

**BOARD OF REGENTS  
MINUTES OF THE MEETING  
June 21-22, 2023**

The South Dakota Board of Regents met on June 21-22, 2023, at Dakota State University in Madison at 9:00 a.m. Central Time and via Zoom\* with the following members present:

ROLL CALL:

Brock Brown – PRESENT  
Judy Dittman -- PRESENT  
Randy Frederick – PRESENT  
James Lochner – PRESENT  
Douglas Morrison – PRESENT  
Randy Rasmussen – PRESENT  
Pam Roberts – PRESENT  
Jeff Partridge, Vice President – PRESENT  
Tim Rave, President – PRESENT

Also present during all or part of the meeting were Nathan Lukkes, Board of Regents Executive Director and CEO; Liza Clark, 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; 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.

**WEDNESDAY, JUNE 21, 2023**

Regent Rave declared a quorum present and called the meeting to order at 9:00 a.m.

**1-A Approval of the Agenda**

IT WAS MOVED by Regent Partridge, seconded by Regent Brown, 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 May 9, 2023**

IT WAS MOVED by Regent Roberts, seconded by Regent Partridge, to approve the minutes of the Board of Regents meeting on May 9, 2023. Motion passed.

**1-D Election of Officers**

IT WAS MOVED by Regent Brown seconded by Regent Roberts, to elect the following slate of officers effective immediately June 21, 2023: Tim Rave as President; Jeff Partridge as Vice President; and Doug Morrison as Secretary. Motion passed.

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

IT WAS MOVED by Regent Morrison, seconded by Regent Partridge, that the Board dissolve into Executive Session at 9:15 a.m. on Wednesday, June 21, 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 3:30 p.m., and reconvene in public session, to resume the regular order of business, and that the Board report its deliberations while in executive session and take any action it deems prudent as a result thereof in public session on Thursday, June 22. Motion passed.

The Board dissolved into executive session, recessed from executive session at 3:30 p.m. to reconvene in public session before resuming executive session.

**LEGISLATIVE ROUNDTABLE**

Senator Casey Crabtree and Representative Will Mortenson, majority leader for the Republican caucus. Mortenson stated that he feels the BOR is south Dakota focused and heading in the right direction. Making affordability and the American Dream are at the forefront by pushing programs like the Freedom Scholarship and the South Dakota Opportunity Scholarship for students and their families.

Regent Rave stated on behalf of the Board, the Presidents and their staff to thank the legislators and the Governor for the tuition freeze as it has made a huge impact on enrollment and placing South Dakota at a strategic advantage to surrounding states and look forward to having additional conversations about. He also noted that the only thing that matters is the kids and keeping school affordable and that does not happen without the help of the Governor and the Legislators.

Regent Partridge noted that the one thing that surfaces for the Board's priorities in his book is Senate Bill 55 and the work of that task force. We are well on our way to completing all 35 of the recommendations set forth by that taskforce. The Board is working to get those finished. Regent Partridge extended compliments the Presidents and their leadership teams on getting those tasks implemented and continually moving forward. There is a challenge on the way with our universities in the form of declining enrollments; the Board and university Presidents are ready for that storm, and one thing for them to look forward to and to meet that challenge would be the opportunity for discussion on an additional tuition freeze if possible. Regent Partridge also noted another thing on the Board's plan is to look at marketing more aggressively regionally as well as nationally.

Senator Crabtree stated that everyone is aware of the comments/concerns coming in being reported on in the media and inquired if the Board is aware of those concerns and whether those issues been noticed in the regental system. Regent Rave stated that the BOR and institutions have policies and procedures in place to address those concerns, amongst others.

Regent Brown affirmed that in his experience in his constitutional law studies, never once has he felt that his or fellow classmates' voices have been stifled in any way. His experience has been surrounded by very poised and thoughtful practices. Regent Rave agreed with those sentiments and noted that he feels South Dakota serves as a role model for other institutions across the country on how to have open, meaningful, and thoughtful conversations and debates.

Regent Partridge noted that the solution that a lot of people came up with was the Opportunity Centers and those really being an Opportunity for All. It doesn't matter who you are, where you are from, or what you look like, we want students to come to South Dakota and have every opportunity in front of them to be successful in South Dakota. The Opportunity Centers really help accomplish that and are working very well. Each of our universities has an Opportunity Center.

In regard to working with the SD Technical Colleges, Regent Rave highlighted the work that Dr. Janice Minder and Dr. Pam Carriveau have been diligently working on with the Tech Ed leadership regarding statewide articulation agreements amongst the institutions. Regent Roberts affirmed that she has been working in the system a long time and in the past, there have been very strong turf wars amongst institutions and the technical colleges, and that just is not the case today. She commended the staff from the technical colleges and the regental system who meet on a regular basis to continue to streamline paths of success between the regental institutions and the technical colleges to make student articulation as effective and streamlined as possible and for students to improve their overall success in attaining their postsecondary education in South Dakota.

Regent Partridge noted that it is very important that ensuring a freshman student becomes a sophomore, etc. An awful lot of work goes into retention that many staff/faculty at the institutions do that goes unrecognized. Regent Roberts stated that increased graduation rates will

follow the work being done on retention. Representative Mortenson stated that he knows that reasons for students leaving an institution are highly varied, and he and the other legislators are ready to help address those issues along with the Board where they can.

Regent Rave stated that if we are not here to help students who do not do well on standardized tests, then we are not doing our job; however, he feels the Board and the system are on the right track to address those concerns. Regent Partridge noted that President Nichols has been a nice job of streamlining the BHSU-Rapid City location into a health sciences location, and in getting an agreement in place to support health science pathways.

Senator Crabtree noted that regarding the Freedom Scholarship, he is excited to see where that is at now and it is fantastic. The backbone of that program was based on public and private partnerships. We have private industry partnerships leading and changing our paths. How does the Board see those partnerships changing those paths going forward. Regent Rave stated that he sees those partnerships getting bigger in gifts and doing research to expand and collaborate between the Board, Presidents, and the Legislature to drive those over the finish line. Regent Rave noted that his mind is with the entrepreneur and how the system can foster those individuals and IP to put together new paths and innovation. The Board is very open to more feedback on how they can step up to foster those new ideas and relationships.

Representative Mortenson affirmed the notion that the more requests the BOR can put before the legislature that is coming from a clear and concise voice for the system, the easier it makes it for them to do their jobs while also keeping an even hand when working through everything in front of them in session. Senator Crabtree noted that they would like the Board's budget priorities sooner rather than later, noting that they understand that those topics are still underway. Regent Roberts noted that she was glad and appreciative to hear from legislators that they like and prefer the unified approach the Regental system has been taking when it comes to the budget priorities.

Senator Crabtree noted that he is pleased with BOR staff and Regents in being very responsive to all of their inquiries and being quick to provide responses. He further affirmed that he is appreciative of Nathan Lukkes and Liza Clark in their leadership roles in the Board of Regents. Senator Crabtree noted that both he and Representative Mortenson have been working on a lot of projects workforce and education related, and they want to be active partners with the Board and know that the BOR has a lot of pressure in those areas, so they want to share some of that burden when opportunity allows.

### **Motion to Amend Motion to Dissolve into Executive Session**

IT WAS MOVED by Regent Morrison, seconded by Regent Partridge, to amend the motion to dissolve into executive session to reconvene in executive session at 6:00pm to continue discussing the matters previously described, and that it rise from executive session at 9:00pm and reconvene in public session on June 22 to resume the regular order of business, report its deliberations while in executive session and take any action it deems prudent as a result thereof.

**THURSDAY, JUNE 22, 2023**

The Board reconvened in public session at 9:00 a.m.

### **3. Informal Budget Hearings**

SDSU/CES/AES: President Dr. Barry Dunn and Michael Holbeck, Vice President for Finance & Budget, reviewed the budget priorities for South Dakota State University which focused on the Ag Experiment Station in M&R funding, rising construction costs Cottonwood, and BioProducts funding.

USD/Law School/SSOM: President Sheila Gestring, Julie Kriech, Vice President of Finance & Administration, Kurt Hackemer, Provost, and Dr. Tim Ridgway, Vice President of Health Affairs and Dean of the Sanford School of Medicine, reviewed the budget priorities for the University of South Dakota, the USD School of Law, and the Sanford School of Medicine.

SDSMT: President Dr. Jim Rankin reviewed budget priorities for South Dakota School of Mines & Technology which focused in part on Intellectual Property Protection (Patent) Fund.

DSU: President Dr. José-Marie Griffiths, Rebecca Hoey, Provost, and David De Jong, Dean of the College of Education, reviewed budget priorities for Dakota State University, which focused on the South Dakota Teacher Education Pathway program and SD-QIST Opportunities.

