridge noted that what he believes Regent Morrison is getting at is that while the staff involved in this process looked at all areas, they themselves (regents) have not seen the exact details and numbers that went into this process. Dr. Minder noted that there has been a lot of this information shared with the Committee on Academic and Students Affairs (Committee A), a standing committee of the Board, so there has been some integration of those details into the Board, but she and Dr. Carriveau certainly could share it more broadly with the Board if needed. Regent Bastian asked if this request is on the May agenda for a reason, or if it could be deferred to the June agenda. Provost Hedge affirmed that the May approval is very important in the timeline needed for notifying the necessary constituents involved as well as the implementation.

Regent Roberts stated that of all the individuals who reached out to her personally regarding this program, all were positive and had made statements on how they wish this program was available to them or their kids earlier. As a result, she indicated she feels good about supporting the approval of this program to benefit students. Regent Rave noted that on average there are roughly 35 students each year that are attending SDSU who do not want to go anywhere else, who are willing to pay for a fifth year of school to get to this degree currently that are adding to their student debt for what would ultimately be a \$40,000 a year job. That added debt to pay ratio does not sit well with him and there needs to be something to reduce the cost for the student to not force them to enroll for an additional

year if they do not need to. If approving this program resolves some of that, it is hard to ignore in that respect.

Regent Brown assured that he has personal experience with this program through his fiancé as she is one of the students who would have benefited from this program.

IT WAS MOVED by Regent Brown, seconded by Regent Roberts, to authorize SDSU to offer a BS in Elementary Education and a BS in Special Education, as presented.

ROLL CALL:

John Bastian – Yea  
Brock Brown – Yea  
James Lochner – Nay  
Douglas Morrison – Nay  
Pam Roberts – Yea  
Jeff Partridge – Yea  
Jim Thares – Yea  
Tim Rave – Yea

Motion passed.

A copy of New Program Requests – SDSU – BS in Elementary Education & BS in Special Education can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**6-E Program Modifications Requiring Board Approval – BHSU**

Dr. Pamela Cariveau, System Associate Vice President for Academic Programming, stated that BHSU is requesting a substantive program modification to change their existing Physical Science program to Physics and become a part of a larger collaborative with other regental institutions. Students who are well informed know that the degree name “Physical Science” does not afford the same credibility as a “Physics” degree. This has resulted in the loss of prospective students throughout the 5-state region that would otherwise have considered attending BHSU for their undergraduate degree. Converting BHSU’s Physical Science program to a Physics degree would increase the number of students graduating with Physics degrees by at least 1-2 students per year. Additionally, like the other institutions in the collaborative Physics degree program, BHSU has a limited number of faculty to support the Physics courses. Having a Physics degree program at BHSU would benefit the University by allowing BHSU to become part of the larger collaborative Physics program with USD, SDSU and SDSMT and leverage the resources available at BHSU with those of the other participating institutions.

Regent Rave noted that this is a great example of growing a program and finding efficiencies.

IT WAS MOVED by Regent Brown, seconded by Regent Bastian, to approve BHSU’s program modification requests for the BS in Physical Science, as presented. Motion passed.

A copy of Program Modifications Requiring Board Approval – BHSU can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

## **BUDGET AND FINANCE**

### **7-A FY24 USD-Sioux Falls Tuition Rates**

Heather Forney, System Vice President of Finance and Administration, stated these should have been on the March Board agenda for approval along with the other tuition and fee approvals, however it was inadvertently missed for inclusion. There are no changes from FY23 to FY24.

IT WAS MOVED by Regent Partridge, seconded by Regent Roberts, to approve the addition of associate degree programs, Remedial and Over Sixty-Five rates at the University of South Dakota – Sioux Falls to the FY24 On-Campus Tuition Schedule at the amounts listed. Motion passed.

A copy of FY24 USD-Sioux Falls Tuition Rates can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-B Capital Projects List**

Heather Forney, System Vice President of Finance and Administration, stated that projects listed in the item are any that are of \$5 million or more. Normally these are on the consent agenda during regular Board meetings; however, each year in May this item is pulled out for full discussion.

