

**BOARD OF REGENTS
MINUTES OF THE MEETING
May 10, 2022**

The South Dakota Board of Regents met on May 10, 2022, via Zoom at 9:00 a.m. Central Time with the following members present:

ROLL CALL:

John Bastian – PRESENT
Brock Brown – PRESENT
Jeff Partridge – PRESENT
Tim Rave – PRESENT
Joan Wink – PRESENT
Tony Venhuizen, Secretary – PRESENT
Jim Thares, Vice President – PRESENT
Pam Roberts, President – PRESENT

Also present during all or part of the meeting were Dr. Brian Maher, Board of Regents Executive Director and CEO; Nathan Lukkes, Board of Regents Chief of Staff; Dr. Janice Minder, System Vice President for Academic Policy and Planning; Heather Forney, System Vice President of Finance & Administration; Kayla Bastian, Director of Human Resources; Katie Maley, Executive Assistant to the CEO and Board; Barry Dunn, SDSU President; José-Marie Griffiths, DSU President; Laurie Nichols, BHSU President; Jim Rankin, SDSM&T 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 10, 2022

Regent Roberts 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 Thares 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 March 29-30, 2022

IT WAS MOVED by Regent Bastian, seconded by Regent Brown, to approve the minutes of the Board of Regents meetings on March 29-30, 2022. Motion passed.

1-D Motion to Dissolve into Executive Session

IT WAS MOVED by Regent Venhuizen, seconded by Regent Brown, that the Board dissolve into executive session at 9:10 a.m. on Tuesday, May 10, 2022, 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 12:00 p.m., and reconvene in public session at 1:00 p.m. 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 1:00 p.m.

3-A Report and Actions of Executive Session

Regent Venhuizen reported that the Board Dissolved into Executive Session at 9:10 a.m. on Tuesday, May 10th, 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 12:00 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 Venhuizen, seconded by Regent Brown, 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 Report on Individual Regent Activities

No reports.

3-C Report from Individual Presidents and Superintendents

No reports.

3-D Report of the Executive Director

Dr. Brian Maher, Board of Regents Executive Director and CEO, noted that he will be attending a retreat with the Presidents on May 26. He will also be attending a WICHE SHEEO meeting on May 15-17 in which

A copy of the Report of the Executive Director can be found on pages ____ to ____ of the official minutes.

5 Public Comment Period

Regent Roberts explained that commentary from those participating remotely via Zoom would be taken.

There were no public comments.

CONSENT AGENDA

IT WAS MOVED by Regent Thares, seconded by Regent Wink, to approve consent agenda items 5-A through 5-Q. Motion passed.

Academic and Student Affairs – Consent

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 Academic Calendar – Special Schools

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

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

5-C 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.

5-D (1) New Program Request – DSU – BS in Individualized Studies

Authorize DSU to offer a BS in Individualized Studies, as presented.

A copy of the New Program Request – DSU – BS in Individualized Studies can be found on pages ____ to ____ of the official minutes.

5-D (2) New Program Request – USD – Minor in Deaf Education

Authorize USD to offer a minor in Deaf Education, as presented.

A copy of the New Program Request – USD – Minor in Deaf Education can be found on pages ____ to ____ of the official minutes.

5-D (3) New Program Request – USD – Minor in Public Policy

Authorize USD to offer a minor in Public Policy, as presented.

A copy of the New Program Request – USD – Minor in Public Policy can be found pages ____ to ____ of the official minutes.

5-E (1) New Certificate Request – DSU – Ethics in Technology (Undergraduate)

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

A copy of the New Certificate Request – DSU – Ethics in Technology (Undergraduate) can be found on pages ____ to ____ of the official minutes.

5-E (2) New Certificate Request – DSU – Supply Chain Management (Graduate)

Authorize DSU to offer a graduate certificate in Supply Chain Management, as presented.

A copy of the New Specialization Request – DSU – Supply Chain Management (Graduate) can be found on pages ____ to ____ of the official minutes.

5-E (3) New Certificate Request – NSU – HyFlex Pedagogy (Graduate)

Authorize NSU to offer a graduate certificate in HyFlex Pedagogy, as presented.

A copy of the New Specialization Request – NSU – HyFlex Pedagogy (Graduate) can be found on pages ____ to ____ of the official minutes.

5-E (4) New Certificate Request – USD – Data Science (Undergraduate)

Authorize USD to offer an undergraduate certificate in Data Science, as presented.

A copy of the New Specialization Request – USD – Data Science (Undergraduate) can be found on pages ____ to ____ of the official minutes.

5-E (5) New Certificate Request – USD – Fundamentals of Medical Spanish (Undergraduate)

Authorize USD to offer an undergraduate certificate in Fundamentals of Medical Spanish, as presented.

A copy of the New Specialization Request – USD – Fundamentals of Medical Spanish (Undergraduate) can be found on pages ____ to ____ of the official minutes.

5-F (1) New Site Request – SDSU – BS and Minor in Agricultural Business (Online)

Approve SDSU's new site proposals to offer the BS and minor in Agricultural Business online.

A copy of New Site Request – SDSU – BS and Minor in Agricultural Business (Online) can be found on pages ____ to ____ of the official minutes.

5-F (2) New Site Request – USD – Kinesiology and Sport Management, M.A. Exercise Science specialization (Online, Hybrid)

Approve USD's new site proposal to offer the Exercise Science specialization within the MA in Kinesiology and Sports Management online and hybrid.

A copy of New Site Request – USD – Kinesiology and Sport Management, M.A. Exercise Science specialization (Online, Hybrid) can be found on pages ____ to ____ of the official minutes.

5-G Intent to Plan Request – DSU – BS in Digital Content Creation

Authorize DSU to develop a program proposal for an BS in Digital Content Creation, as presented.

A copy of Intent to Plan Request – DSU – BS in Digital Content Creation can be found on pages ____ to ____ of the official minutes.

5-H (1) Articulation Agreements – Northern State University

Approve Northern State University's articulation agreements with Southeast Technical College, as presented in Attachment I.

A copy of the Articulation Agreements – Northern State University can be found on pages ____ to ____ of the official minutes.

5-H (2) Articulation Agreements – University of South Dakota

Approve the University of South Dakota's articulation agreement with Lake Area Technical College, as presented in Attachment I.

A copy of the Articulation Agreements – University of South Dakota can be found on pages ____ to ____ of the official minutes.

5-I Agreement on Academic Cooperation – SDSU

Approve South Dakota State University's agreement on academic cooperation with Vietnam National University of Agriculture, as presented.

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

5-J Inactive Status and Program Termination Requests – DSU & USD

Approve DSU's request to terminate the BS in Biology, and USD's request to terminate the minors in Biology Teaching, Chemistry, Earth Sciences Teaching, Economics Teacher, English Teaching, German Teaching, History, Mass Communication Teaching, Mathematics, Media & Journalism Teaching, Modern Foreign Languages (K- 12) Teaching, Physical Science Teaching, Physics Teaching, Political Science Teaching, Psychology, Sociology Teaching, Spanish Teaching, and Speech Communication Teaching, as presented.

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

5-K Site Termination Request – USD

Approve USD's requests to terminate the on-campus delivery site for their MA in Education Administration and Leadership and Ed.S. Curriculum Director Specialization, as presented.

A copy of the Site Termination Request – USD can be found on pages ____ to ____ of the official minutes.

