The South Dakota Board of Regents convened by teleconference at 9:00 a.m. Central Time on April 1, 2020, with the following members in attendance:

ROLL CALL:

Lucas Lund – PRESENT
Jim Morgan, Secretary – PRESENT
Pam Roberts – PRESENT
Randy Schaefer – PRESENT
Barb Stork – PRESENT
Jim Thares – PRESENT
Joan Wink – PRESENT
John Bastian, Vice President – PRESENT
Kevin Schieffer, President – PRESENT

Also present during all or part of the meeting were Jay Perry, System Vice President of Academic Affairs; Nathan Lukkes, Board of Regents General Counsel; Michele Anderson, System Internal Auditor; Kayla Bastian, System Director of Human Resources; Heather Forney, System Vice President of Finance & Administration; Dave Hansen, System Chief Information Officer; Janelle Toman, System Director of Communications; Shannon Jack, System Budget Manager; Scott Van Den Hemel, System Compliance Officer; Joelle Lien, System Associate Vice President of Academic Affairs; Molly Weisgram, 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; Tim Downs, NSU President; Sheila Gestring, USD President; Marje Kaiser, Special Schools Superintendent; and other members of the Regental system, public and media.
WEDNESDAY, APRIL 1, 2020

President Schieffer called the public meeting of the Board of Regents to order at 9:03 a.m. and declared a quorum present.

BOARD WORK

1-A Approval of the Agenda

IT WAS MOVED by Regent Morgan, seconded by Regent Stork, to approve the agenda as published.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

1-B Declaration of Conflicts

There were no declared conflicts.

1-C Approval of the Minutes – Meetings on December 11-12 2019; January 17, 2020; January 24, 2020; January 31, 2020; February 7, 2020; February 14, 2020; February 28, 2020; and March 6, 2020

Regent Schaefer noted one recommended change to the minutes from March 6. He said rather than the motion to dissolve into executive session reflecting the time of 9:05 p.m., it should read 9:05 a.m.

IT WAS MOVED by Regent Stork, seconded by Regent Wink, to approve the minutes of the meetings on December 11-12 2019; January 17, 2020; January 24, 2020; January 31, 2020; February 7, 2020; February 14, 2020; February 28, 2020; and March 6, 2020 (with the change from p.m. to a.m. in the motion to dissolve).
ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

1-D Rolling Calendar/2020 BOR Meeting Calendar Changes

Regent Thares said the April meeting was supposed to take place in Aberdeen before the COVID-19 pandemic. During this meeting, the new South Dakota School for the Blind & Visually Impaired facility was supposed to be showcased. He asked that the Board considered a future meeting in Aberdeen in order that the members have an opportunity to see the new facility.

Regent Schieffer said the Board could consider that at a future meeting, but for the time being, it was important to get a base of meeting from which to work from. Therefore he recommended approval of the pending change as outlined on the agenda item.

IT WAS MOVED by Regent Stork, seconded by Regent Wink, to accept Pierre as the location of the June 2020 Board of Regents meeting and Madison as the location of the August 2020 Board of Regents meeting.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the Rolling Calendar/2020 BOR Meeting Calendar Changes can be found on pages _____ to ____ of the official minutes.
1-E Election of Officers

IT WAS MOVED by Regent Schaefer, seconded by Regent Lund, to elect the following slate of officers: John Bastian as President; Jim Morgan as Vice President; and Pam Roberts as Secretary effective April 2, 2020.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

IT WAS MOVED by Regent Morgan, seconded by Regent Stork, that the Board dissolve into executive session at 9:15 a.m. on Wednesday, April 1, 2020, 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, and that it rise from Executive Session at 12:00 p.m. when the Board will reconvene in public session to resume the regular order of business and report its deliberations in executive session and take any action it deems prudent as a result thereof.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

The Board dissolved into executive session.