A copy of the Capital Projects List can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-C SDSU Cottonwood Range and Livestock Field Station Facility Program Plan (FPP)**

Heather Forney, System Vice President of Finance and Administration, turned the presentation of this item over to Barry Mielke, SDSU Associate Vice President for Facilities and Services. He stated that South Dakota State University (SDSU) requests approval of this Facility Program Plan (FPP) to continue planning the new Cottonwood Range and Livestock Field Station renovations and upgrades. The Cottonwood Field Station is located near Phillip, SD, and consists of 2,640 acres at the home site with an additional 1,100 grazing acres near Sturgis, SD. The site includes appropriate utilities and access. The property includes areas suitable for all improvements needed to renovate and modernize the Cow/Calf Field Research and Education Unit including open pens, semi-enclosed holding pens, sorting pens, enclosed animal handling pens, commodity storage, and classroom/conference facilities.

Regent Lochner asked if there were any animal welfare upgrades or changes, are they built into the system/facility. President Dunn that they take the utmost care to ensure animals are properly cared for and invited Regent Lochner to visit campus for a tour of their new facilities and how those care standards are met. President Dunn noted that this ask does integrate upgrades that would greatly improve animal welfare in areas where it may fall short.

IT WAS MOVED by Regent Partridge, seconded by Regent Roberts, to approve SDSU's Facility Program Plan for the Cottonwood Range and Livestock Field Station Renovations and Upgrades which will be funded by FY23 onetime general funds and private donations. Motion passed.

A copy of SDSU Cottonwood Range and Livestock Field Station Facility Program Plan (FPP) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**ADJOURNMENT**

IT WAS MOVED by Regent Bastian, seconded by Regent Brown, to adjourn the meeting. Motion passed.

The meeting adjourned at 1:10 p.m.

DRAFT

## *Secretary's Executive Session Report*

*The Board convened in Executive Session pursuant to the vote of the majority of the Board present and voting at its public meeting on Tuesday, May 9, 2023, in accordance with SDCL 1-25-2 to discuss matters authorized therein. Following executive session, the Board will meet in open session to discuss and take official action on the matters set forth below, all other matters discussed were consistent with the requirements of SDCL 1-25-2, but no official action on them is being proposed at this time.*

### *Recommended Actions:*

*2-A – Authorize the General Counsel to proceed with the legal matter(s) within the parameters discussed.*

*2-D – Approve the promotion and tenure requests as presented in Attachment I.*

*2-E – Approve the leave requests for Kristi Bockorny (NSU), Ric Dias (NSU), John Long (NSU), and Pen Pearson (NSU), as presented.*

*2-F – Approve the appointment of Julie Luke, effective May 22, 2023 at an annual salary of \$86,685.00.*

*2-G – Approve the FY24 salary policy recommendations as outlined in Attachment II.*

*2-H – Amend and renew the annual contracts as directed for President Barry Dunn, President Sheila Gestring, President Jose Marie-Griffiths, President James Rankin, President Laurie Nichols and President Neal Schnoor effective June 22, 2023 through June 21, 2024, and authorize the staff to take actions necessary and appropriate to effectuate the same.*

*2-J – Approve the evaluation letters for President Nichols and President Rankin as presented.*

*2-K – Approve the request to grant tenure as a Professor to Dr. Adam Bailey (BHSU).*

**APPROVE THE FOLLOWING TENURE AND/OR PROMOTION REQUESTS  
FOR THE FOLLOWING FACULTY MEMBERS:**

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**BLACK HILLS STATE UNIVERSITY**

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Promotion:	Skott Chandler Jarrett Moore Daniel Asunskis Katrina Jensen Nancy Roberts Desy (Jami) Schoenwies	Tenure:	Skott Chandler Jarrett Moore
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**DAKOTA STATE UNIVERSITY**

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Promotion:	Julie Wulf Plimpton Qiang (David) Zeng Wendy Simmermon Tom Halverson	Tenure:	Renae Spohn Julie Wulf Plimpton Qiang (David) Zeng
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**NORTHERN STATE UNIVERSITY**