5-L Revisions to Terminal Degrees Table – USD

Approve the proposed revisions to AAC Guideline 6.2 Terminal Degrees Table as provided in Attachment I.

A copy of the Revisions to Terminal Degrees Table – USD can be found on pages ____ to ____ of the official minutes.

5-M Dual / Concurrent Credit Transfer of Credits Agreement Amendment – Wayne State College

Approve the Dual / Concurrent Credit Transfer of Credits Agreement Amendment with Wayne State College.

A copy of the Dual / Concurrent Credit Transfer of Credits Agreement Amendment – Wayne State College can be found on pages ____ to ____ of the official minutes.

5-N BOR Policy 2:33 Revisions – Student Academic Misconduct (Second Reading)

Approve the second and final reading of the proposed revisions to BOR Policy 2:33, as presented.

A copy of the BOR Policy 2:33 Revisions – Student Academic Misconduct (Second Reading) can be found on pages ____ to ____ of the official minutes.

Budget and Finance – Consent

5-O 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-P FY23 General Fund M&R Allocation and Projects List

Approve the General Fund M&R requested projects for FY23 as listed in Attachment I.

A copy of the FY23 General Fund M&R Allocation and Projects List can be found on pages ____ to ____ of the official minutes.

5-Q FY23 Fee M&R Projects List

Approve the FY23 Maintenance and Repair Fee projects as presented in Attachment I.

A copy of the FY23 Fee M&R Projects List can be found on pages ____ to ____ of the official minutes.

Informational Items – No Board Action Necessary

5-R 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-S Building Committee Report

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

5-T Student Accounts Receivable Report

A copy of the Student Accounts Receivable Report can be found on pages ____ to ____ of the official minutes

ACADEMIC AND STUDENT AFFAIRS

6-A Math Placement Guidelines

Dr. Janice Minder noted that given the pertinent relationship of math placement to undergraduate admissions (BOR Policy 2:3), this new math placement guideline merits approval from the Board of Regents. For historic purposes, Math and English placement guidelines are two that are brought forward to the Board for formal approval. Consistent with the AAC membership's resolve, BOR senior staff members are supportive of the Math Discipline Council's recommendation.

To identify how we are placing students into the best course that fits them. With the research that SDSU has conducted over the past two years, the recommendation from the Math Discipline Council best represents that. The system will continue to research this area and look for ways to continue to best formulate this guideline.

IT WAS MOVED by Regent Wink, seconded by Regent Venhuizen, to approve the Math Placement Guidelines, as presented. Motion passed.

A copy of the Math Placement Guidelines can be found on pages ____ to ____ of the official minutes.

6-B New Program Request – SDSMT – PhD in Data Science and Engineering

Dr. Rebecca Hoey, System Associate Vice President for Academic Programming, and Dr. Lance Roberts, SDSMT Provost and Vice President of Academic Affairs, stated that South Dakota School of Mines and Technology (SDSMT) requests permission to offer a PhD program in Data Science and Engineering. The PhD in Data Science and Engineering will be an interdisciplinary degree that would span across many existing and emergent technical fields, including Machine Learning and Artificial Intelligence, Data Mining and Big Data, Data Analytics and Applied Statics, Data Engineering, and Data Visualization. The proposed program will leverage collaborative opportunities with the following three departments on the SDSMT campus: 1)

Computer Science & Engineering, 2) Mathematics, and 3) Industrial Engineering. The Board approved the Intent to Plan at the August 2021 meeting and an external review has been conducted.

IT WAS MOVED by Regent Wink, seconded by Regent Brown, to authorize SDSMT to offer a PhD in Data Science and Engineering, as presented. Motion passed.

A copy of the New Program Request – SDSMT – PhD in Data Science and Engineering can be found on pages ____ to ____ of the official minutes.

BUDGET AND FINANCE

7-A RESERVED

7-B FY23 USD – Sioux Falls Tuition Rates

Heather Forney, System Vice President of Finance & Administration, stated that at the March 2022 BOR meeting, rates for Associates Degree Program, Remedial, and Over Sixty-Five courses at the University of South Dakota – Sioux Falls location were not included in Attachment I.

IT WAS MOVED by Regent Partridge, seconded by Regent Rave, to approve the addition of Associates Degree Program Remedial and Over Sixty- Five rates at the University of South Dakota – Sioux Falls to the FY23 On-Campus Tuition Schedule at the amounts as listed. Motion passed.

A copy of the FY23 USD – Sioux Falls Tuition Rates can be found on pages ____ to ____ of the official minutes.

7-C NSU Energy Performance Contract

Veronica Paulson, NSU Vice President of Finance & Administration, stated that NSU is requesting to enter into a performance contract with SiteLogIQ Inc. to complete multiple energy efficiency projects using utility savings to pay for the project. The total cost of the projects is estimated to be \$1,683,997. The projects are dependent on the state allowing the savings to be preserved for loan payments over the 15-year payback period.

Current Board policy requires contracts having significant policy implications to be approved by the Board. Because of the unique nature of this project, the Board is being asked to approve the contract with SiteLogIQ, Inc. and the application for 0% loan provided through the State Energy Office.

IT WAS MOVED by Regent Partridge, seconded by Regent Rave, to approve the NSU Energy Performance Contract at an estimated cost of \$1,700,000 to be paid for with energy savings over a 15-year period and to enter into a 15-year State Energy Loan at zero percent interest with the Bureau of Administration. Motion passed.

A copy of the NSU Energy Performance Contract can be found on pages ____ to ____ of the official minutes.

7-D SDSMT Energy Performance Contract

Jerilyn Roberts, SDSMT Associate Vice President for Facilities, Risk, and Services, stated SDSMT is requesting to enter into a performance contract with SiteLogIQ Inc. to complete multiple energy efficiency projects using utility savings to pay for the project. The total cost of the projects is estimated to be up to \$1,600,000. The projects are dependent on the state allowing the savings to be preserved for loan payments over the 15-year payback period.

IT WAS MOVED by Regent Partridge, seconded by Regent Thares, to approve the SDSMT Energy Performance Contract at an estimated cost of \$1,600,000 to be paid for with energy savings over a 15-year period and to enter into a 15-year State Energy Loan at zero percent interest with the Bureau of Administration. Motion passed.

A copy of the SDSMT Energy Performance Contract can be found on pages ____ to ____ of the official minutes.

7-E SDSMT Mineral Industries Building – Revised Facility Design Plan (FDP)

Jerilyn Roberts, SDSMT Associate Vice President for Facilities, Risk, and Services, stated that the South Dakota School of Mines & Technology (SDSMT) requests approval of the revised Facility Design Plan for the construction of a new Mineral Industries building. The Preliminary Facility Statement (PFS) and Facility Program Plan (FPP) were approved at the June 2014 BOR meeting and March 2021 BOR meeting, respectively. The original Facility Design Plan was approved at the December 2021 Board meeting. The initial request was to renovate the current facility. The cost to renovate the building was estimated at \$28M and the cost to construct a new building was estimated at \$34M. To better serve the disciplines for the next 60 years, the direction changed to a new building, with the current building being torn down. The Facility Design Plan is being resubmitted because the construction site location has changed. The current construction environment is volatile, and prices continue to increase.