The Board reconvened at 1:00 p.m. and re-established a quorum through roll call vote.
ROLL CALL:

Lucas Lund – PRESENT
Jim Morgan, Secretary – PRESENT
Pam Roberts – PRESENT
Randy Schaefer – PRESENT
Barb Stork – PRESENT
Jim Thares – PRESENT
Joan Wink – PRESENT
John Bastian, Vice President – PRESENT
Kevin Schieffer, President – PRESENT

REPORT ON INDIVIDUAL REGENT ACTIVITIES

Regent Roberts reported that she attended the Hunt Institute on February 20-21 in Miami per the invitation of the Governor.

No reports from individual presidents

MOTION AND ACTION OF EXECUTIVE SESSION

Regent Morgan said the Board dissolved into executive session at 9:15 a.m. on Wednesday, April 1, to consult with legal counsel and discuss personnel matters, pending and prospective litigation, contractual matters, and marketing or price strategies by a board of a business owned by the State when public discussion may be harmful to the competitive position of the business, before rising from Executive Session at 11:30 a.m. and recessing until 1:00 p.m. to resume the regular order of business.

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.

Regent Schieffer noted that the Board discussed the executive director position and will very soon publish the position information on the Board of Regents website. He explained that per that conversation the Board decided to waive prior expectations of that position, specifically to waive the requirements that candidates have a post-graduate degree and maintain their principal office in Pierre.

IT WAS MOVED by Regent Morgan, seconded by Regent Schaefer, 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.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

The Secretary’s Report can be found on page _____ of the official minutes.

PUBLIC COMMENT PERIOD

Regent Schieffer invited anyone from the public to make comments. No public comments were made.

COVID-19 RESOLUTION

Nathan Lukkes, Board of Regents General Counsel, explained that the Governor declared a State of Emergency on March 13th and implemented certain measures regarding executive branch employees and the operations of state offices via the signing of various Executive Orders. The system and its institutions have paralleled the actions and advice of the Governor with respect to its treatment of employees and campus/office operations, with campus measures extending through May 15th (end of semester/grading), and including the decision to transition to online delivery for the remainder of the semester and postpone commencement ceremonies.

As a result of the foregoing, there have been numerous accommodations/adjustments necessary, to include facilitating the transition from in-person to online delivery mid-semester, adjusting campus and staffing operations, providing reimbursements to students as a result of the shift to online and departure from campus, and making certain adjustments to academic deadlines and grading. Many of these actions require flexibility in applying/interpreting BOR Policy, as the procedures and parameters contained therein fail to provide the necessary flexibility to adapt and respond to the various issues at hand. Allowing emergency exceptions/waivers of Board Policy to accommodate the foregoing, with the approval of the applicable Board committee, will allow the system and its institutions to address and accommodate the current situation in a timely manner without running afoul of Board Policy.

He explained that the proposed resolution would declare/ratify a state of emergency within the system and allow for the granting of emergency exceptions/waivers to BOR Policy between now and the Board’s May 12th meeting, with the approval of the applicable Board committee, to allow the system and its institutions to respond to and address the unique circumstances created by the COVID-19 pandemic without running afoul of BOR Policy.
Regent Bastian suggested that the paragraph read that the exceptions/waivers be granted until the next “regularly scheduled meeting” rather than until May 12 to provide flexibility in the event our next regularly scheduled meeting date would change.

IT WAS MOVED by Regent Bastian, seconded by Regent Wink, to approve the resolution set forth in Attachment I and ratify the actions and responses of the system and its institutions to date in response to the COVID-19 pandemic, with the change to replace references to “May 12” with to references to “the Board’s next regularly scheduled meeting.”

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

CONSENT AGENDA

IT WAS MOVED by Regent Morgan, seconded by Regent Thares, to approve consent agenda items 4-A through 4-P.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

4-A Student Organization Award Winners for 2019

Approve the Student Organization Award Winners for 2019, as presented.
A copy of the Student Organization Award Winners for 2019 can be found on pages _____ to ____ of the official minutes.