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Promotion:	Anna Schwan Liz Sills Stacy Trentham Peter Ramey	Tenure:	Anna Schwan Liz Sills Stacy Trentham
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**SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY**

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Promotion:	Lisa Rebenitsch Erica Haugtvedt Congzhou Wang Scott Wood Darrin Pagnac Christy Tidwell Martha Garlick Andrea Brickey Sara Racz Christine Mathews Michelle Richard-Greer Aaron Lalley Peter McKeon Michael Dowding	Tenure:	Lisa Rebenitsch Erica Haugtvedt Congzhou Wang Scott Wood
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 SOUTH DAKOTA STATE UNIVERSITY
 

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Promotion:	Sharon Smith	Tenure:	Judson Grubbs
	Evren Celik Wiltse		John McMaine
	Jennifer Anderson		Hailong Jin
	William Wood		Andrea Leschewski
	Amber Letcher		Christin Carotta
	Doug Raynie		Anthony Durr
	Gemechis Djira		Laura Hasselquist
	Guanghai Hua		Axton Betz-Hamilton
			Xu Li
			Lee Weidauer
			Nicholas Butzin
			Greg Heiberger
			Dapeng Li
			Alham Abuatiq
			Robin Brown

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 UNIVERSITY OF SOUTH DAKOTA
 

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Promotion:	Christopher Anderson	Tenure:	Christopher Anderson
	Andrea Liebl		Andrea Liebl
	Pere Miro Ramirez		Pere Miro Ramirez
	Bess Vlasisavljevich		Bess Vlasisavljevich
	Nathan Bates		Kari Oyen
	Paul Formisano		Russell Todd Cranson
	Meghann Jarchow		Lauren Freese
	Lindsey Jorgensen		Amy Laursen
	Robert Turner III		David Sanderson
	Elizabeth DeVelder		Musheera Anis Abdellatif
	Dale Clark		Whitney Lucas Molitor
	Cheyenne Marco		Allison Naber
	Gregory Bertsch		Hong Zheng
	Erin Cornelsen		
	Kari Oyen		
	Russell Todd Cranson		
	Lauren Freese		
	Amy Laursen		
	David Sanderson		
	Young Ae Kim		
	Paul Lombardi		
	Elizabeth Heeren		
	Carol Leibiger		
	Musheera Anis Abdellatif		
	Whitney Lucas Molitor		
	Allison Naber		
	Hong Zheng		
	Michelle Lichtenberg		
	Kevin Francis		
	Amy Hogue		
	Santiago Lopez		
	Matthew McDougall		
	Gokhan Olgun		
	Naveen Rajpurohit		
	Benjamin Solomon		

## UNIVERSITY OF SOUTH DAKOTA (continued)

KayeLyn Wagner  
 Jody Huber  
 Fady Jamous  
 Christine Pocha  
 Tiffany Von Wald