NSU: President Dr. Neal Schnoor and Veronica Paulson, VP of Finance and Administration reviewed the budget priority for Northern State University which focused on a Center for Public History and Civic Engagement and the Lincoln Hall Project.

BHSU: President Dr. Laurie Nichols and Kathy Johnson reviewed budget priorities for Black Hills State University, which focused on GAP Funding, enhancements to the Business School as a Regional Resource / Shared Business Program Facility, and a Center for Civic Engagement.

System Requests: Heather Forney, System Vice President of Finance & Administration, explained the system's budget priorities, which include requests for Dual Credit funding, Debt Retirement – HEFF Bonded Debt (which ties closely to Maintenance and Repair), and Tuition Freeze.

A copy of the Informal Budget Hearing materials can be found on pages \_\_ to \_\_ of the official minutes.

### **5-A Report and Actions of Executive Session**

Regent Morrison reported the Board dissolved into Executive Session at 9:15 a.m. on Wednesday, June 21, 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.

The Board recessed from executive session at 3:30 p.m. to reconvene in public session to resume the regular order of business, after which it reconvened in executive session to continue discussing the matters previously stated, before rising from executive session at 9:00 p.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 Morrison, seconded by Regent Roberts, 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.

### **5-B Resolutions of Recognition**

IT WAS MOVED by Regent Roberts, seconded by Regent Partridge, to recognize Jim Thares and Dr. Brian Maher for their service to South Dakota's system of public higher education. Motion passed.

A copy of the Resolutions of Recognition can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-C Welcome and Presentation by DSU President José-Marie Griffiths**

DSU President José-Marie Griffiths welcomed the Board and other attendees to Dakota State University and provided a presentation about the institution through the eyes and experiences of current students.

### **5-D(1) Student Organization Awards – DSU**

Amy Crissinger, DSU Vice President for Student Affairs and Enrollment Management, presented the DSU student organization award winners for 2022. Future Business Leaders of America Collegiate (FBLA) accepted the award for academic excellence. The Newman Club accepted the award for community service. Lights, Camera, Action Film Club accepted the award for organizational leadership.

A copy of the DSU Student Organization Awards can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-D(2) Student Organization Awards – USD**

Scott Pohlson, USD Vice President of Enrollment, Marketing/University Relations and Student Services, presented the USD student organization award winners for 2022. The Plastic and Reconstructive Surgery Interest Group (PRSIG) accepted the award for academic excellence. The Coyote Clinic accepted the award for community service. The Cultural Wellness Coalition accepted the award for organizational leadership.

A copy of the USD Student Organization Awards can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **5-E Reports from Individual Presidents and Superintendents**

Jim Rankin noted that today is the first day of retirement for their previous VP of Research. He did a lot of service for the institution during his tenure and wanted to extend his gratitude.

### **5-F Reports on Individual Regent Activities**

Regent Partridge noted that he is glad we now have a full board as the last six regents were very busy during spring commencement ceremonies without any backups, so he appreciates all the new members to now join in on those festivities. Regent Rave echoed Regent Partridge's remarks on the marathon processes of commencement ceremonies, but he really appreciated the extra time he was able to spend with the leadership teams at the institutions.

Regent Lochner noted that since his appointment to the Board he has visited three of the campuses so far and was thrilled with how rewarding an experience it has been. He is looking forward to visiting the remaining institutions and is excited to be on this board and a part of the higher education process.

### **5-G Report from the Student Federation**

Josh Styskal, Student Federation Executive Director, and Michael Garofolo, Student Federation President introduced themselves to the Board and provided an overview of what the Student Federation is and what they do for new Board members. All six institutions are currently holding their orientation for new students for the summer and have seen great attendance in those. They are also looking forward to their continued work on the mental health space and the work that was done in the last legislative session. One of the tools they use Eval eCare, which is a crisis hotline that they have seen a lot progress on. They want to make sure that students know that they are

Regent Rave noted that there was money allocated for suicide prevention for students, and the organization Lost and Found is one of the groups the Student Federation is looking at to engage with those funds.

Josh also brought up the challenge that the Governor put forth toward the Board and they encouraged the engagement of the Board with the Student Federation in that process.

### **5-H Report of the Executive Director**

Nathan Lukkes, Executive Director and CEO, thanked the Board, Presidents, and staff for their support and confidence in him in this new role. He is very appreciated to Dr. Maher as well for his mentorship. Nathan wants to continue to work to ensure that every student in South Dakota has the opportunity for postsecondary education and that they have clear pathways to do so. No matter their background or institution they wish to attend. It is critical to do everything in our power to see that students are successful and that they are able to complete their degrees and enter into the workforce. We have a strong system of great institutions and exceptional leadership.

### **6 Public Comment Period**

Jim Thares of Aberdeen, SD, as a resident and business owner in Aberdeen, stated that he is here to

advocate for the Nursing Program proposal by NSU in Aberdeen. His area of expertise is in senior residential care and there is a great need for that program at NSU in the community.

Alan Aldrich of USD noted that there has been a lot of discussion this week about job readiness and Senate Bill 55 (SB55); all are very legitimate and important concerns, but he asks that the Board consider ‘what does it mean to be a well-rounded educated person’. We all need to have knowledge in soft skills, and the general education requirements are often supported by those departments.

## **CONSENT AGENDA**

IT WAS MOVED by Regent Morrison, seconded by Regent Partridge, to approve consent agenda items 7-A through 7-J as presented.

Motion passed.

### **Academic and Student Affairs – Consent**

#### **7-A SDSBVI Membership in SDHSAA**

Approve the request of SDSBVI for continued membership in the South Dakota High School Activities Association.

A copy of the SDSBVI Membership in SDHSAA can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

#### **7-B Revised BOR Policy 2:37 – Syllabi and Learning Management System Policy (First and Final Reading)**

Approve the first and final reading of the proposed revisions to BOR Policy 2:37 – Syllabi and Learning Management System, as presented.

A copy of the Revised BOR Policy 2:37 can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

#### **7-C Inactivation of Outdated BOTE Articulation Agreements**

Approve the inactivation of the outdated articulation agreements presented in Attachment II. The Board of Regents supports the ongoing efforts between the Technical Colleges and the Universities.

A copy of the Inactivation of Outdated BOTE Articulation Agreements can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

#### **7-D(1) New Program Requests – DSU – Minor in Communication Studies**

Authorize DSU to offer a minor in Communication Studies, as presented.

A copy of the New Program Requests – DSU – Minor in Communication Studies can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.



### **7-D(2) New Program Requests – DSU – Minor in Management**

Authorize DSU to offer a minor in Management, as presented.

A copy of the New Program Requests – DSU – Minor in Management can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-D(3) New Program Requests – NSU – AS in Early Childhood Education**

Authorize NSU to offer an AS in Early Childhood Education, as presented.

A copy of the New Program Requests – NSU – AS in Early Childhood Education can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-E(1) New Certificate Requests – DSU – Management (Undergraduate)**

Authorize DSU to offer an undergraduate certificate in Management, as presented.

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

### **7-E(2) New Certificate Requests – NSU – Marketing and Digital Design (Undergraduate)**

Authorize NSU to offer an undergraduate certificate in Marketing and Digital Design, as presented.

A copy of the New Certificate Requests – NSU – Marketing and Digital Design (Undergraduate) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-E(3) New Certificate Requests – NSU – Principal and Building Leadership (Graduate)**

Authorize NSU to offer a graduate certificate in Principal and Building Leadership, as presented.

A copy of the New Certificate Requests – NSU – Principal and Building Leadership (Graduate) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-F(1) New Specialization Requests – DSU – Analytics – MS in Information Systems**

Authorize DSU to offer a specialization in Analytics within the MS in Information Systems, as presented.

A copy of the New Specialization Requests – DSU – Analytics – MS in Information Systems can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-F(2) New Specialization Requests – USD – Applied Behavior Analysis – MS in Health Sciences**

Authorize USD to offer a specialization in Applied Behavior Analysis within the MS in Health Sciences, as presented.

A copy of the New Specialization Requests – USD – Applied Behavior Analysis – MS in Health Sciences can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**7-G New Site Request – NSU – MEd in Counseling (Online)**

Approve NSU’s new site proposal to offer the MEd in Counseling online, as presented.

A copy of the New Site Request – NSU – MEd in Counseling (Online) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**7-H Inactive Status & Program Termination Requests – DSU, SDSU, & USD**

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

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

**7-I Agreement on Academic Cooperation – SDSU**

Approve South Dakota State University’s agreement on academic cooperation with the Universidad de los Llanos of Villavicencio, as presented.