4-B (1) New Program Request – NSU – MS in Accounting Analytics

Authorize NSU to offer an MS in Accounting Analytics, as presented

A copy of NSU’s New Program Request, MS in Accounting Analytics, can be found on pages _____ to ____ of the official minutes.

4-B (2) New Program Request – USD – MS in Health Sciences

Approve USD’s new program proposal for a Master of Science in Health Sciences.

A copy of USD’s New Program Request, MS in Health Sciences, can be found on pages _____ to ____ of the official minutes.

4-C (1) New Certificate Request – SDSU – Wizipan Leadership and Sustainability (Undergrad)

Authorize SDSU to offer the new undergraduate certificate in Wizipan Leadership and Sustainability.

A copy of SDSU’s New Certificate Request, Wizipan Leadership and Sustainability (Undergrad), can be found on pages _____ to ____ of the official minutes.

4-C (2) New Certificate Request – USD – Digital Marketing (Undergrad)

Authorize USD to offer the new undergraduate certificate in Digital Marketing.

A copy of USD’s New Certificate Request, Digital Marketing (Undergrad), can be found on pages _____ to ____ of the official minutes.

4-C (3) New Certificate Request – USD – Marketing Essentials (Undergrad)

Authorize USD to offer the new undergraduate certificate in Marketing Essentials.

A copy of USD’s New Certificate Request, Marketing Essentials (Undergrad), can be found on pages _____ to ____ of the official minutes.

4-D (1) New Site Request – DSU – Business Administration Minor (online)

Approve DSU’s new site proposal to offer its Business Administration minor online.

A copy of DSU’s New Site Request, Business Administration Minor (online), can be found on pages _____ to ____ of the official minutes.
4-D (2) New Site Request – DSU – Computer Information Systems Minor (online)

Approve DSU’s new site proposal to offer its Computer Information Systems minor online.

A copy of DSU’s new site request, Computer Information Systems Minor (online), can be found on pages _____ to ____ of the official minutes.

4-D (3) New Site Request – DSU – Web Development Minor (online)

Approve DSU’s new site proposal to offer its Web Development Minor online.

A copy of the DSU’s New Site Request, Web Development Minor (online), can be found on pages _____ to ____ of the official minutes.

4-D (4) New Site Request – DSU – AS in Network and Security Administration (BHSU-RC)

Approve DSU’s new site proposal to offer its AS in Network and Security Administration at Black Hills State University – Rapid City.

A copy of DSU’s New Site Request, AS in Network and Security Administration (BHSU-RC), can be found on pages _____ to ____ of the official minutes.

4-D (5) New Site Request – SDSU – AS in Agricultural Science (BHSU-RC, CCSF, online)

Approve SDSU’s new site proposal to offer the AS in Agricultural Science at BHSU-Rapid City, the Community College of Sioux Falls, and online.

A copy of BHSU’s New Site Request, AS in Agricultural Science (BHSU-RC, CCSF, online), can be found on pages _____ to ____ of the official minutes.

4-D (6) New Site Request – SDSU – BSN Nursing Accelerated Program (Rapid City)

Approve SDSU’s new site proposal to offer the Nursing BSN Accelerated Program in Rapid City.

A copy of SDSU’s New Site Request, BSN Nursing Accelerated Program (Rapid City), can be found on pages _____ to ____ of the official minutes.

4-D (7) New Site Request – SDSU – Health Communications Minor (online)

Approve SDSU’s new site proposal to offer its Health Communication Minor online.

A copy of SDSU’s New Site Request, Health Communications Minor (online), can be found on pages _____ to ____ of the official minutes.
4-E (1) Intent to Plan – BHSU – BAS in Leadership

Authorize BHSU to develop a program proposal for a BAS in Leadership, as presented.

A copy of BHSU’s Intent to Plan, BAS in Leadership, can be found on pages _____ to ____ of the official minutes.

4-E (2) Intent to Plan – NSU – BS in Biochemistry

Authorize NSU to develop a program proposal for the BS in Biochemistry, as presented.