**DENY THE FOLLOWING TENURE, PROMOTION AND/OR RENEWAL REQUESTS FOR  
 THE FOLLOWING FACULTY MEMBERS:**

**DAKOTA STATE UNIVERSITY**

Promotion: DSU 5

**NORTHERN STATE UNIVERSITY**

Promotion: NSU 4

**SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY**

Promotion: SDSMT 5  
 SDSMT 6

**SOUTH DAKOTA STATE UNIVERSITY**

Tenure: SDSU 1  
 SDSU 2

**UNIVERSITY OF SOUTH DAKOTA**

Promotion: USD 11  
 USD 17  
 USD 32



# Black Hills State University

## Non-Faculty Exempt

Name	Department	Position	Title	FTE	Mths	FY23	FY24	Total	FY24	FY24	FY24	FY24	FY24	FY24
						Base	Salary	Increase	Slry	Mrkt	Perfm	Inst	Prom	Adj
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	Facility													
Liddick, Deborah	Services	BE9930	Asst Dir, Facil	1.00	12	62,000.00	74,000.00	12,000.00	8.77	4.57	4.21	.00	.00	10.58
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	Intercollegiate													
Nore, Mark	Athletics	BE9763	Head Women's Ba	1.00	10	77,100.00	87,135.00	10,035.00	7.18	1.77	4.76	.65	.00	5.84
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	Intercollegiate													
Thompson, Ryan	Athletics	BE9720	Head Men's Bask	1.00	10	83,329.00	100,706.00	17,377.00	11.25	2.97	5.88	2.40	.00	9.60
-----														
	International													
Palmer, Kaitlin	Studies	BE9179	International A	1.00	12	42,980.00	48,800.00	5,820.00	13.54	7.75	4.42	1.37	.00	.00
-----														
	Student													
McKinzie, Shannon	Success Center	BE9090	Professional Ad	1.00	12	40,196.00	45,254.00	5,058.00	12.58	7.76	3.85	.98	.00	.00
-----														
	Student													
Medigovich, Cassy	Success Center	BE9089	Professional Ad	1.00	12	40,196.00	45,588.00	5,392.00	13.41	7.76	4.68	.98	.00	.00
-----														
	Student													
Gramm, Jessica	Union	BE9403	Student Engagem	1.00	12	38,813.00	46,045.00	7,232.00	18.63	14.02	4.61	.00	.00	.00
-----														
	University													
Detlefs, Maegan	Communications	BE9250	Communications	1.00	12	52,000.00	59,152.00	7,152.00	13.75	5.22	6.93	1.60	.00	.00
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# Black Hills State University

## Faculty

Name	Department	Position	Title	FTE	FY23	FY24	Total	FY24	FY24	FY24	FY24	FY24	FY24
					Base	Salary	Increase	Slry	Mrkt	Perf	Inst	Prom	Adj
Ellis	School		Associate										
Trenton	of Behavioral		Prof, Huma										
	Sciences	BE9617	Services	1.00	66382.00	74561.00	8179.00	12.32	6.66	5.02	.65	.00	.0
Hollingswo	School		Assistant										
Michael	of Behavioral		Professor,										
	Sciences	BE9944	Human Serv	1.00	57614.00	65778.00	8164.00	14.17	8.84	4.68	.65	.00	.0
Prosser	School		Assistant										
Laura	of Business	BE9741	Professor,	1.00	90058.00	101934.00	11876.00	13.19	6.46	5.60	1.12	.00	.00

# Dakota State University

## Non-Faculty Exempt

Name	Department	Position	Title	FTE	Mths	FY23	FY24	Total	FY24	FY24	FY24	FY24	FY24	FY24
						Base	Salary	Increase	Slry	Mrkt	Perfm	Inst	Prom	Adj
-----														
	Athletic													
Hardie, Derrion	Director	DE9967	Head Baseball C	1.00	12	47,621.00	55,144.00	7,523.00	15.80	3.17	6.33	6.30	.00	.00
-----														
	Athletic													
Moe, David	Director	DE9968	Head Woman's Ba	1.00	12	57,539.00	67,677.00	10,138.00	17.62	5.21	6.33	6.08	.00	.00
-----														
	Athletic													
Roland, Andrew	Director	DE9437	E-Sports Head C	1.00	12	47,033.00	53,658.00	6,625.00	14.09	3.51	6.33	4.25	.00	.00
-----														
	Athletic													
Vassalotti, Stephen	Director	DE9719	Head Strength &	1.00	12	47,900.00	58,874.00	10,974.00	10.38	3.01	6.33	1.04	.00	12.53
-----														
	Athletic													
Veenhof, Amy	Director	DE9965	Head Volleyball	1.00	12	56,985.00	64,660.00	7,675.00	13.47	5.49	6.33	1.65	.00	.00
-----														
	Athletics													
	- Intercolleg													
Dieffenbaugher, Cody	Athletics	DE9401	PT-Assistant Fo	.48	12	12,800.00	14,808.00	2,008.00	15.69	11.47	4.22	.00	.00	.00
-----														
	Athletics													
	- Intercolleg													
Sinsabaugh, Tyler	Athletics	DE9960	Defensive Coord	1.00	12	44,486.00	50,803.00	6,317.00	14.20	5.06	6.33	2.81	.00	.00
-----														