The new building will be 63,800 square feet. It will provide classroom space used by the entire university as well as laboratory and administrative space for the Departments of Geology and Geological Engineering, Mining Engineering and Management, and Materials and Metallurgical Engineering. The building also supplies space for multi-user research laboratories such as the Engineering and Mining Experiment Station (EMES). South Dakota Mines is one of only five universities in the nation that retains a core expertise in all the areas that support the development of critical resources and minerals. The need for modernized space is even more pressing now that the Caterpillar MineStar Research Consortium has been announced, as this is the first step in creating a world class industries resource research center at the university. Additionally, the building will help increase the research enterprise and recruitment of talented students and faculty. The new building will support the mission of the university by providing efficient and modern facilities that meet the needs of the campus now and into the future.

IT WAS MOVED by Regent Partridge, seconded by Regent Wink, to approve SDSMT's Revised Facility Design Plan for the Mineral Industries Building at a cost not to exceed \$34,000,000 funded by a combination of General, Private, and University Funds. Motion passed.

A copy of the SDSMT Mineral Industries Building – Revised Facility Design Plan (FDP) can be found on pages ____ to ____ of the official minutes.

7-F Capital Projects List

Heather Forney, System Vice President of Finance & Administration, stated that the attached list in the item identifies the current capital improvement projects within the Board of Regents system and each project's regental building committee representative, estimated dollar amount, the source of funds, and the current status.

The review and approval of capital improvement projects involves several phases, and Board approval is required before a project may advance from one stage to another. Institutions may request exemption from this approval process for any maintenance and repair project after the preliminary facility statement. Once the bids are approved by the Building Committee or the Board and the financing plan is in place, the project proceeds to construction.

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

7-G BOR Policy 5:7 Revisions – Refunds (First Reading)

Heather Forney, System Vice President of Finance & Administration, stated that this is the first reading of proposed revisions to the policy regarding refunds. In the past, Regental institutions utilized First Day Access (FDA) to allow students to receive digital course materials direct from the textbook vendor on the first day of class for a reduced cost and assessed a "First Day Access Fee" on the student's bill. Updated guidance from the Code of Federal Regulations (CFR) Section 668.22 indicates that FDA should now be a "charge" vs. a "fee." As a result, Board of Regents Policy 5:7 – Refunds has been updated to remove the classification of FDA as a fee.

Classifying FDA as a charge for federal financial aid purposes means that a student will either receive a 100% refund if they drop prior to census day or 0% if they drop after. When FDA was classified as a fee, students were receiving a prorated refund after census. This change to a charge is consistent with federal guidance under CFR.

IT WAS MOVED by Regent Partridge, seconded by Regent Bastian, to approve the first reading of the proposed revisions to BOR Policy 5:7 – Refunds as outlined in Attachment I. Motion passed.

A copy of BOR Policy 5:7 Revisions – Refunds (First Reading) can be found on pages ____ to ____ of the official minutes.

7-H BOR Policy 5:21 Revisions – System Collection Policy (First Reading)

Heather Forney, System Vice President of Finance & Administration, stated this is a first reading of the amendment to the system collection policy. The current collection policy makes mention of a timeline for submittal of delinquent accounts to the Board of Finance for write-off at two

years. The campus controllers would like clarification in the policy and an addition to the timeline indicating the requirement for accounts to be submitted for write-off no later than five years after delinquency. Language has also been added to allow for exceptions should the need ever arise. Heather explained that the intent of the policy is that those exceptions would be granted by the finance department at each campus. Regent Bastian suggested adding language to the policy noting who would be granting those exceptions for added clarity. It was determined that revision could be brought at the time of the second reading.

IT WAS MOVED by Regent Partridge, seconded by Regent Bastian, to approve the first reading of the proposed revisions to BOR Policy 5:21 – System Collection Policy as outlined in Attachment I. Motion passed.

A copy of BOR Policy 5:21 Revisions – System Collection Policy (First Reading) can be found on pages ____ to ____ of the official minutes.

7-I BOR Policy 6:4 Revisions – Capital Improvements (First Reading)

Heather Forney, System Vice President of Finance & Administration, stated that a workgroup has been reviewing the existing Board policies related to the building process and what changes/modifications could be implemented to expedite that process while still maintaining its integrity. The group consists of Jerilyn Roberts, SDSMT; Les Olive, formerly of SDSU; Holly Farris, BOR staff; Stacy Watters, State Engineer; and other interested parties. This is a first reading of the policy. The recommended revisions were approved by the Business Affairs Council and are supported by the Board office staff.

The intent through Policy 6:4 was really to state which requirements were required by state statute, which are done through BOR policy, and what are we doing now that perhaps do not need to be that could be eliminated to make the process work a little more smoothly. Of the key changes that were listed within the item, Heather noted that the one change that would likely cause the most discussion amongst the Board would be the removal of the requirement for Board action at every phase of the capital improvement process.

In discussion the revisions as presented, there were some concerns surrounding whether the Board was being removed too much from the process. It was suggested that additional clarification on when a facility program plan or design plan may need to go back to the building committee and the Board be added into the proposed revisions and that a timeline/checklist of how the process is done now versus how it is being proposed could be reviewed prior to when this comes back for a second reading.

IT WAS MOVED by Regent Thares, seconded by Regent Bastian, to approve the first reading of the proposed revisions to BOR Policy 6:4 – Capital Improvements as outlined in Attachment I.

ROLL CALL:

John Bastian – Yea
Brock Brown – Yea

Jeff Partridge – Nay
Tim Rave – Yea
Joan Wink – Yea
Tony Venhuizen – Yea
Jim Thares – Yea
Pam Roberts – Nay

Motion passed.

A copy of BOR Policy 6:4 Revisions – Capital Improvements can be found on pages ____ to ____ of the official minutes.

7-J BOR Policy 6:5 Revisions – Building Committees (First Reading)

Heather Forney, System Vice President of Finance & Administration, stated that a workgroup has been reviewing the existing Board policies related to the building process and what changes/modifications could be implemented to expedite that process while still maintaining its integrity. The group consists of Jerilyn Roberts, SDSMT; Les Olive, formerly of SDSU; Holly Farris, BOR staff; Stacy Watters, State Engineer; and other interested parties. This is a first reading of the policy. The recommended revisions were approved by the Business Affairs Council and are supported by the Board office staff.

Key changes to Policy 6:5 include clarification that both SDCL § 5-14-1 and § 5-14-3 should be referenced in this policy. Previously only SDCL § 5-14-3 was referenced. Also, Section 1.1 clarifies that an architect engaged in preliminary work on a project may be eligible for final design and development so long as they were selected through a competitive process for the preliminary work.

IT WAS MOVED by Regent Partridge, seconded by Regent Thares, to approve the first reading of the proposed revisions to BOR Policy 6:5 – Building Committees as outlined in Attachment I. Motion passed.

A copy of BOR Policy 6:5 Revisions – Building Committees can be found on pages ____ to ____ of the official minutes.

7-K BOR Policy 6:6 Revisions – Maintenance and Repair (First Reading)

Heather Forney, System Vice President of Finance & Administration, stated that a workgroup has been reviewing the existing Board policies related to the building process and what changes/modifications could be implemented to expedite that process while still maintaining its integrity. The group consists of Jerilyn Roberts, SDSMT; Les Olive, formerly of SDSU; Holly Farris, BOR staff; Stacy Watters, State Engineer; and other interested parties. This is a first reading of the policy. The recommended revisions were approved by the Business Affairs Council and are supported by the Board office staff.