A copy of NSU’s Intent to Plan, BS in Biochemistry, can be found on pages _____ to ____ of the official minutes.

4-F (1) Agreements on Academic Cooperation – Northern State University

Approve the agreement on academic cooperation between Northern State University and Shanghai University of International Business & Economics, China.

A copy of NSU’s Agreement on Academic Cooperation can be found on pages _____ to ____ of the official minutes.

4-F (2) Agreements on Academic Cooperation – South Dakota School of Mines and Technology

Approve the South Dakota School of Mines and Technology’s agreement on academic cooperation with Escuela Técnica Superior de Ingenieros de Minas y Energía (Universidad Politécnica de Madrid).

A copy of SDSMT’s Agreement on Academic Cooperation can be found on pages _____ to ____ of the official minutes.

4-F (3) Agreements on Academic Cooperation – South Dakota State University

Approve the South Dakota State University’s agreements on academic cooperation with Altinbas University (Turkey), Amity Universities and Institutions (India), Sunway University (Malaysia), and Tongwon University (South Korea).

A copy of SDSU’s Agreements on Academic Cooperation can be found on pages _____ to ____ of the official minutes.

4-F (4) Agreements on Academic Cooperation – University of South Dakota

Approve the University of South Dakota’s agreement on academic cooperation with Soongsil University.
A copy of USD’s Articulation Agreement can be found on pages _____ to ____ of the official minutes.

4-G (1) Articulation Agreements – Dakota State University

Approve Dakota State University’s articulation agreements with the Community College of the Air Force, and the National Cryptologic School of the National Security Agency, as presented.

A copy of DSU’s Articulation Agreements can be found on pages _____ to ____ of the official minutes.

4-G (2) Articulation Agreements – South Dakota State University

Approve South Dakota State University’s articulation agreements with Lake Area Technical Institute, Mitchell Technical Institute, Riverland Community College, Iowa Lakes Community College, and the School of EMS, as presented.

A copy of SDSU’s Articulation Agreements can be found on pages _____ to ____ of the official minutes.

4-G (3) Articulation Agreements – University of South Dakota

Approve the University of South Dakota’s articulation agreements with Mitchell Technical University and Western Iowa Tech Community College, as presented.

A copy of USD’s Articulation Agreements can be found on pages _____ to ____ of the official minutes.

4-H Memorandum of Understanding – NSU & Roncalli High School

Approve the Memorandum of Understanding between Northern State University and the Aberdeen Catholic School System/Roncalli Catholic School (ACSS/RCS), as presented.

A copy of the Memorandum of Understanding between NSU & Roncalli High School can be found on pages _____ to ____ of the official minutes.

4-I Memorandum of Understanding – DSU & Madison Central School District

Approve the Memorandum of Understanding between Dakota State University and the Madison Central School District, as presented.

A copy of the Memorandum of Understanding between DSU & Madison Central School District can be found on pages _____ to ____ of the official minutes.
4-J Dual Degree Program Agreement – SDSU & Augustana University

Approve South Dakota State University’s dual program agreement with Augustana University, as presented.

A copy of the Dual Degree Program Agreement between SDSU & Augustana University can be found on pages _____ to ____ of the official minutes.

4-K Naming Request – SDSU – New Interim Divisions

Approve SDSU’s requests to create the following new interim divisions: 1) Division of Education, Counseling & Human Development, 2) Division of Health & Consumer Sciences, and 3) Division of Psychology, Sociology and Rural Studies.

A copy of SDSU’s Naming Request – New Interim Divisions – can be found on pages _____ to ____ of the official minutes.