Athletics														
- Intercolleg														
Williams, D'Artist	Athletics	DE9381	PT Assistant Tr	.48	12	13,136.00	15,078.00	1,942.00	14.78	10.57	4.22	.00	.00	.00
-----														
Athletics														
- Intercolleg														
Yost, Andrew	Athletics	DE9957	Offensive Footb	1.00	12	40,000.00	45,002.00	5,002.00	12.51	8.29	4.22	.00	.00	.00
-----														
Facilities														
Management														
Hass, Eric	Admin	DE9583	Assistant Dir F	1.00	12	57,439.00	64,879.00	7,440.00	12.95	7.24	4.22	1.50	.00	.00
-----														
Housing														
& Resident														
Smith, Nicholas	Life	DE9946	Residence Hall	1.00	12	35,600.00	40,103.00	4,503.00	12.65	1.93	4.22	6.50	.00	.00
-----														
Human														
Resources														
Entringer, Alicia	Resources	DE9497	Human Resources	1.00	12	57,675.00	66,426.00	8,751.00	15.17	7.11	6.33	1.73	.00	.00
-----														
University														
Advancement														
Bornholdt, Logan	Advancement	DE9351	Assist Dir of D	1.00	12	51,810.00	59,408.00	7,598.00	14.67	4.66	4.22	5.79	.00	.00
-----														
University														
Advancement														
Wollmann, Emily	Advancement	DE9307	Found Records/S	1.00	12	46,000.00	51,728.00	5,728.00	12.45	8.23	4.22	.00	.00	.00
-----														
University														
Assessment														
Uilk, Kristen	Assessment	DE9508	Activity Direct	1.00	12	65,963.00	74,216.00	8,253.00	12.51	.80	6.33	5.38	.00	.00
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# Dakota State University

## Faculty

Name	Department	Position	Title	FTE	FY23 Base	FY24 Salary	Total Increase	FY24 Slry	FY24 Mrkt	FY24 Perf	FY24 Inst	FY24 Prom	FY24 Adj
Britton Peter	Arts & Sciences		Assistant Professor										
		DE9685		1.00	64552.00	79882.00	15330.00	22.67	18.19	3.55	.93	.00	1.0
Carson Tate	Arts & Sciences		Assistant Professor										
		DE9646		1.00	55240.00	62621.00	7381.00	12.09	6.40	3.52	2.17	.00	1.2
Larson Haley	Arts & Sciences		Assistant Professor										
		DE9887		1.00	57844.00	64955.00	7111.00	11.25	6.32	3.76	1.18	.00	1.0
Ren Zhe	Arts & Sciences		Associate Professor										
		DE9576		1.00	61622.00	70363.00	8741.00	12.88	6.67	4.27	1.95	.00	1.3
Seman Daniel	Arts & Sciences		Assistant Professor										
		DE9645		1.00	55689.00	63131.00	7442.00	11.92	5.93	3.84	2.15	.00	1.4
Pederson Erik	Beacom College		Assistant Professor										
		DE9688		1.00	73418.00	84939.00	11521.00	12.97	9.75	3.22	.00	.00	2.7
Jenkins Jason	Beacom College		Instructor										
		DE9656		1.00	59831.00	72167.00	12336.00	20.62	8.30	6.96	5.37	.00	.00
Schulte Jennifer	Beacom College		Instructor										
		DE9721		1.00	58000.00	70252.00	12252.00	21.12	15.38	5.74	.00	.00	.00
Merkel Brenda	Business & Information		Assistant Professor										
		SDE9876		1.00	87000.00	98934.00	11934.00	13.03	9.32	2.56	1.15	.00	.69

# Northern State University

## Non-Faculty Exempt

Name	Department	Position	Title	FTE	Mths	FY23	FY24	Total	FY24	FY24	FY24	FY24	FY24	FY24
						Base	Salary	Increase	Slry	Mrkt	Perfm	Inst	Prom	Adj
-----														
	Counseling													
	Center -													
Shilman, Christina	Student Develop	NE9720	Counselor	1.00	10	43,374.00	51,700.00	8,326.00	19.20	12.70	6.50	.00	.00	.00
-----														
	University													
Varin, Elizabeth	Relations	NE9308	Multimedia Coor	1.00	12	38,122.00	42,800.00	4,678.00	12.27	6.02	6.25	.00	.00	.00
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# Northern State University