Key changes to Policy 6:6 provide clarification that HEFF funds may not be used for master planning but can be used for project planning in Section 2.2. Throughout the policy the threshold requiring OSE management on projects is raised from \$50,000 to \$100,000 consistent with SDCL § 5-18A-14. Also, Section 7.3 clarifies that Maintenance and Repair funds may be used for planning on projects that may exceed the \$5M threshold, making it a capital improvement, but cannot be used for planning new construction.

IT WAS MOVED by Regent Partridge, seconded by Regent Rave, to approve the first reading of the proposed revisions to BOR Policy 6:6 – Maintenance and Repair as outlined in Attachment I. Motion passed.

A copy of BOR Policy 6:6 Revisions – Maintenance and Repair (First Reading) can be found on pages ____ to ____ of the official minutes.

7-L BOR Policy 6:7 Revisions – Building Plaques (First Reading)

Heather Forney, System Vice President of Finance & Administration, stated that a workgroup has been reviewing the existing Board policies related to the building process and what changes/modifications could be implemented to expedite that process while still maintaining its integrity. The group consists of Jerilyn Roberts, SDSMT; Les Olive, formerly of SDSU; Holly Farris, BOR staff; Stacy Watters, State Engineer; and other interested parties. This is a first reading of the policy. The recommended revisions were approved by the Business Affairs Council and are supported by the Board office staff.

Heather noted that Policy 6:7 has been modified to simply read “Bid Opening” vs. “Bid Letting” for clarification purposes.

IT WAS MOVED by Regent Partridge, seconded by Regent Thares, to approve the first reading of the proposed revisions to BOR Policy 6:7 – Building Plaques as outlined in Attachment I. Motion passed.

A copy of the BOR Policy 6:7 Revisions – Building Plaques (First Reading) can be found on pages ____ to ____ of the official minutes.

7-M BOR Policy 6:10 Revisions – Legislative Authorization of Private or Grant Funded Facilities (First Reading)

Heather Forney, System Vice President of Finance & Administration, stated that Policy 6:10 – Legislative Authorization of Private or Grant Funded Facilities has been modified to clarify that this policy applies to any funding outside of state general funds and to include reference to both SDCL § 5-14-1 and § 5-14-3.

IT WAS MOVED by Regent Partridge, seconded by Regent Thares, to approve the first reading of the proposed revisions to BOR Policy 6:10 – Legislative Authorization of Private or Grant Funded Facilities as outlined in Attachment I. Motion passed.

A copy of BOR Policy 6:10 Revisions – Legislative Authorization of Private or Grant Funded Facilities (First Reading) can be found on pages ____ to ____ of the official minutes.

7-N BOR Policy 1:27 Revisions – Naming of Institutional Facilities, Programmatic Units or Funded Academic Honors (First Reading)

Nathan Lukkes, System General Counsel, stated that the proposed revisions to BOR Policy 1:27 provide clarity around the structure of naming requests associated with gifts. Naming rights which are structured to span the duration of the useful life of a facility often cause ambiguity late in the life of the facility when discussions commence around replacement, renovation or demolition of the facility. Providing naming rights for a defined period of time (i.e., number of years) provides clarity for both the institution and the donor, alleviating the uncertainty around the point at which the naming rights cease. The revision to Section 2.2 would require the parties to define the duration of the naming rights, which should be commensurate to the level of the gift, and not exceed the expected useful life of the facility. Additionally, the adjustment in Section 2.4 removes the default premise of the naming generally being effective for the useful life of the facility, maintaining consistency with the change to Section 2.2.

IT WAS MOVED by Regent Partridge, seconded by Regent wink, to approve the first reading of the proposed revisions to BOR Policy 1:27, as presented in Attachment I. Motion passed.

A copy of BOR Policy 1:27 Revisions – Naming of Institutional Facilities, Programmatic Units or Funded Academic Honors (First Reading) can be found on pages ____ to ____ of the official minutes.

7-O BOR Policy 4:49 Revisions – Multi-Year Employment Contracts (First and Final Reading)

Nathan Lukkes, System General Counsel, BOR Policy 4:49 was implemented in March of 2016, at which time the catalyst for the policy was NCAA Division I head coaches. Consequently, the discretion to enter into multi-year coaches' contracts was limited to only those head coaches and athletic directors at the NCAA Division I level. Since that time, the market for collegiate coaches has continued to evolve, eroding the merits of the initial distinction in policy between NCAA Division I head coaches and other collegiate head coaches.

The proposed revisions to BOR Policy 4:49 remove the NCAA Division I requirement for multi-year contracts for head coaches and athletic directors, making the option available for head coaches and athletic directors at any level. Section 3 also clarifies that multi-year contracts are not the norm.

IT WAS MOVED by Regent Thares, seconded by Regent Bastian, to move to (1) waive the two-reading requirement of By-Laws Section 5.5.1, and (2) approve the first and final reading of the proposed revisions to BOR Policy 4:49, as presented in Attachment I.

ROLL CALL:

John Bastian – Yea

Brock Brown – Yea
Jeff Partridge – Nay
Tim Rave – Yea
Joan Wink – Yea
Tony Venhuizen – Yea
Jim Thares – Yea
Pam Roberts – Yea

Motion passed.

Per the SDBOR By Laws, since there was not a unanimous vote, this policy revision will be brought forth for a second reading at the next regularly scheduled BOR meeting in June.

A copy of BOR Policy 4:49 Revisions – Multi-Year Employment Contracts (First and Final Reading) can be found on pages ____ to ____ of the official minutes.

ADJOURNMENT

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

The meeting adjourned at 4:00 p.m.

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 10, 2022, 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 – Approve the FY23 salary policy recommendations as outlined in Attachment I.

2-B(1) – Approve the employment contract for SDSU women's volleyball coach, Dan Georgalas, as presented.

2-B(2) – Approve the addendum to the employment contract for Krista Wood to extend the contract end date from June 21, 2025 to June 21, 2027, and accept the new terms as presented.

2-B(3) – Approve the addendum to the employment contract for Aaron Johnston to extend the contract end date from June 21, 2023 to June 21, 2027, and accept the new terms as presented.

2-B(4) – Approve the addendum to the employment contract for Eric Henderson to extend the contract end date from June 21, 2023 to June 21, 2027, and accept the new terms as presented.

2-B(5) – Approve the employment contract for USD women's basketball coach, Kayla Karius, as presented.

2-B(6) – Approve the employment contract for BHSU men's basketball coach, Ryan Thompson, as presented.

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

2-E – Adopt the recommended decision and findings of fact and conclusions of law presented pertaining to USD Faculty Grievance No. 2021-2.

2-F – Approve the BHSU naming request as presented.

2-G – Approve the employment actions as detailed in Attachment II.

2-H – Approve the promotion and tenure requests as presented in Attachment III.

2-I – Approve the request to grant tenure as a Professor to Dr. Victor Taylor (SDSU) and Dr. Kyle Knight (SDSMT).

2-K – Approve the evaluation letters for Presidents Nichols and Rankin as presented.