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

**7-J Program Modifications Requiring Board Approval – SDSU**

Approve SDSU’s program modification requests for the MS in Sociology – Community Development Specialization, as presented.

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

**Routine Informational Items – No Board Action Necessary**

**7-K 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.

**7-L Capital Projects List**

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

**7-M Program Review Reports**

A copy of the Program Review Reports can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **7-N Intent to Plan Requests**

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

### **7-O SDSU Strategic Plan**

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

## **ACADEMIC AND STUDENT AFFAIRS**

### **8-A Revised BOR Policy 2:6 – System Academic Year / Academic Calendar (First Reading)**

Dr. Janice Minder, System Vice President for Academic Policy and Planning, joined by Dr. Pam Carriveau, System Associate Vice President for Academic Programming, stated that the Board of Regents system academic staff, working with a large group of stakeholders, have attempted to revise BOR Policy 2:6. The revisions are substantial; thus, a new draft of the Policy is being proposed in Attachment I which would replace the version that is currently in place and provided in Attachment II for reference.

The process of evaluating the academic calendar, policies and procedures included stakeholders from academic leadership, student leadership, registrar, financial aid, and accounts receivable representation. Through that cross-functional, cross-institutional representation, additional outreach by those members included faculty, students (including Student Federation), and athletics. Feedback was received informally by faculty officers at institutional-specific faculty forums with Regents and staff.

IT WAS MOVED by Regent Brown, seconded by Regent Lochner, to proposed BOR Policy 2:6 – System Academic Year/Academic Calendar, as presented. Motion passed.

A copy of the Revised BOR Policy 2:6 – System Academic Year / Academic Calendar (First Reading) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **8-B Revised BOR Policy 2:32 – Definition and Assignment of Credit Hours (First Reading)**

Dr. Janice Minder, System Vice President for Academic Policy and Planning, joined by Dr. Pam Carriveau, System Associate Vice President for Academic Programming, stated the changes to this policy are related to the previous agenda item, but not as substantive. This policy revision enhances and provides more clarity on federal rules and regulations as compared to the current policy. Most importantly, the definition section was created to further inform students about why and how the academic calendar was developed. In addition, the reference of the code of federal regulations and the accreditation documentation can be found in the policy allowing additional research of the stakeholders and transparency of the policy.

IT WAS MOVED by Regent Brown, seconded by Regent Lochner, to approve the first reading of the proposed revisions to BOR Policy 2:32 – Definition and Assignment of Credit Hours, as presented. Motion passed.

A copy of the Revised BOR Policy 2:32 – Definition and Assignment of Credit Hours (First Reading) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **8-C 2027-28, 2028-29, and 2029-30 Academic Calendar Approval**

Dr. Janice Minder, System Vice President for Academic Policy and Planning, stated that we need to put calendars out as far in advance as possible since they impact processing in the system Student Information System (SIS). Currently, we only have calendars approved through the 2026-27 academic year. As a result, academic calendars for 2027-28, 2028-29, and 2029-30 are being presented for approval.

IT WAS MOVED by Regent Brown, seconded by Regent Morrison, to approve the system academic calendars for 2027-28, 2028-29, and 2029-30 academic years, as presented. Motion passed.

A copy of the 2027-28, 2028-29, and 2029-30 Academic Calendar Approval can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **8-D Statewide Nursing Proposal for Uniform Articulation Agreement between the Board of Regents and the Board of Technical Education**

Dr. Janice Minder, System Vice President for Academic Policy and Planning, and Dr. Pam Carriveau, System Associate Vice President for Academic Programming, stated that Goal 2 of the strategic plan is Access and Affordability and one of the objectives outlined includes seamless transfer by increasing enrollments through improved access to bachelor degree programs for students with earned credits from technical and community colleges. Since January of 2022, the Board of Regents academic affairs staff have been meeting with the Board of Technical Education (BOTE) academic programming staff. As a leadership team both the academic vice presidents of the universities and the technical colleges meet annually in April to discuss progress, opportunities, and identifying areas of enhancing their partnership.

In April of 2022, that leadership team identified the desire to move toward a statewide nursing agreement. Through a LEAN process of improvement, Lake Area Technical College, Mitchell Technical College, Southeast Technical College, and Western Dakota Technical College partnering with South Dakota State University and the University of South Dakota nursing deans and department heads have developed a statewide nursing articulation agreement presented as Attachment I.

IT WAS MOVED by Regent Brown, seconded by Regent Morrison, to approve the statewide uniform articulation agreement in nursing between the Board of Regents and Board of Technical Education. Motion passed.

A copy of the Statewide Nursing Proposal for Uniform Articulation Agreement between the Board of Regents and the Board of Technical Education can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **8-E New Certificate Request – BHSU, DSU, NSU, SDSMT, SDSU, & USD – Basic Spanish Language Proficiency (Undergraduate)**

Dr. Pamela Carriveau, System Associate Vice President for Academic Programming, explained that all six regental universities request authorization to offer an undergraduate certificate in Basic Spanish Language Proficiency. The proposed certificate was the result of a collaborative workgroup comprised of Spanish faculty from each university. The certificate may be completed at any university. The purpose of the proposed certificate is to mark students' achievements in acquiring Spanish language at the basic level. The academic field in this certificate is elementary and intermediate language study, with a focus on developing all modes of language production: speaking, listening, writing, and reading in an everyday context. The certificate program seeks to attract undergraduate students pursuing majors in fields in which a demonstrable degree of language ability and intercultural competency would be beneficial but would also be available as a stand-alone certificate for those already in the workforce.

IT WAS MOVED by Regent Brown, seconded by Regent Roberts, to authorize BHSU, DSU, NSU, SDSMT, SDSU, and USD to offer an undergraduate certificate in Basic Spanish Language Proficiency, as presented. Motion passed.

A copy of the New Certificate Request – BHSU, DSU, NSU, SDSMT, SDSU, & USD – Basic Spanish Language Proficiency (Undergraduate) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **8-F(1) New Program Requests – NSU – BSED in Secondary Education**

Dr. Pamela Carriveau, System Associate Vice President for Academic Programming, joined by Erin Foubert, Associate Provost, and Anna Schwan, Dean of the School of Education, from NSU stated that Northern State University (NSU) requests authorization to offer a BSEd in Secondary Education. The BSEd in Secondary Education will provide students with a solid understanding of the discipline through theoretical and practical components of the curriculum. The proposed program will include seven specializations, including: social studies, history, science, chemistry, biology, math, and English. Students will be trained to be knowledgeable of their academic discipline and to create environments that will support the teaching and learning process in their content area. The flexible course delivery options are designed to meet the student's professional needs. The BSEd in Secondary Education is part of the SD Teacher Apprenticeship Pathway to encourage and support paraprofessionals to become licensed teachers in South Dakota.

Dr. Schwan provided a summary of the program and the workforce needed in South Dakota for secondary educators. NSU wants to be a part of the solution to address this workforce shortage and this program provides a way to do that. Dr. Schwan noted that this program will not fix everything, but it is a great start in helping not only students but schools as well.

IT WAS MOVED by Regent Brown, seconded by Regent Roberts, to authorize NSU to offer a BSEd in Secondary Education, as presented. Motion passed.

A copy of the New Program Requests – NSU – BSED in Secondary Education can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **8-F(2) New Program Requests – NSU – BSN in Nursing**

NSJ President Schnoor, Dr. Janice Minder, Mike Wanous, Dr. Pamela Carriveau, System Associate Vice President for Academic Programming, stated that Northern State University (NSU) requests authorization to offer a BSN in Nursing. The BSN in Nursing would provide students with the knowledge, skills, and disposition for entry into registered nursing practice. The BSN would be a new degree for NSU.

Dr. Minder noted that as a system we know that we need to overproduce nurses due to the fact that we lose many of them to out of state employment opportunities. President Schnoor further emphasized that education, healthcare, and water are the foundations of a community to survive. What we know from the experts is that our population is older, sicker, and poorer. Making the need for local healthcare that much more critical.

Mike Wanous stated this BSN aligns with the Governor's workforce initiative and NSU's mission. The budget projections presented only represents NSU's courses. The negative numbers indicate a significant community support/buy-in that will be needed.

President Schnoor noted that thanks to an anonymous donor, NSU has acquired a \$3 million donation for a startup cost guarantee. The Aberdeen community has over the years contributed \$150 million to invigorate the NSU campus and make it what it is, and all of the community leaders are behind this nursing program proposal.

IT WAS MOVED by Regent Brown, seconded by Regent Roberts, to authorize NSU to offer a BSN in Nursing, as presented. Motion passed.