## Faculty

Name	Department	Position	Title	FTE	FY23	FY24	Total	FY24	FY24	FY24	FY24	FY24	FY24	FY24
					Base	Salary	Increase	Slry	Mrkt	Perf	Inst	Prom	Adj	
-----														
Joote	Dept		Assistant											
Justin	of Languages &	NE9526	Professor	1.00	54034.00	61716.00	7682.00	14.22	3.19	6.74	4.28	.00	.0	
-----														
Wold	Elementary		Associate											
Cheryl	Secondary & Spe	NE9335	Professor	1.00	63154.00	71317.00	8163.00	12.93	4.55	6.54	1.83	.00	.0	
-----														
Scholl	School		Assistant											
Aaron	of Business	NE9486	Professor	1.00	65838.00	75627.00	9789.00	14.87	11.42	3.45	.00	.00	.0	
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Name	Department	Position	Title	FTE	FY23	FY24	Total	FY24	FY24	FY24	FY24	FY24	FY24
					Base	Salary	Increase	Slry	Mrkt	Perf	Inst	Prom	Adj
-----													
White													
Tetiana	Dept of Languag	NE9451	Instructor	1.00	40289.00	45327.00	5038.00	12.50	.00	6.76	5.75	.00	.00
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**South Dakota State University**

**Non-Faculty Exempt**

Name	Department	Position	Title	FTE	Mths	FY23 Base	FY24 Salary	Total Increase	FY24 Slry	FY24 Mrkt	FY24 Perfm	FY24 Inst	FY24 Prom	FY24 Adj
-----														
	4H													
Jaeger, Katherine	Programs	EE9806	Extension Field	1.00	12	57,682.00	64,605.00	6,923.00	8.00	.76	7.25	.00	4.00	.00
-----														
	Biology													
McConnell, Ashley	& Microbiology	SE6424	Academic Adviso	1.00	12	56,798.00	64,013.00	7,215.00	12.70	.77	4.01	7.92	.00	.00
-----														
	Graduate													
Cowan, Jenna	Nursing	SE7670	Population Heal	1.00	12	65,600.00	74,650.00	9,050.00	13.80	.67	5.50	7.62	.00	.00
-----														
	Graduate													
Walstrom, Beth	Nursing	SE6856	Population Heal	1.00	12	61,539.00	70,443.00	8,904.00	14.47	.84	5.50	8.12	.00	.00
-----														
	Intercollegiate													
Dahl, Woodrow	Athletics	SE7537	Assistant Athle	1.00	12	45,335.00	52,000.00	6,665.00	14.70	1.05	8.85	4.80	.00	.00
-----														
	Intercollegiate													
Edens, Parker	Athletics	SE8050	Head Coach Men'	1.00	12	65,000.00	75,000.00	10,000.00	15.38	.79	4.21	10.38	.00	.00
-----														
	Intercollegiate													
Schneider, Ericka	Athletics	SE6507	Head Coach Wome	1.00	12	65,000.00	75,000.00	10,000.00	15.38	.79	4.21	10.38	.00	.00
-----														
	Intercollegiate													
Strunk, Loran	Athletics	SE7559	Assistant Athle	1.00	12	45,335.00	52,000.00	6,665.00	14.70	1.52	8.38	4.80	.00	.00
-----														
	Intercollegiate													
Thielbar, Carissa	Athletics	SE9615	Assistant Coach	1.00	12	83,680.00	98,000.00	14,320.00	17.11	.14	9.76	7.21	.00	.00
-----														