2-M – Amend and renew the annual contracts as directed for Executive Director Brian Maher, President Barry Dunn, President Sheila Gestring, President Jose Marie-Griffiths, President James Rankin, Executive Director/CEO Brian Maher, Superintendent Dan Trefz, Superintendent Kim Wadsworth, effective June 22, 2022 through June 21, 2023, and authorize the staff to take actions necessary and appropriate to effectuate the same.

2-N – Approve the compensation requests for Nathan Lukkes and Kayla Bastian, as presented.

2-O – Ratify the agreement entered into by USD as presented, having the result of effectuating the BOR's consent to, and approval of the same, as further expounded upon in the narrative contained in Item 2-O.

DRAFT

BLACK HILLS STATE UNIVERSITY

PZRSAPM

South Dakota Board of Regents
Black Hills State University
FY23 Non-Faculty Exempt Salary Analysis

04/28/2022 14:35:31

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perfm	FY23 Inst	FY23 Prom	FY23 Adj
Carriveau, Pamela	Academic Affairs	BE9101	Assistant Provo	1.00	12	90,609.00	102,000.00	11,391.00	12.57	6.63	4.84	1.10	.00	.00
Rainboth, Joseph	Admissions	BE9430	Dir Admissions	1.00	12	69,321.00	77,250.00	7,929.00	11.44	5.30	2.96	3.17	.00	.00
Baker, Riley	Intercollegiate Athletics	BE9407	Sports Informat	1.00	12	40,000.00	44,564.00	4,564.00	11.41	6.03	2.88	2.50	.00	.00
Marsh, Craig	Intercollegiate Athletics	BE9138	Head Women's Go	1.00	10	30,901.00	34,676.00	3,775.00	12.22	6.75	2.88	2.59	.00	.00
Palmer, Kaitlin	International Studies	BE9179	International A	1.00	12	37,704.00	42,980.00	5,276.00	13.99	7.96	3.96	2.08	.00	.00
Ginther, John	Residence Life	BE9789	Asst Director,	1.00	12	41,057.00	46,098.00	5,041.00	12.28	4.24	8.04	.00	.00	.00
Weber, Dana	Student Success Center	BE9202	Professional Ad	1.00	12	39,357.00	43,974.00	4,617.00	11.73	5.26	4.48	1.99	.00	.00
Gramm, Jessica	Student Union	BE9403	Student Engagem	1.00	12	32,000.00	38,813.00	6,813.00	21.29	15.63	3.21	2.45	.00	.00

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South Dakota Board of Regents
Black Hills State University
FY23 Lecturer Salary Analysis

04/28/2022 14:35:44

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	Performance Inst SPC Resr Sevr Gen	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
Prosser Laura	School of Business	BE9741	Assistant Professor,	.60	9	2 0 1 2 0	79915.00	90058.00	10143.00	12.69	6.87	5.33	.49	.00	.00
Weyant Thomas	School of Mathematics & Soc Science	BE9132	Assistant Professor, History	1.00	9	2 0 2 1 0	44366.00	49488.00	5122.00	11.54	5.02	5.85	.67	.00	.00
Jensen Elizabeth	School of Natural Sciences	BE9169	Instructor Biology BHRC	1.00	9	1 0 0 0 0	41084.00	45769.00	4685.00	11.40	8.73	2.18	.49	.00	.00

ATTACHMENT I

DAKOTA STATE UNIVERSITY

PZRSAPM

South Dakota Board of Regents
Dakota State University
FY23 Non-Faculty Exempt Salary Analysis

04/28/2022 14:35:23

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perfm	FY23 Inst	FY23 Prom	FY23 Adj
Heap, Samantha	Admissions	DE9716	Admissions Spec	1.00	12	37,957.00	42,169.00	4,212.00	11.10	1.95	2.72	6.42	.00	.00
Holm, Eric	ITS Administrative Services	DE9505	Systems Adminis	1.00	12	72,361.00	81,211.00	8,850.00	12.23	5.11	4.35	2.76	.00	.00
Hoesing, Peter	Sponsored Programs	DE9974	Director of Spo	1.00	12	76,499.00	88,762.00	12,263.00	6.03	.00	3.81	2.22	.00	10.00

PZRSAPM

South Dakota Board of Regents
Dakota State University
FY23 Lecturer Salary Analysis

04/28/2022 14:35:33

Version : 042014.16a

Name	Department	Position	Title	Performance							FY22	FY23	Total	FY23	FY23	FY23	FY23	FY23	
				FTE	Mths	Inst	SPC	Resr	Sevr	Gen	Base	Salary	Increase	Slry	Mrkt	Perf	Inst	Prom	Adj
Kramer Andrew	Beacom College	DE9509	Instructor	1.00	9	3	3	0	3	0	57113.00	63971.00	6858.00	12.01	3.07	6.75	2.19	.00	.00

NORTHERN STATE UNIVERSITY

PZRSAPM

South Dakota Board of Regents
Northern State University
FY23 Faculty Salary Analysis

04/28/2022 14:35:20

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	Inst	SPC	Resr	Sevr	Gen	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
Jalli Nuurriantio	Dept of Languages & NE	9574	Assistant Professor	1.00	9	3	0	3	3	0	53000.00	60220.00	7220.00	13.62	2.37	7.14	4.11	.00	.0
Bultema Darci	Dept of Music & NE	9333	Professor	1.00	9	3	0	3	3	0	67937.00	83732.00	15795.00	9.75	3.42	6.31	.02	.00	13.5
Faflak Marcela	Dept of Music & NE	9580	Professor	1.00	9	3	0	1.67	3	0	72683.00	81056.00	8373.00	5.64	1.92	3.72	.00	.00	5.8

PZRSAPM

South Dakota Board of Regents
Northern State University
FY23 Lecturer Salary Analysis

04/28/2022 14:35:34

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	Inst	SPC	Resr	Sevr	Gen	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
Netzer Travis	Dept of Music & Thea	NE9631	Lecturer of Music	1.00	9	0	3	0	0	0	42000.00	48594.00	6594.00	6.48	.00	6.48	.00	.00	9.22
Skyles Michael	Dept of Music & NE	9506	Instructor	1.00	9	0	3	0	0	0	45459.00	56659.00	11200.00	12.17	.00	6.29	5.88	.00	12.47

SD SCHOOL OF MINES & TECHNOLOGY

PZRSAPM

South Dakota Board of Regents
South Dakota School of Mines and Tech.
FY23 Non-Faculty Exempt Salary Analysis

04/28/2022 14:35:11

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perfm	FY23 Inst	FY23 Prom	FY23 Adj
Mustard, Barbara	Administrative Services	ME9423	Director of Bus	1.00	12	73,900.00	86,000.00	12,100.00	16.37	.00	.00	16.37	.00	.00
Roman, Hilary	Career & Professional Development	ME9471	Assistant Direc	1.00	12	46,359.00	56,000.00	9,641.00	20.80	.00	.00	20.80	.00	.00
Durkin, Thomas	Engr & Mining Experiment Station	ME9917	Deputy Director	1.00	12	64,978.00	80,030.00	15,052.00	23.16	.00	.00	23.16	.00	.00
Erickson, Jason	Information Technology	ME9913	Associate Direc	1.00	12	79,029.00	92,000.00	12,971.00	16.41	.00	.00	16.41	.00	.00
Schumacher, Bryan	Information Technology	ME9744	Director of Inf	1.00	12	107,005.00	125,000.00	17,995.00	16.82	.00	.00	16.82	.00	.00
Carlson, Lisa	Student Success Center	ME9974	Student Success	1.00	12	87,514.00	105,000.00	17,486.00	19.98	.00	.00	19.98	.00	.00