A copy of the New Program Requests – NSU – BSN in Nursing can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

## **BUDGET AND FINANCE**

### **9-A(1) Research Parks – Research Park Reports**

Duane Chappell, CEO and Executive Director, of the Research Park at SDSU, Craig Arnold of DBII, Ryan Oines, Chief Operating Officer of the USD Discovery District, and SDSMT President Jim Rankin each provided updates on the current status of operations and future plans for the respective entities.

A copy of the Research Park Reports can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **9-A(2) Research Parks – Dakota Bioproducts Innovation Institute (DBII) Annual Meeting**

IT WAS MOVED by Regent Partridge, seconded by Regent Frederick, to appoint David Chicoine to a one-year term, David Iverson to a two-year term, and Mark Luecke to a three-year term on the Board of Directors of DBII. Motion passed.

A copy of the Dakota Bioproducts Innovation Institute (DBII) Annual Meeting can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **9-A(3) Research Parks – USD Discovery District Annual Meeting**

IT WAS MOVED by Regent Partridge, seconded by Regent Frederick, to reappoint Deb Peters and Jim Abbot, and appoint Nathan Peterson and Matt Michels, all to serve three-year terms on the Board of Directors of the USD Discovery District. Motion passed.

A copy of the USD Discovery District Annual Meeting can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **9-B HR Transformation**

Kayla Bastian, System Chief Human Resources Officer, provided an overview and status update on the HR Transformation project along with the current set of recommendations from the steering committee that are before the Board for approval.

IT WAS MOVED by Regent Partridge, seconded by Regent Roberts, to adopt the Human Resources Steering Committee recommendations as outlined in this item. Motion passed.

A copy of the HR Transformation can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **9-C Revised BOR Policy 4:15 – Medical Leaves and Leaves of Absence Revisions (First and Final Reading)**

Kayla Bastian, System Chief Human Resources Officer, stated that in May 2023, administrative rule changes were adopted in ARSD 55:09:04:13 to modify the paid family leave benefits. The new rule provides 40 hours of paid family leave to eligible employees for a period of up to 12 weeks for the purpose of bonding after the birth or adoption of a child. Part-time employees receive a prorated amount based upon the percent time for their position. The changes to this rule went into effect on May 22, 2023, and the modifications to this policy align BOR Policy 4:15 with administrative rules. In addition, to align with Governor Noem’s initiatives to support employees of the state of South Dakota, the executive branch has implemented the use of administrative leave to for qualifying Family and Medical Leave Act (FMLA) absences. Under this new policy, employees who have a qualifying FMLA event and who have a sick leave balance that falls below 80 hours, the employee will be eligible for Paid Family Medical Leave (PFML) for the remainder of the 12 weeks of their FMLA leave. There are specific nuances to eligibility and application of PFML, so the policy refers to FMLA guidelines that will be provided for the system by the Board office. The guidelines are found in Attachment II. If approved, this policy will go into effect for BOR employees on June 22, 2023, to align with the new fiscal year.

IT WAS MOVED by Regent Partridge, seconded by Regent Brown, to approve the first and final reading of the proposed revisions to BOR Policy 4:15, as outlined in Attachment I. Motion passed.

A copy of the Revised BOR Policy 4:15 – Medical Leaves and Leaves of Absence Revisions (First and Final Reading) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **9-D New BOR Policy – Sanctions, Exclusion, and Debarment Screening, and Revised BOR Policies 4:47 – Background Checks, 4:48 – Export Controls, and 5:4 – Purchasing (First Reading)**

Holly Farris, System Assistant General Counsel, stated that campus implementation in the areas of background checks, export controls, and procurement indicated the need for a common policy regarding screening potential employees, vendors, contractors, and other affiliated entities for prohibited status such as appearance on the federal or state sanction and debarment lists. The associated updates will also ensure the Board and its institutions are thoroughly vetting entities, including foreign corporate and governmental entities, and therefore have the necessary knowledge about who it is accepting money from and doing business with.

The proposed new policy on sanctions, exclusion, and debarment screening set forth in Attachment I details the necessary steps for an adequate review of the state and federal resources that indicate an entity's prohibited status prior to establishing a contractual or employment relationship with an entity, as well as appropriately assigning the oversight for the screening functions to the applicable campus office or department.

IT WAS MOVED by Regent Partridge, seconded by Regent Brown, to approve the first reading of new BOR Policy—Sanctions, Exclusions, and Debarment Screening, repeal and replacement of BOR Policy 4:47, and revisions to BOR Policies 4:48 and 5:4, as presented. Motion passed.

A copy of the New BOR Policy – Sanctions, Exclusion, and Debarment Screening, and Revised BOR Policies 4:47 – Background Checks, 4:48 – Export Controls, and 5:4 – Purchasing (First Reading) can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

#### **9-E SDSU Student Union Renovations Facility Program Plan (FPP) – Phase 4**

Barry Mielke, SDSU Associate VP for Facility Services, noted that SDSU is seeking approval of this Facility Program Plan for phase 4 of renovations to its Student Union. Approximately 25,000 total square feet will be impacted by Phase 4 renovations, at a cost of approximately \$8,000,000. The project will be funded with maintenance and repair fees generated from current general activity fees (GAF) revenues, and therefore no fee increase will be needed for this project.

IT WAS MOVED by Regent Partridge, seconded by Regent Frederick, to approve the Facility Program Plan for phase 4 of SDSU's renovation of space within the University Student Union to be funded with Auxiliary System maintenance and repair funds. Motion passed.

A copy of the SDSU Student Union Renovations Facility Program Plan (FPP) – Phase 4 can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

#### **9-F DSU Lease Agreement for Property in Madison**

Holly Farris, System Assistant General Counsel, joined by Stacy Krusemark of DSU, stated that

IT WAS MOVED by Regent Partridge, seconded by Regent Brown, to grant Dakota State University the authority to finalize and execute the Lease Agreement between Dakota State University and the Dakota State University Foundation in substantially similar form to that set forth in Attachment I. Motion passed.

A copy of the DSU Lease Agreement for Property in Madison can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.



**ADJOURNMENT**

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

The meeting adjourned at 3:00 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 Wednesday, June 21<sup>st</sup>, in accordance with SDCL § 1-25-2 to discuss matters authorized therein. Following executive session, on June 22<sup>nd</sup>, 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-F. Authorize the General Counsel to proceed with the legal matter(s) within the parameters discussed.*
- 2-G(1). Approve the request from BHSU to provide naming rights in substantially similar form to those set forth in Attachment I, subject to the stated edit, as approved by the Executive Director.*
- 2-I. Approve the requests to grant tenure as an Associate Professor to Dr. Fenecia Homan (DSU) and Dr. Mary Bell (DSU).*
- 2-J. Approve the requests to appoint Dr. Teresa Chasing Hawk (USD) to the rank of Lecturer and Dr. KC Santosh (USD) to the rank of Full Professor.*
- 2-L. Approve the compensation adjustments and appointments as outlined in Attachment I.*