Intercollegiate														
Thramer, Sadie	Athletics	SE9803	Assistant Coach	1.00	12	82,680.00	95,000.00	12,320.00	14.90	.16	6.84	7.90	.00	.00
Undergraduate														
Leahy, Susie	Nursing	SE5826	Professional Ac	1.00	12	50,000.00	57,239.00	7,239.00	14.48	1.48	5.00	8.00	.00	.00
Undergraduate														
Sommerfeld, Jessica	Nursing	SE8910	Professional Ac	1.00	12	50,000.00	56,989.00	6,989.00	13.98	1.48	4.50	8.00	.00	.00
University														
Dominguez, Brian	Housing	SE6855	Assistant Direc	1.00	12	54,484.00	62,292.00	7,808.00	14.33	.65	4.50	9.18	.00	.00
Haaland, Janine	Registrar	SE8833	Associate Regis.	1.00	12	64,878.00	76,874.00	11,996.00	18.49	1.28	5.21	2.0	10	

## South Dakota State University

### Faculty

Name	Department	Position	Title	FTE	FY23 Base	FY24 Salary	Total Increase	FY24 Slry	FY24 Mrkt	FY24 Perf	FY24 Inst	FY24 Prom	FY24 Adj
Thaler Robert	Animal Science	EE9508	Distinguis Professor/	.44	63577.00	71473.00	7896.00	12.42	.00	11.63	.79	.00	.0
Meendering School Jessica	of Health & Consumer Sci	SE8144	Professor & Interim Associate Dean of Re	1.00	108843.00	122061.00	13218.00	12.14	4.19	6.12	1.84	.00	.0
Walsh Michael	School of Perfo	SE9550	Professor	1.00	74772.00	86686.00	11914.00	15.93	3.91	4.47	7.55	.00	.0
Erickson													

Kassandra	Allied & Popula	SE7520	Instructor	1.00	57807.00	65025.00	7218.00	12.49	1.48	7.98	3.03	.00	.00
-----													
Niemann													
Tiffany	Allied & Popula	SE5837	Instructor	1.00	56587.00	63482.00	6895.00	12.18	1.77	4.23	6.19	.00	.00
-----													
Wortman	Allied		Instructor										
Abby	& Population		Director										
	Health	SE5974	of Clinica	.75	46333.00	53460.00	7127.00	15.38	3.22	5.04	7.12	.00	.00
-----													
Lenertz-Ke													
Kristin	Biology & Micro	SE7502	Lecturer	1.00	60287.00	68784.00	8497.00	14.09	10.00	4.10	.00	.00	.00
-----													
Zwart	School		Clinical										
Mary	of Health		Assistant										
	& Consumer Sci	SE9792	Professor	1.00	66433.00	74525.00	8092.00	12.18	4.01	5.91	2.26	.00	.00
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**University of South Dakota**

**Faculty**

Name	Department	Position	Title	FTE	FY23 Base	FY24 Salary	Total Increase	FY24 Slry	FY24 Mrkt	FY24 Perf	FY24 Inst	FY24 Prom	FY24 Adj
-----													
Filotas													
Edwin	Philosophy	UE9033	Associate	1.00	66883.29	75817.57	8934.28	13.36	4.14	5.03	4.19	.00	.0
-----													
Custis School Assistant													
Tyler	of Business	UE9184	Professor	1.00	103167.27	116785.81	13618.54	13.20	5.66	5.90	1.65	.00	.0
-----													
Tiahrt School Associate													
Thomas	of Business	UE9156	Professor	1.00	117407.27	131653.65	14246.38	12.13	5.77	5.00	1.36	.00	.0
-----													
Jarchow Sustainability Chair,													
Meghann	and the Environ	UE8301	Sustainabi	.96	91041.67	107690.26	16648.59	8.29	.00	5.21	3.08	10.00	.0
-----													
Keith													
Angela	Mathematics	UE6936	Instructor	1.00	45966.15	52035.79	6069.64	13.20	.00	7.11	6.09	.00	.00
-----													
Schmidt													
Sally	Mathematics	UE7592	Instructor	1.00	48722.16	54576.73	5854.57	12.02	.00	6.27	5.75	.00	.00
-----													
Bates													
Nathan	Modern Language	UE9056	Lecturer	1.00	52329.10	58788.12	6459.02	12.34	.00	6.99	5.35	.00	.00
-----													
Fierro													
Jennifer	Sustainability	UE7226	Instructor	1.00	53982.53	60687.24	6704.71	12.42	.00	7.23	5.19	.00	.00
-----													