PZRSAPM

South Dakota Board of Regents
South Dakota School of Mines and Tech.
FY23 Faculty Salary Analysis

04/28/2022 14:35:15

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	Performance Inst SPC Resr Sevr Gen	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
Shende Rajesh	Chemical & Biol	ME9612	Professor	1.00	9	2 0 2 2 0	111172.00	126365.00	15193.00	13.67	3.15	4.31	6.21	.00	.0
McGough Jeffrey	Computer Science & Engineering	ME9133	Department Head and Professor	.50	12	2 0 1 3 0	85128.00	95300.10	10172.10	6.62	1.20	4.83	.59	.00	5.3
McGough Jeffrey	Computer Science & Engineering	ME9799	Department Head and Professor	.50	12	2 0 1 3 0	85128.00	95300.10	10172.10	6.62	1.20	4.83	.59	.00	5.3
Wang Congzhou	Nanotechnology Sci Engr/Biomed	ME9237	Assistant Professor	1.00	9	2 0 3 2 0	75498.00	85172.33	9674.33	12.81	.00	4.97	7.84	.00	.0
Wood Scott	Nanotechnology Sci Engr/Biomed	ME9238	Assistant Professor	1.00	9	2 0 2 2 0	76909.00	86877.33	9968.33	12.96	.00	3.96	9.00	.00	.0

SOUTH DAKOTA STATE UNIVERSITY

PZRSAPM

South Dakota Board of Regents
South Dakota State University
FY23 Non-Faculty Exempt Salary Analysis

04/28/2022 14:34:53

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perfm	FY23 Inst	FY23 Prom	FY23 Adj
Almen, Kristen	Ag & Biosystems Engineering	SE6083	Water Resources	1.00	12	47,062.00	52,349.00	5,287.00	10.52	1.61	8.70	.21	.00	.71
Stuckey, Kristin	Ag & Biosystems Engineering	SE6320	Program Coordin	1.00	12	50,000.00	55,635.00	5,635.00	10.60	2.00	4.60	4.00	.00	.67
Schubloom, Andrea	Ag, Food & Environm Sciences	EE9010	Marketing & Com	1.00	12	42,210.00	46,950.00	4,740.00	10.44	2.14	7.11	1.18	.00	.79
Bramstedt, Aaron	Agronomy,Hortic & Plant Sci	AE9019	Research Assist	1.00	12	37,647.28	42,472.78	4,825.50	11.94	2.04	6.24	3.65	.00	.88
Hall, Cody	Agronomy,Hortic & Plant Sci	AE8241	Research Assist	1.00	12	39,519.24	44,282.35	4,763.11	11.21	1.79	5.95	3.47	.00	.84
McCarty, Delwyn	Agronomy,Hortic & Plant Sci	SE8871	Budget and Acco	1.00	12	39,997.63	45,010.33	5,012.70	11.70	2.44	4.26	4.99	.00	.83
Westhoff, Shaina	Agronomy,Hortic & Plant Sci	AE9017	Research Associ	1.00	12	41,365.00	46,431.00	5,066.00	11.44	2.25	5.32	3.87	.00	.81
Harty, Adele	Animal Science	EE9844	Extension Field	1.00	12	62,575.00	69,549.00	6,974.00	5.15	1.63	3.52	.00	6.00	.00
Buisker, Tracey	Financial Aid	SE9777	Assistant Direc	1.00	12	49,747.00	57,988.00	8,241.00	15.90	1.34	4.50	10.05	.00	.67
Chapman, Sydney	Financial Aid	SE9923	Assistant Direc	1.00	12	48,086.00	56,526.00	8,440.00	16.85	1.46	5.00	10.40	.00	.70
Kerkvliet, Jennifer	Graduate Nursing	SE6887	Director-Popula	1.00	12	76,581.00	85,775.00	9,194.00	12.01	2.02	4.70	5.29	.00	.00
Boe, Jordon	Intercollegiate Athletics	SE9624	Assistant Athle	1.00	12	42,409.00	48,335.00	5,926.00	13.18	2.90	5.57	4.72	.00	.79
Christy, Ryan	Intercollegiate Athletics	SE6912	Assistant Athle	1.00	12	44,200.00	50,335.00	6,135.00	13.12	3.64	9.48	.00	.00	.76
Costello, Caylee	Intercollegiate Athletics	SE6321	Assistant Socce	1.00	12	36,015.00	40,335.00	4,320.00	11.07	3.09	2.90	5.07	.00	.93
Dahl, Woodrow	Intercollegiate Athletics	SE7537	Assistant Athle	1.00	12	40,532.00	45,335.00	4,803.00	11.02	2.29	8.74	.00	.00	.83
DeHaven, Rodney	Intercollegiate Athletics	SE9812	Head Coach-Trac	1.00	12	73,190.00	83,000.00	9,810.00	13.40	2.20	3.80	7.40	.00	.00
Heylens, Kathleen	Intercollegiate Athletics	SE8855	Associate Athle	1.00	12	85,000.00	97,000.00	12,000.00	14.12	1.32	8.77	4.02	.00	.00

ATTACHMENT I

Larscheid, Slade	Intercollegiate Athletics	SE9927	Deputy Athletic	1.00	12	102,916.00	115,000.00	12,084.00	11.74	.37	9.15	2.22	.00	.00
Loban, Tamara	Intercollegiate Athletics	SE8882	Administrative	1.00	12	55,049.00	63,686.00	8,637.00	15.08	1.28	11.98	1.82	.00	.61
Petersen, Bryan	Intercollegiate Athletics	SE7555	Assistant Coach	1.00	12	72,396.00	81,000.00	8,604.00	11.88	2.12	3.88	5.89	.00	.00
Shaeffer, Jonathan	Intercollegiate Athletics	SE7558	Director of Foo	1.00	12	40,315.00	45,335.00	5,020.00	11.62	2.32	6.16	3.14	.00	.83
Strunk, Loran	Intercollegiate Athletics	SE7559	Assistant Athle	1.00	12	40,534.00	45,335.00	4,801.00	11.01	3.22	7.79	.00	.00	.83
Rider, Audrey	School of Educ, Counseling&Huma	EE9822	Extension Field	1.00	12	65,656.00	72,888.00	7,232.00	5.01	1.36	3.66	.00	6.00	.00
Schlobohm, Jerad	Student Union & Activit	SE9912	Event Services	1.00	12	46,557.00	51,927.00	5,370.00	10.81	2.02	4.50	4.30	.00	.72
Taute, Maryke	University Housing	SE8854	Assistant Direc	1.00	12	53,540.00	62,245.00	8,705.00	15.63	1.29	5.00	9.34	.00	.63
Forrette, Courtney	Wellness Center-Fitness	SE6726	Coordinator--Co	1.00	12	41,500.00	46,857.00	5,357.00	12.10	1.58	4.50	6.02	.00	.81
Miller, Kevin	Wellness Center-Fitness	SE6434	Member Services	1.00	12	41,500.00	46,442.00	4,942.00	11.10	1.58	3.50	6.02	.00	.81
Total Dollars and Percentage				28.00		1581099.15	1788355.46	207256.31	13.11					
Total Salary Policy Dollars and Percentage (excluding promotions and adjustments)						1581099.15	1757464.84	176365.69	11.15					