**BLACK HILLS STATE UNIVERSITY TARGETED FUNDS**

<b>Employee Type</b>	<b>Name</b>	<b>Title</b>	<b>FY23 Salary</b>	<b>FY24 Salary</b>	<b>Total Increase</b>	<b>Market %</b>	<b>Performance %</b>	<b>Institutional Priorities %</b>	<b>Promotion %</b>	<b>Targeted %</b>	<b>Total % Increase</b>
Faculty	Basyal, Ganga Prasad	Instructor of Data Analytics	\$61,904.00	\$70,195.00	\$8,291.00	5.15	4.74	0.56		2.94	13.39
NFE	Carmichael, Kristin	Asst AD for Student-Athlete Success/SWA	\$55,939.00	\$68,200.00	\$12,261.00	3.1	5.01	0.45		13.36	21.92
Faculty	Drummond, Nicholas	Chair, Schl of Math & Soc Sci	\$23,661.20	\$27,545.20	\$3,884.00	4.36	3.93	0.86		7.26	16.41
NFE	Gorbatenko, Oxana	Researcher II	\$43,068.00	\$52,600.00	\$9,532.00	2.37	6.5	1.37		11.9	22.14
NFE	Guthmiller, Kanda	Scholarship Coordinator	\$54,319.00	\$62,000.00	\$7,681.00	5.9		0.92		7.32	14.14
NFE	Hart, Melissa	Dir Human Resources	\$85,164.00	\$100,700.00	\$15,536.00	4.37	3.66			10.22	18.25
Faculty	Hsiao, Du-lu	Associate Professor, Spanish	\$57,334.00	\$64,225.00	\$6,891.00	4.85	3.4	0.86		2.9	12.01
NFE	Karinen, Gustave	Buzz Card Specialist	\$45,526.00	\$51,700.00	\$6,174.00	4.7	2.93			5.94	13.57
Faculty	Lee, Sangbong	Assistant Professor, Marketing	\$83,272.00	\$93,401.00	\$10,129.00	4.94	3.76	0.56		2.91	12.17
Faculty	Marc, Max	Professor, Mgmt Info Systems	\$103,403.00	\$117,130.00	\$13,727.00	5.91	3.87	0.56		2.94	13.28
NFE	Maser, Cassie	HR Coordinator	\$56,200.00	\$70,101.00	\$13,901.00	1.3	4.21	3.22		16.01	24.74
NFE	Meeker, April	Registrar	\$80,432.00	\$93,242.00	\$12,810.00	0.31	3.18	1.24		11.19	15.92
NFE	Meeker, Steven	Vice Pres for Univ Advancement	\$172,329.00	\$199,014.00	\$26,685.00	1.94	5.42	2.9		5.22	15.48
Faculty	Morris, Allen	Asst Prof, Mass Communications	\$53,545.00	\$60,329.00	\$6,784.00	5.06	3.84	0.86		2.92	12.68
NFE	Nelson, Frederick	Dir Network & Computing Svs	\$82,877.00	\$97,489.00	\$14,612.00	4.03	2.74			10.86	17.63
Faculty	Prosser, Laura	Assistant Professor, Acct	\$90,058.00	\$104,645.00	\$14,587.00	6.46	5.6	1.12		3.01	16.19
Faculty	Reman, Bethany	Instructor of Chemistry and Biology	\$42,000.00	\$47,448.00	\$5,448.00	4.74	4.74	0.56		2.93	12.97
NFE	Shelbourn, Jesse	Digital Media Specialist	\$50,561.97	\$56,845.31	\$6,281.48	2.02	3.37			7.03	12.42
NFE	Shockey, Leah	Chief Foundation Accounting Officer	\$85,000.00	\$99,988.00	\$14,988.00	1.98	4.48	0.59		10.59	17.64
NFE	Temple, Jade	Asst Athl Dir - Compliance	\$57,700.00	\$68,200.00	\$10,500.00	0.62	4.98	0.87		11.73	18.2
Faculty	Hollingsworth, Michael	Assistant Professor	\$57,614.00	\$67,528.00	\$9,914.00	8.84	4.68	0.65		3.04	17.21
Faculty	Ellis, Trenton	Associate Prof, Human Services	\$66,382.00	\$75,799.00	\$9,417.00	6.66	5.02	0.65		1.86	14.19

Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
<b>DAKOTA STATE UNIVERSITY TARGETED FUNDS</b>											
Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Dockendorf, Amy	Controller	\$94,786.00	\$108,636.00	\$13,850.00	4.27	4.22	1.9		4.22	14.61
NFE	Entringer, Alicia	Human Resources Manager	\$57,675.00	\$67,926.00	\$10,251.00	7.11	6.33	1.73		2.6	17.77
NFE	Fawbush, Donna	Dir of Trojan Zone/Univ Events	\$66,411.00	\$77,468.00	\$11,057.00	3.06	4.22	1.09		8.28	16.65
NFE	Fedeler, Melinda	Asst Director of Financial	\$57,652.00	\$64,834.00	\$7,182.00	1.78	4.22	1.25		5.2	12.45
NFE	Grayson, Denise	Director of Financial Aid	\$82,621.00	\$94,765.00	\$12,144.00	2.34	4.22	0.87		7.26	14.69
NFE	Hare, Sara	Dir of Budget/Grants/Contracts	\$86,774.00	\$98,242.00	\$11,468.00	3.58	4.22	1.38		4.03	13.21
NFE	Lindberg, Hayley	Assistant Athletic Trainer	\$36,382.00	\$42,343.00	\$5,961.00	1.59	4.22			10.58	16.39
NFE	Slaughter, Austin	Director of Veterans Affairs	\$50,000.00	\$56,672.00	\$6,672.00	5.68	4.22	1.44		2	13.34
NFE	VanderPol, Alyson	Assistant Athletic Trainer	\$36,382.00	\$42,343.00	\$5,961.00	1.59	4.22			10.58	16.39
NFE	Voss, Kristi	Assistant Controller	\$66,402.00	\$78,514.00	\$12,112.00	5.74	4.22	0.75		7.53	18.24

<b>NORTHERN STATE UNIVERISTY TARGETED FUNDS</b>											
Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Bengs, Jennifer	Acad Advisor/Study Abroad	\$40,785.00	\$46,600.00	\$5,815.00	0.86	6.5			6.9	14.26
NFE	Block, Gavin	2nd Asst Men's BB Coach	\$18,292.04	\$21,081.04	\$2,789.00		6.5			8.75	15.25
NFE	Bumpous, Deborah	VP for Technology/CIO	\$137,362.00	\$161,743.00	\$24,381.00	0.87	6.5			10.38	17.75
NFE	Heikes, Tena	Asst Dir Admissions/Reg Rec	\$45,079.00	\$51,300.00	\$6,221.00		6.5			7.3	13.8
Faculty	Scholl, Aaron	Assistant Professor	\$65,838.00	\$80,627.00	\$14,789.00	11.42	3.45			7.59	22.46

<b>SD MINES TARGETED FUNDS</b>											
Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Bauer, Jennifer	Assistant Director, Bookstore	\$52,104.00	\$61,100.00	\$8,996.00		3.39	3.61		10.27	17.27
Faculty	Clabo, Darren	Assoc Prof of Practice State Fire Meteorologist	\$91,458.00	\$105,768.00	\$14,310.00	4.26	4.33	1.4		5.66	15.65
NFE	Delgado, Thomas	Custodial Program Manager	\$53,575.00	\$62,500.00	\$8,925.00		5.32	1.68		9.66	16.66

Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Erickson, Jason	Assoc Dir Technology Srvc	\$92,000.00	\$105,170.00	\$13,170.00		3.51	3.49		7.32	14.32
NFE	Harkin, Samantha	Asst Dir of Student Engagement	\$45,737.00	\$51,700.00	\$5,963.00		4.21	3.06		5.76	13.03
NFE	Kinzer, Marlin	Director	\$71,871.00	\$82,500.00	\$10,629.00		5.66	1.34		7.79	14.79
NFE	Parrow, Douglas	Chief of Public Safety	\$65,444.00	\$75,650.00	\$10,206.00		5.43	5.72		4.44	15.59
NFE	Smallbrock, Margaret	Campus Enviro Hlth & Safe Mgr	\$60,483.00	\$68,200.00	\$7,717.00		5.32	2.1		5.34	12.76
NFE	Taylor, Janet	Coordinator Library Operations	\$58,925.00	\$68,200.00	\$9,275.00		3.7	2.38		9.67	15.75

**SD STATE UNIVERSITY TARGETED FUNDS**

Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Boone, Rachel	Director-Equestrian Operations	\$43,250.00	\$55,600.00	\$12,350.00	1.7	3.3	4.25		19.31	28.56
NFE	Bult, Tyler	Residence Hall Director	\$38,150.00	\$43,223.00	\$5,073.00	0.79	4.5	5.24		2.76	13.29
NFE	Busch, Kathy	Senior Finance & Budget Spec.	\$80,000.00	\$90,000.00	\$10,000.00	0.7	5.7	3.6		2.5	12.5
NFE	Buyse, Austin	Athletic Facilities Manager	\$40,335.00	\$47,384.00	\$7,049.00	1.45	5.55			10.48	17.48
NFE	Christopherson, Alison	Academic Advisor/Coordinator	\$52,000.00	\$58,467.03	\$6,467.03	1.35	4.5	3.85		2.74	12.44
NFE	Cox, Anna	Admissions Counselor	\$39,676.00	\$45,485.00	\$5,809.00	1.05	4.5	6.3		2.8	14.65
NFE	Edwards, Nathan	Mesonet Operations Manager	\$79,746.00	\$97,800.00	\$18,054.00	0.7	8.78	1.25		11.9	22.63
NFE	Eichten, Kendra	Athletic Academic Advisor	\$42,400.00	\$47,762.95	\$5,362.95	1.78	8.12			2.75	12.65
NFE	Exner, Abby	Professional Academic Advisor	\$50,000.00	\$56,363.73	\$6,363.73	1.48	4.5	4		2.75	12.73
NFE	Forney-Eide, Jennifer	Horse Unit Manager	\$55,344.00	\$65,700.00	\$10,356.00	0.55	6.32	1.81		10.03	18.71
NFE	Fourney, Barbara	Electronics Lab Manager	\$55,276.00	\$62,000.00	\$6,724.00	0.86	4.5	1.81		5	12.17
NFE	Francis, Christopher	Grant Proposal Specialist	\$49,255.00	\$56,850.00	\$7,595.00	1.9	5.5	0.41		7.62	15.43
Faculty	Gloege, Laura	Lecturer	\$50,634.00	\$60,346.70	\$9,712.70	1.72	5.91	2.37		9.18	19.18
Faculty	Granum, Melissa	Lecturer	\$48,924.00	\$54,881.03	\$5,957.03	1.09	5.83	2.45		2.8	12.17
NFE	His Horse Is Thunder, Wiyaka	Advisor- Student Success	\$51,000.00	\$57,778.23	\$6,778.23	1.13	4.5	4.9		2.76	13.29

Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Hoffman, Logan	Admissions Counselor	\$39,676.00	\$45,485.00	\$5,809.00	1.05	4.5	6.3		2.8	14.65
NFE	Hoover, Amanda	Program Coordinator/Advisor	\$47,000.00	\$52,809.03	\$5,809.03	0.9	6.38	2.34		2.74	12.36
NFE	Jacobs, Laura	Advising & Events Coordinator	\$61,735.00	\$70,362.15	\$8,627.15	0.84	5.5	4.86		2.78	13.98
NFE	Jacobson, Amanda	Counselor-Res Hall & Outreach	\$45,187.00	\$54,285.00	\$9,098.00	0.92	4.5	4.43		10.29	20.14
NFE	Jenkins, Benjamin	Associate Director-Development	\$42,453.00	\$49,350.00	\$6,897.00					16.25	16.25
NFE	Kepford, Joyce	Registrar/Director	\$83,309.00	\$108,250.00	\$24,941.00	1.49	5.21	2		21.24	29.94
NFE	Knight, Nathania	Extension Associate-Fam & Comm	\$45,342.00	\$51,300.00	\$5,958.00	0.98	6.27			5.88	13.13
NFE	Leahy, Susie	Prof Acad Advisor/Recruiter	\$50,000.00	\$58,669.98	\$8,669.98	1.48	5	8		2.86	17.34
NFE	Lewis, Jessica	Advising & Recruitment Coord	\$59,441.00	\$66,625.00	\$7,184.00	0.77	6	2.58		2.73	12.08
NFE	McCausland, Gwen	Director-Agricultural Museum	\$88,750.00	\$99,900.00	\$11,150.00	0.59	5.6	0.85		5.52	12.56
NFE	McConnell, Ashley	Academic Advisor	\$56,798.00	\$65,613.33	\$8,815.33	0.77	4.01	7.92		2.82	15.52
NFE	McLaren, Maranda	Clinic Operations Manager	\$46,980.00	\$56,850.00	\$9,870.00	0.91	5.75			14.35	21.01
NFE	Meehan, Jenna	Assistant Director of Devlpmt	\$40,335.00	\$51,700.00	\$11,365.00	1.45	5.55			21.18	28.18
Faculty	Meendering, Jessica	Prof&Interm Assoc. Dean of Research	\$108,843.00	\$122,674.37	\$13,831.37	4.19	6.12	1.84		0.56	12.71
NFE	Mudgett, Emma	Admissions Counselor	\$42,748.00	\$48,741.00	\$5,993.00	0.89	4.5	5.85		2.78	14.02
NFE	Odegaard, Doug	Production Supervisor	\$57,635.69	\$67,182.71	\$9,547.02	0.58	5.59	0.87		9.53	16.57
Faculty	Olson, Kenneth	Professor/Ext Spec	\$91,849.00	\$104,465.85	\$12,616.85	3.41	7.08	1.09		2.16	13.74
NFE	Parke, Cheyenne	4-H Program Manager, Outdoor Education	\$47,150.00	\$54,285.00	\$7,135.00	1.24	5.02			8.88	15.14
NFE	Rice, David	Accounts Payable Supervisor	\$53,000.00	\$59,640.00	\$6,640.00	1.68	4	2.34		4.51	12.53
NFE	Rops, Bradley	Operations Manager	\$59,721.00	\$73,650.00	\$13,929.00	0.68	5.02	1.52		16.09	23.31
NFE	Salvati, Joseph	4-H Program Manager, Outdoor Education	\$47,150.00	\$54,285.00	\$7,135.00	1.24	5.02			8.88	15.14

Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Schlobohm, Jerad	Union Services Manager	\$54,471.00	\$62,000.00	\$7,529.00	0.72	5.75	4.59		2.76	13.82
NFE	Schlobohm, Paul	Livestock Unit Manager	\$55,419.00	\$65,700.00	\$10,281.00	0.55	6.32	2.26		9.43	18.56
NFE	Schubloom, Andrea	Marketing & Comm Coord	\$49,251.00	\$56,850.00	\$7,599.00	0.79	6.29			8.34	15.42
NFE	Sommerfeld, Jessica	Academic Professional Advisor	\$50,000.00	\$58,413.73	\$8,413.73	1.48	4.5	8		2.85	16.83
NFE	Stephens, Moneik	Program Coordinator	\$44,336.00	\$52,486.00	\$8,150.00	0.71	4.89	1.39		11.38	18.37
NFE	Vander Wal, Kevin	Livestock Unit Manager	\$55,419.00	\$65,700.00	\$10,281.00	0.55	5.88	1.8		10.32	18.55
NFE	Vos, Sarah	Coordinator-Recruit & Acad Svc	\$41,236.00	\$47,050.00	\$5,814.00	1.22	6.06	2.91		3.91	14.1
NFE	Walker, Dylan	Residence Hall Director	\$39,640.00	\$44,804.00	\$5,164.00	0.72	4.5	5.05		2.76	13.03
NFE	Walter, Chanda	Academic Advisor	\$52,802.00	\$59,324.95	\$6,522.95	1.01	7.09	1.52		2.74	12.36
NFE	Williams, Emma	Residence Hall Director	\$38,790.00	\$44,399.00	\$5,609.00	0.76	5.75	5.16		2.79	14.46

UNIVERSITY OF SD TARGETED FUNDS											
Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
Faculty	Ackman, Nicole	Instructor	\$44,390.62	\$49,882.94	\$5,492.32		5.5	6.31		0.56	12.37
NFE	Adikhanov, Saidiburkhaniddin	Research Associate II	\$40,000.00	\$44,890.00	\$4,890.00		6			6.22	12.22
NFE	Andersen, Dawna	Director, Childcare Center	\$51,498.81	\$58,988.39	\$7,489.58		6.3	0.58		7.66	14.54
NFE	Bakker, Ruth	ARC Manager & Attending Vet	\$86,054.47	\$97,050.83	\$10,996.36		6.3	0.7		5.78	12.78
NFE	Barroso Moreno, Jorge Alberto	Post Doctoral Researcher	\$49,875.00	\$56,157.08	\$6,282.08		5.85			6.75	12.6
Faculty	Bates, Nathan	Lecturer	\$52,329.10	\$59,081.91	\$6,752.81		6.99	5.35		0.56	12.9
NFE	Bird, Sara	Mgr, USD Body Donation Prog	\$44,216.40	\$50,373.90	\$6,157.50		6			7.93	13.93
NFE	Bray, Ethan	Director of Track Operations	\$39,220.00	\$46,625.00	\$7,405.00		5.23	1.27		12.38	18.88
NFE	Bye, Michelle	Education Coach	\$19,725.61	\$23,186.49	\$3,460.88		6.3	0.59		10.66	17.55
Faculty	Chaussee, Michael	Professor	\$131,573.52	\$151,314.80	\$19,741.28	4.86	5.72	1.31		3.12	15.01

Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
Faculty	Cranson, Russell	Assistant Professor of Music	\$61,616.02	\$74,307.77	\$12,691.75	0.9	5.44		8	6.26	20.6
Faculty	Custis, Tyler	Assistant Professor	\$103,167.27	\$117,540.06	\$14,372.79	5.66	5.9	1.65		0.73	13.94
NFE	Drapeau, Luci	BRIN Tribal College Coord	\$54,217.34	\$61,510.33	\$7,292.99		6			7.45	13.45
NFE	Duncan, Mary	Assistant Director	\$62,715.14	\$71,345.13	\$8,629.99		6.3	0.59		6.88	13.77
Faculty	Feris, Alessandra	Associate Professor	\$58,023.23	\$67,060.31	\$9,037.08	2.93	5.69	1.46		5.49	15.57
Faculty	Fierro, Jennifer	Instructor	\$53,982.53	\$61,120.49	\$7,137.96		7.23	5.19		0.8	13.22
Faculty	Filotas, Edwin	Associate Professor	\$66,883.29	\$75,964.47	\$9,081.18	4.14	5.03	4.19		0.22	13.58
Faculty	Freese, Lauren	Assistant Professor of Art	\$55,287.63	\$66,533.48	\$11,245.85	1.28	6.27		8	4.79	20.34
NFE	Freidel, Joanne	Dir Scholarship Administration	\$63,275.85	\$71,345.13	\$8,069.28		6.2	0.93		5.63	12.76
Faculty	Galu, Ioana	Associate Professor	\$66,563.89	\$74,873.91	\$8,310.02	2.47	4.98			5.03	12.48
NFE	Ganschow, Darby	Director, Auxiliary Services	\$94,100.00	\$110,264.11	\$16,164.11		6.45	1.04		9.69	17.18
NFE	Gilbert, Nicholas	Honors Program Coordinator	\$45,400.00	\$51,700.00	\$6,300.00		6.3	0.95		6.63	13.88
Faculty	Giovannettone, Suzanne	Teacher	\$49,429.00	\$59,916.00	\$10,487.00	6.21	2.04	0.96		12	21.21
NFE	Groninger, Emma	Asst. Director of Recruiting	\$53,000.00	\$62,500.00	\$9,500.00		6.6	0.62		10.7	17.92
NFE	Gruhn, Kyle	Dir,IT Operations&Development	\$127,691.30	\$147,918.98	\$20,227.68		6.48	0.7		8.66	15.84
NFE	Harrington, Madison	Coord Prev Services/Counselor	\$37,960.86	\$46,927.05	\$8,966.19		6.42			17.2	23.62
Faculty	Heinert, Adrianna	Teacher	\$46,015.00	\$55,963.00	\$9,948.00	6.93	1.83	0.86		12	21.62
Faculty	Helmer, Angela	Professor	\$79,156.36	\$88,883.93	\$9,727.57	6.14	5.43			0.72	12.29
Faculty	Hook, Phillip	Professor	\$74,051.43	\$83,905.33	\$9,853.90	2.6	5.23			5.48	13.31
Faculty	Huber, Victor	Professor	\$126,976.50	\$146,664.02	\$19,687.52	5.51	6.09	0.28		3.63	15.51
Faculty	Jepperson, Shelby	Assistant Professor	\$68,000.00	\$78,569.01	\$10,569.01	6.38	5.07			4.09	15.54
NFE	Kaiser, Rebecca	ICARE Director	\$41,667.00	\$46,900.95	\$5,233.95		6.42			6.15	12.57
Faculty	Keith, Angela	Instructor	\$45,966.15	\$52,407.28	\$6,441.13		7.11	6.09		0.81	14.01



Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
NFE	Krus, Bianaca	Graduate Enrollment Coord.	\$45,476.89	\$51,700.00	\$6,223.11		6.62	0.2		6.86	13.68
Faculty	Larson, Christopher	Instructor	\$36,924.87	\$43,649.49	\$6,724.62		5.83	2.48		9.91	18.22
Faculty	Laursen, Amy	Assistant Professor	\$50,910.27	\$64,616.38	\$13,706.11	2.02	6.27	1.83	8	8.81	26.93
Faculty	Lebo, Rachael	Clinical Svs Lib/Assist Lib	\$72,103.47	\$82,242.73	\$10,139.26	3.01	5.73	1.11		4.21	14.06
Faculty	Li, Yifan	Professor	\$135,178.76	\$154,971.43	\$19,792.67	4.37	6.09	1.44		2.75	14.65
NFE	Lira, Jose	Research Associate II	\$37,272.00	\$44,553.50	\$7,281.50		6			13.54	19.54
Faculty	Lombardi, Paul	Associate Professor	\$59,511.50	\$76,014.01	\$16,502.51	2.57	4.86		10	10.3	27.73
NFE	Mart, Sara	Assist Director, ACPC	\$56,821.43	\$66,779.05	\$9,957.62		6.3	0.3		10.92	17.52
NFE	Miller, Lauren	Gross Anatomy Lab Assistant	\$37,959.27	\$44,130.00	\$6,170.73		6			10.26	16.26
Faculty	Mollman, Scott	Professor	\$73,364.59	\$83,769.18	\$10,404.59	2.77	5.61			5.81	14.19
Faculty	Nielsen Ogdahl, Erin	Instructor	\$69,574.73	\$78,046.67	\$8,471.94		10.03			2.15	12.18
NFE	Podviianiuk, Ruslan	Postdoctoral Researcher	\$49,901.24	\$56,663.45	\$6,762.21		6.49			7.07	13.56
NFE	Roy Chowdhury, Sabyasachi	Post Doc	\$50,043.96	\$56,608.60	\$6,564.64		5.85			7.27	13.12
NFE	Roy, Shotabdi	Research Associate II	\$40,000.00	\$44,890.00	\$4,890.00		6			6.22	12.22
Faculty	Sanderson, David	Assistant Professor of Music	\$57,438.13	\$70,787.56	\$13,349.43	1.74	5.23		8	8.27	23.24
NFE	Sangster, Juston	Assistant Chief of Police	\$74,000.00	\$91,600.00	\$17,600.00		5.4	1.6		16.78	23.78
Faculty	Sathyanesan, Samuel	Professor	\$137,334.54	\$157,147.71	\$19,813.17	4.09	6.09	1.71		2.53	14.42
Faculty	Schmidt, Sally	Instructor	\$48,722.16	\$54,849.47	\$6,127.31		6.27	5.75		0.56	12.58
NFE	Shumaker, Linda	Assistant Dir Financial Aid	\$55,029.38	\$62,119.98	\$7,090.60		6.47	0.2		6.22	12.89
Faculty	Soto y Caballero de Galicia, Dayana	Instructor	\$63,223.35	\$70,946.80	\$7,723.45		6.99	4.43		0.8	12.22
NFE	Sternburg, Jack	Research Assistant II	\$38,498.83	\$44,253.50	\$5,754.67		6			8.95	14.95
NFE	Stewart, Carmen	Director, Headstart	\$74,659.00	\$83,787.88	\$9,128.88		6.3	0.59		5.34	12.23
NFE	Thompson, Emma	Director of SRR	\$48,000.00	\$56,335.00	\$8,335.00		6.42			10.95	17.37
NFE	Tiahart, Cheryl	Chief Information Officer	\$143,604.17	\$182,377.00	\$38,772.83		5.4			21.6	27
Faculty	Tiahart, Thomas	Assoc Prof Decision Sciences	\$117,407.27	\$131,908.73	\$14,501.46	5.77	5	1.36		0.22	12.35
Faculty	Truhe, Lorie	Clinical Lab Specialist	\$47,840.78	\$54,180.57	\$6,339.79		3.34	2.43		7.48	13.25

Employee Type	Name	Title	FY23 Salary	FY24 Salary	Total Increase	Market %	Performance %	Institutional Priorities %	Promotion %	Targeted %	Total % Increase
Faculty	Vargas, Minga	Instructor	\$65,000.00	\$75,120.85	\$10,120.85		6.68	1.16		7.72	15.56
NFE	Weyrich, Robert	Pierre Regional Director	\$64,890.56	\$75,025.06	\$10,134.50		6.24	0.71		8.67	15.62
NFE	Wittmuss, Sarah	SI Tutor Coordinator/Advisor	\$51,534.85	\$59,936.89	\$8,402.04		6.3	0.3		9.7	16.3
Faculty	Wohletz, Erin	Assistant Professor	\$47,500.00	\$54,971.63	\$7,471.63	3.39	4.61	0.53		7.2	15.73
Faculty	Wone, Beate	Instructor	\$53,047.06	\$59,468.38	\$6,421.32		6.27	5.28		0.56	12.11
Faculty	Wulf, Nicholas	Instructor	\$46,887.88	\$52,549.75	\$5,661.87		5.54	5.97		0.56	12.07

**SOUTH DAKOTA STATE UNIVERSITY**

Name	Title	Effective date	Job Change Reason	Requested Salary	Current Salary	% Increase
Austin Buysse	Senior Associate AD	6/22/2023	Reclassification	\$47,474.00	\$43,158.00	10.0%

**JUSTIFICATION:** This employee has taken on coordination of facilities, operations and events in multiple athletic facilities, this increase brings the employee to a salary equitable to others who have similar responsibilities.