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South Dakota Board of Regents
South Dakota State University
FY23 Faculty Salary Analysis

04/28/2022 14:35:00

Version : 042014.16a

Name	Department	Position	Title	FTE	Mths	Performance					FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
Anderson Gary	Ag & Biosystems	SE9434	Professor	1.00	9	1	1	1	0	1	82415.00	95350.00	12935.00	15.69	13.76	1.94	.00	.00	.0
Gu ZhengRong	Ag & Biosystems	AE9414	Professor	1.00	9	1	1	3	0	1	102573.00	115077.00	12504.00	12.19	6.40	4.33	1.46	.00	.0
Trooien Todd	Ag & Biosystems	SE9273	Professor	1.00	9	3	0	1	0	3	100590.00	111989.00	11399.00	11.33	6.99	3.84	.50	.00	.0
Gu Xingyou	Agronomy,Hortic	AE9873	Professor	1.00	9	2	1	2	2	0	93652.00	104242.00	10590.00	11.31	5.53	3.64	2.14	.00	.0
Subramania Senthil	Agronomy,Hortic	AE9401	Professor	1.00	9	3	3	2	0	3	96578.00	108909.00	12331.00	12.77	4.64	5.02	3.11	.00	.0
Wu Jixiang	Agronomy,Hortic	AE9420	Professor	1.00	9	1	1	1	0	2	92964.00	103221.00	10257.00	11.03	6.30	2.58	2.15	.00	.0

Bleakley Bruce	Biology & Micro	SE9389	Professor	1.00	9	1	1	1	0	2	81835.00	91719.00	9884.00	12.08	10.31	1.77	.00	.00	.0
Kimn Jung-Han	Mathematics & Statistics	SE9160	Associate Professor	1.00	9	1	1	1	0	2	70401.00	80525.00	10124.00	14.38	12.35	2.03	.00	.00	.0
Gent Stephen	Mechanical Engineering	SE9516	Professor/ Central Re	1.00	9	1	2	3	0	2	115342.00	130532.00	15190.00	13.17	10.13	3.04	.00	.00	.0
Hu Zhong	Mechanical Engi	SE9171	Professor	1.00	9	2	2	3	2	2	111602.00	128407.00	16805.00	15.06	11.67	3.39	.00	.00	.0
O'Brien Jamie	Ness School of	SE9561	Professor	1.00	9	2	0	1	0	2	113920.00	135287.00	21367.00	18.76	7.30	3.55	7.90	.00	.0
Bowne Mary	School of Educ,	SE9088	Professor	1.00	9	3	0	3	2	2	80820.00	91450.00	10630.00	13.15	7.49	4.43	1.24	.00	.0
Briddick Hande	School of Educ,	SE9248	Professor	1.00	9	2	2	2	2	3	83557.00	92845.00	9288.00	11.12	6.94	2.98	1.20	.00	.0
Droke Elizabeth	School of Health & Con	SE9199	Associate Professor	1.00	9	2	1	0	1	2	73769.00	82850.00	9081.00	12.31	8.40	3.91	.00	.00	.0
Ragsdale Chalon	School of Perfo	SE9084	Professor	1.00	9	2	0	2	0	1	71291.00	83808.00	12517.00	17.56	5.99	3.15	8.42	.00	.0
Martin Rebecca	School of Psych,Soc&Ru Studies	SE9213	Professor/ Department Head	1.00	9	2	2	1	2	2	84732.00	95951.00	11219.00	13.24	6.71	2.99	3.54	.00	.0

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Version : 042014.16a

South Dakota Board of Regents
South Dakota State University
FY23 Lecturer Salary Analysis

04/28/2022 14:35:21

Name	Department	Position	Title	FTE	Mths	Inst	SPC	Resr	Sevr	Gen	FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
Kluck Jennifer	English & Inter	SE7200	Lecturer	1.00	9	3	0	0	0	0	46090.00	51791.00	5701.00	11.64	1.98	4.14	5.52	.00	.73
Alsaker William	Mathematics & S	SE8999	Lecturer	1.00	9	2	1	1	0	3	49401.00	55800.00	6399.00	12.27	2.03	7.12	3.13	.00	.68
Diischer Rebecca	Mathematics & S	SE8998	Lecturer	1.00	9	3	1	1	0	3	54097.00	60483.00	6386.00	11.18	.79	7.54	2.86	.00	.62
Ulvestad Erin	Mathematics & S	SE8997	Lecturer	1.00	9	2	1	1	0	2	49088.00	54579.00	5491.00	10.51	2.12	5.23	3.15	.00	.68
Dubbelde Victoria	Ness School of	SE6750	Lecturer	1.00	9	2	0	0	0	3	79617.00	88863.00	9246.00	11.61	3.49	4.35	3.77	.00	.00
Heller Barbara	Ness School of Manag	SE9583	Lecturer/E Coordinato	1.00	9	2	1	0	2	1	77143.00	86023.00	8880.00	11.51	3.45	4.17	3.89	.00	.00
Carlile Andrea	School of Commu	SE6931	Lecturer	1.00	9	2	0	0	0	3	48968.00	54418.00	5450.00	10.45	1.75	4.61	4.08	.00	.68

UNIVERSITY OF SOUTH DAKOTA

PZRSAPM

South Dakota Board of Regents
University of South Dakota
FY23 Faculty Salary Analysis

04/28/2022 14:35:08

Version : 042014.16a

Name	Department	Position	Title	Performance							FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
				FTE	Mths	Inst	SPC	Resr	Sevr	Gen									
Dixon Mark	Biology	UE8930	Professor	1.00	9	0	0	0	0	0	84862.52	94993.54	10131.02	11.94	3.72	4.68	3.54	.00	.0
Wang Xuejun	Dean of the Med	QE9074	Director/P	.25	11	0	0	0	0	0	63444.59	72992.06	9547.47	15.05	1.89	5.27	7.90	.00	.0
Wang Xuejun	Dean of the Med	QE9812	Director/P	.75	11	0	0	0	0	0	192171.95	221093.02	28921.07	15.05	1.78	5.27	8.01	.00	.0
Jiang Nan	Mathematics	UE9507	Professor	1.00	9	0	0	0	0	0	83865.80	93553.07	9687.27	11.55	2.83	5.14	3.58	.00	.0
Custis Tyler	School of Business	UE9184	Assistant Professor	1.00	9	0	0	0	0	0	92569.97	103167.27	10597.30	11.45	4.25	3.96	3.24	.00	.0

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South Dakota Board of Regents
University of South Dakota
FY23 Lecturer Salary Analysis