**SOUTH DAKOTA STATE UNIVERSITY**

Name	Title	Effective date	Job Change Reason	Requested Salary	Current Salary	% Increase
Amanda Stade	Program Manager II	6/22/2023	Additional duties	\$55,559.00	\$50,508.00	10.0%

**JUSTIFICATION:** Position has assumed higher level duties which elevate it into a higher pay grade, this is in line with the new compensation structure and aligns internal equity within the same position type.

**SD MINES**

Name	Title	Effective date	Job Change Reason	Requested Salary	Current Salary	% Increase
Paula Wilkinson Smith	Prevention Specialist	6/22/2023	Salary Policy	\$47,840.00	\$38,840.00	23.2%

**JUSTIFICATION:** This position was not a part of salary policy processes due to their start date falling after the cutoff, however, with the salary study and new range, the position needs to be moved to the minimum of the FY24 paygrade. The position is grant funded, and the funding allows for the increase.

**SOUTH DAKOTA STATE UNIVERSITY**

Name	Title	Effective date	Job Change Reason	Requested Salary	Current Salary	% Increase
Kenneth Benjamin	Associate Professor	8/22/2023	Salary Policy	\$119,410.30	\$100,410.00	18.51%

**JUSTIFICATION:** This increase was not loaded in time for the May Board meeting due to some reorganization in the department, this individual was serving as the interim department head previously on a 12-month basis, when converting back into a faculty role, they made some additional adjustment to address internal equity with other faculty within the department.

DAKOTA STATE UNIVERSITY						
Name	Title	Effective date	Job Change Reason	Requested Salary	Current Salary	% Increase
Julie Wulf Plimpton	Associate Professor	8/22/2023	Salary Policy	\$86,324.00	71,665.00	20.46
<b>JUSTIFICATION:</b> This increase was not approved at the May Board meeting, this individual had an 8% promotional increase, but the total increase less the 8% is slightly more than the 12% that requires BOR approval.						

APPOINTMENTS REPORTING TO THE PRESIDENT, SUPERINTENDENT or EXECUTIVE DIRECTOR				
NAME	TITLE	EFFECTIVE DATE	SALARY	INSTITUTION
Liza Clark	Chief of Staff	6/22/2023	\$177,000.00	BOR
Laurie Anderson	Interim VPR	6/22/2023	\$225,000.00	SDSMT

**BOARD OF REGENTS  
MINUTES OF THE MEETING  
July 19, 2023**

The South Dakota Board of Regents met on July 19, 2023, via Zoom teleconference with the following members present:

**ROLL CALL:**

Brock Brown – PRESENT  
Judy Dittman – PRESENT  
Randy Frederick – PRESENT  
James Lochner – PRESENT  
Randy Rasmussen – PRESENT  
Pam Roberts – PRESENT  
Douglas Morrison, Secretary – PRESENT  
Jeff Partridge, Vice President – PRESENT  
Tim Rave, President – PRESENT

Also present during all or part of the meeting were Nathan Lukkes, Board of Regents Executive Director and CEO; Liza Clark, Chief of Staff; Heather Forney, System Vice President of Finance & Administration; Katie Maley; Executive Assistant to the CEO and Board.

Regent Rave declared a quorum present and called the meeting to order at 1:00 p.m.

**1-B Approval of the Agenda**

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

**1-C Declaration of Conflicts**

There were no declared conflicts.

**1-D By-Laws Amendments (First and Final Reading)**

Nathan Lukkes, BOR Executive Director, stated that the proposed amendments to the By-Laws of the Board set forth in Attachment I adjusts the structure of the Board's Standing Committees, by removing the President of the Board as an ex officio voting member of all Standing Committees and increasing the general membership from three to four regents appointed by the President. The proposed changes maintain the jurisdiction and operational functions of the Standing Committees.

These changes allow the President to appropriately appoint regents to the Standing Committees in an efficient and flexible manner, while increasing the opportunity for additional regents to serve on Standing Committees.

IT WAS MOVED by Regent Partridge, seconded by Regent Roberts, to approve (1) waive the two-reading requirement of By-Laws Section 5.5.1, and (2) approve the first and final reading of the amendments to the By-Laws, as shown in Attachment I. Motion passed.

A copy of the By-Laws Amendments can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

**1-E SDBOR FY25 Budget Priorities**

Heather Forney, System Vice President of Finance & Administration, explained that the agenda item before the Board provides a summary of the requests for FY25 General Fund support broken down by base funding and one-time funding requests for the Board to discuss and identify which will be included in the final list of priorities to be submitted in the FY25 Budget Request detail to the Bureau of Finance and Management (BFM).

Regent Partridge noted that the regents have been working very diligently in communicating with campuses, legislators, and the Governor’s office in working towards this list before us. It is the Board’s job to present the system priorities list in late summer to be entered into the State’s system for consideration for inclusion in the Governor’s budget list. Regent partridge further noted that the system is looking at what will likely be a tighter state budget this time around than there has been the last couple of years, so we need to be careful and cognizant of what we ask for to make sure we are putting forth only what is most important to our system. Doing so will assist BFM and the Governor in their decision making in the coming legislative session.

Regent Partridge proposed that the list of requests be broken down into three tiers. Tier 1 would be the top priorities, Tier 2 would be the secondary priorities, and all remaining items in the list presented would fall into what will be called Tier 3 – Not recommended to the Governor.

After discussion and deliberations, the Board sorted and assigned each request as follows:

Campus	Base (Ongoing) Funding Request	Amount	FTE	Board Recommendations		
				Funding	FTE	Tier
BHSU	Base Funding Gap	\$3,000,000	25.0	\$926,406	5.0	2
BHSU	School of Business Program Enhancement & Industry Engagement	\$300,000	2.0			Above
BHSU	Center for Civic Engagement	\$300,000	2.0	\$880,096	3.0	2
NSU	Center for Public History and Civic Engagement	\$204,500	1.0			Above
SDSU	BioProducts Phase 2 funding	\$650,000	4.3			3
SDSMT	BioProducts Phase 2 funding	\$650,000	4.3			3
USD MED	Telehealth Collaborative	\$665,000	5.8			3
USD/MED/SDSMT	Biomedical Computational Collaborative	\$900,000	8.0			3
SDSU	Include Agriculture Experiment Station facilities in state M&R calculation	\$1,248,951				3
System	Tuition Freeze	\$4,330,920		\$4,330,920		1
System	Dual Credit Funding	\$3,278,200		\$147,547		1
<b>TOTAL</b>		<b>\$15,527,571</b>	<b>52.4</b>	<b>\$6,284,969</b>	<b>8.0</b>	
Campus	One-Time Funding Request	Amount	FTE	Funding	FTE	Tier
DSU *	Teacher Apprenticeship Pathway	\$3,000,000		\$624,066		2
DSU/SDSMT/SDSU/USD **	SD Center for Quantum Information Science and Technology	\$2,000,000	4.0	\$6,032,685	5.0	1
SDSMT	Intellectual Property Protection (Patent) Fund	\$4,000,000				3
SDSU	Rising construction costs at Cottonwood	\$1,200,000				3
System	Debt Retirement - HEFF Bonded Debt	\$10,778,927		\$10,778,927		1
USD/MED/SDSMT	Biomedical Computational Collaborative	\$5,000,000	4.0			3
USD	New Interdisciplinary Data Sciences (IDS) Building - Demo Akeley-Lawrence	\$20,000,000				3
NSU	Lincoln Hall Building Replacement	\$3,000,000				3
<b>TOTAL</b>		<b>\$48,978,927</b>	<b>8.0</b>	<b>\$17,435,678</b>	<b>5.0</b>	
<b>GRAND TOTAL</b>		<b>\$64,506,498</b>	<b>60.4</b>	<b>\$23,720,647</b>	<b>13.0</b>	

IT WAS MOVED by Regent Roberts, seconded by Regent Morrison, to approve the Tier 1 and Tier 2 FY25 Budget Requests as outlined.

For further clarification, a substitute motion was made by Regent Partridge.

IT WAS MOVED by Regent Partridge, seconded by Regent Roberts, to approve the FY25 Budget Request to include the priorities identified in Tier 1 and Tier 2, to direct the staff to prepare and submit the FY25 Budget Request detail and justification to the Bureau of Finance and Management, and to refine any budget request figures and narratives, as necessary. Any needs for federal and other expenditure authority, full-time equivalent (FTE), South Dakota Opportunity Scholarship, post-secondary scholarship, lease payments, salary policy, and utility adjustment requests should be included. Motion passed.

A copy of the SDBOR FY25 Budget Priorities can be found on pages \_\_\_\_ to \_\_\_\_ of the official minutes.

### **Public Comment**

There were no public comments.

### **ADJOURNMENT**

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

The meeting adjourned at 2:45 p.m.