04/28/2022 14:35:19

Version : 042014.16a

Name	Department	Position	Title	Performance							FY22 Base	FY23 Salary	Total Increase	FY23 Slry	FY23 Mrkt	FY23 Perf	FY23 Inst	FY23 Prom	FY23 Adj
				FTE	Mths	Inst	SPC	Resr	Sevr	Gen									
Ackman Nicole	Communication	SUE7459	Instructor	1.00	9	0	0	0	0	0	39405.67	44390.62	4984.95	12.65	.00	4.97	7.68	.00	.00
Zavadil Francis	Dean of Health Sciences	QE9823	Chair, Addiction Studies/In	.60	12	0	0	0	0	0	60509.45	67192.93	6683.48	11.05	.00	6.09	4.96	.00	.00
Zavadil Francis	Dean of Health Sciences	QE9977	Chair, Addiction Studies/In	.40	12	0	0	0	0	0	40339.64	44795.30	4455.66	11.05	.00	6.09	4.96	.00	.00
Chasing Ha Teresa	Mathematics	UE7481	Instructor	1.00	9	0	0	0	0	0	43954.27	49468.38	5514.11	12.55	.00	5.66	6.88	.00	.00
Bates Nathan	Modern Language	UE9056	Lecturer	1.00	9	0	0	0	0	0	47134.94	52329.10	5194.16	11.02	.00	5.66	5.36	.00	.00
Clark Dale	Philosophy	UE9136	Lecturer	1.00	9	0	0	0	0	0	46857.68	52104.16	5246.48	11.20	.00	5.81	5.39	.00	.00
Fierro Jennifer	Sustainability	UE7226	Instructor	1.00	9	0	0	0	0	0	48301.68	53982.53	5680.85	11.76	.00	6.53	5.23	.00	.00

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

BLACK HILLS STATE UNIVERSITY

Promotion: Michael Baum
Breon Derby
Nicholas Drummond
Brian Eberhard
Trenton Ellis
DuLu Hsiao
Quintin Owens
Nathan Deichert
Martin Fashbaugh
Courtney Huse-Wika
Faye LaDuke-Pelster

Tenure: Michael Baum
Breon Derby
Nicholas Drummond
Brian Eberhard
Trenton Ellis
DuLu Hsiao
Quintin Owens

DAKOTA STATE UNIVERSITY

Promotion: Michael Ham
Mark Spanier
Mary Francis
Yong Wang

Tenure: Wendy Romero
Michael Ham
Mark Spanier

NORTHERN STATE UNIVERSITY

Promotion: Hanna Walters
Jon Mitchell

Tenure: Hanna Walters

SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY

Promotion: Robert Anderson
Haley Armstrong
Mengistu Geza Nisrani
Gocke Ustunisik
Bryce Tellman
Xinhua Bai
Kyle Caudle
Venkata Gadhamshetty
Randy Hoover
Marc Robinson
Alevtina Smirnova
Zhengtao Zhu

Tenure: Robert Anderson
Haley Armstrong
Mengistu Geza Nisrani
Gocke Ustunisik

SOUTH DAKOTA STATE UNIVERSITY

Promotion: Srinivas Janaswamy
Maristela Rovai
Benoit St Pierre
Adam Varenhorst
Lisa Hager
Luz Kirschner
Candace May
Staci Born
Kristine Ramsay Seaner
Katelyn Romsa
Hung-Ling Liu
Bryan Romsa
Nicole Graves
Patrick Hales
Natalie Thiex
Rouzbeh Ghabchi
Anamika Prasad
Steven Wingate
Joshua Westwick
Rebecca Kuehl
Michael Walsh
Heidi Mennenga
Thandiwe Nleya

Tenure: Srinivas Janaswamy
Maristela Rovai
Benoit St Pierre
Adam Varenhorst
Lisa Hager
Luz Kirschner
Candace May
Staci Born
Kristine Ramsay Seaner
Katelyn Romsa
Hung-Ling Liu
Bryan Romsa
Nicole Graves
Patrick Hales
Natalie Thiex
Rouzbeh Ghabchi
Anamika Prasad

UNIVERSITY OF SOUTH DAKOTA

Promotion: Zoli Filotas
Julia Hellwege
Ramiro Lafuente-Rodriguez
Andrew Pickett
Leah Seurer
Wenqin Xu
Jean Caraway
Constantin Picioroaga
Zhenqiang Wang
Ashley Jairam
Jillian Linster
Kadarkaraisamy Mariappan
Joseph Raiche
Gemma Skillman
Klaus Beckmann
Barjloziej Hanus
Jewel Shepherd
Gregory Huckabee
Daniel DeCino
Robin Wiebers
Monica Iverson
Alessandra Feris
Ioana Galu
Luis Viquez
Phillip Michael Hook

Tenure: Zoli Filotas
Julia Hellwege
Ramiro Lafuente-Rodriguez
Andrew Pickett
Leah Seurer
Wenqin Xu
Klaus Beckmann
Barjloziej Hanus
Jewel Shepherd
Daniel DeCino
Alessandra Feris
Ioana Galu
Luis Viquez
Hannah Haksgaard
Ann Tweedy
Sabina Kupersmidt
Jean Yockey
Lisa McFadden

UNIVERSITY OF SOUTH DAKOTA (CONTINUED)

Promotion: Scott Mollman
 Laura Rose
 Hannah Haksgaard
 Ann Tweedy
 Chelsea Wesner
 Sabina Kupersmidt
 Jean Yockey
 Susan Puumala
 Bruce Cuevas
 Lisa McFadden
 Michelle Baack
 Jennifer Hsu
 Victor Huber
 Matthew Simmons

UNIVERSITY OF SOUTH DAKOTA – HEALTH AFFAIRS / SCHOOL OF MEDICINE

Promotion: Michael Kareta
 Lauritz Meyer
 Kelly Rhone
 Sujit Sakpal
 Ashley Sandeen
 Hector Saucedo Crespo
 Christopher Stanton
 John Berdahl
 Susan Hoover
 Patrick Kelly
 Marian Petrasko

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

DAKOTA STATE UNIVERSITY

Renewal: DSU 6

SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY

Promotion: SDSMT 1

Tenure: SDSMT 1

SOUTH DAKOTA STATE UNIVERSITY

Promotion: SDSU 1
 SDSU 19

Tenure: SDSU 1

UNIVERSITY OF SOUTH DAKOTA

Promotion: USD 20

SOUTH DAKOTA STATE UNIVERSITY						
Name	Title	Effective date	Job Change Reason	Requested Salary	Previous Salary	% Increase
Jianli Qi	Researcher II	4/22/2022	Permanent Additional Duties	\$53,104.00	\$48,276.00	10.0%
JUSTIFICATION: Due to the additional duties of data management, supervision, and preparation of reports, manuscripts and grant proposals, HR is recommending reclassification from a Researcher I to a Researcher II. SDSU is requesting a 10% salary increase with an annualized salary of \$53,104 effective April 22, 2022.						
Bryan Peterson	Assistant MBB Coach	5/1/2022	Retention/Market	\$90,000.00	\$72,396.00	24.3%
JUSTIFICATION: SDSU would like the ability to counteroffer to retain Bryan Petersen. Bryan has been contacted by Minnesota State-Moorhead for a position as head coach with a salary of approximately \$119,000 (base) and total comp of \$135,000; he has been contacted by St. Cloud State University for a position of head coach with a salary of approximately \$119,000 (total comp & base) and UW-Milwaukee for an assistant coach position with salary of approximately \$91,000. Bryan Peterson is an important part of our men's basketball program and has been an integral part of the success the program's success from coaching and recruiting.						

APPOINTMENTS REPORTING TO THE PRESIDENT, SUPERINTENDENT or EXECUTIVE DIRECTOR				
NAME	TITLE	EFFECTIVE DATE	SALARY	INSTITUTION
Jordan Bonstrom	Opportunity Center Director	5/22/2022	\$75,000.00	USD