4-L Inactive Status and Program Termination Request – SDSU & USD

Approve SDSU and USD’s requests to terminate the Graduate Certificate in Health Journalism (SDSU), BS in Health Sciences – Paramedic Specialization (USD), Dental Hygiene – AS to BS Program Track Only (USD), Dental Hygiene Leadership Graduate Certificate (USD), Dental Hygiene Leadership Undergraduate Certificate (USD), Culturally & Linguistically Diverse Learners Graduate Certificate (USD), Literacy Leadership and Coaching Graduate Certificate (USD), and the Reading Interventionist Graduate Certificate (USD); and inactivate the BA in French and Francophone Studies (USD), French Studies Minor (USD), and the Master of Music – History of Musical Instruments Specialization (USD), as presented.

A copy of SDSU & USD’s Inactive Status and Program Termination Requests can be found on pages _____ to ____ of the official minutes.

4-M M& R Projects

Approve the SDSM&T Civil Labs renovation at a cost of $500,000 and the SDSU P163 Mill and Overlay at a cost of $330,500 maintenance and repair projects as described in this item.

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

4-N BOR Policy 5:18 – Campus Credit Card Policy (First Reading)

Approve the first reading of the drafted BOR Policy 5:18 – Campus Credit Cards as shown in Attachment I of the agenda item.

A copy of the BOR Policy 5:18 – Campus Credit Card Policy (First Reading) can be found on pages _____ to ____ of the official minutes.
4-O SDSU Plat Resolution

Approve and adopt the Resolution set forth in Attachment I, requesting the Commissioner of School and Public Lands to proceed with the actions necessary to effectuate the plat and street vacations in a similar form and function as stated herein, without restricting the ability to make modifications thereto, as necessary and appropriate, to effectuate the intended transactions.

A copy of the SDSU Plat Resolution can be found on pages _____ to ____ of the official minutes.

4-P BHSU & DSU Foundation Operating Agreements

Approve BHSU & DSU Foundation Operating Agreements.

A copy of the BHSU & DSU Foundation Operating Agreements can be found on pages _____ to ____ of the official minutes.

INFORMATIONAL ITEMS – NO BOARD ACTION NECESSARY

4-Q Capital Projects List

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

4-R Building Committee Report

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

4-S Student Accounts Receivable Report

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

4-T FY19 Auxiliary System Agreed-Upon Procedures Report

A copy of the FY19 Auxiliary System Agreed-Upon Procedures Report can be found on pages _____ to ____ of the official minutes.

4-U FY19 CAFR Audit Review

A copy of the FY19 CAFR Audit Review can be found on pages _____ to ____ of the official minutes.

4-V Residence Hall Occupancy Report for Fall 2019 / Spring 2020

A copy of the Residence Hall Occupancy Report for Fall 2019 / Spring 2020 can be found on pages _____ to ____ of the official minutes.
4-W 2020 Legislative Overview

A copy of the 2020 Legislative Overview can be found on pages _____ to _____ of the official minutes.

4-X 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.

4-Y In-State Graduate Placement Analysis

A copy of the In-State Graduate Placement Analysis can be found on pages _____ to _____ of the official minutes.

4-Z SDSU HLC Reaffirmation of Accreditation

A copy of the SDSU HLC Reaffirmation of Accreditation can be found on pages _____ to _____ of the official minutes.

4-AA FY2019 NSU NCAA Agreed-Upon Procedures Report

A copy of the FY2019 NSU NCAA Agreed-Upon Procedures Report can be found on pages _____ to _____ of the official minutes.

ACADEMIC AND STUDENT AFFAIRS

5-A BOR Policy 2:3 Revisions – Changes to ACT Section Retesting/Superscores (First Reading)

Dr. Jay Perry, Vice President for Academic Affairs, explained that the Academic Affairs Council recently has had multiple discussions centered on ACT’s adoption of superscores (the average of the four best subject scores from all of an individual’s ACT test attempts) in addition to the traditional composite score (the average of the four subject scores from one ACT test attempt). For the first time in the 60-year history of the ACT test, students will have the option of retaking individual ACT section tests (English, math, reading, science and/or writing). To accommodate ACT's new scoring change, AAC recommends changing BOR Policy 2:3 – System Undergraduate Admissions – to reflect the addition of superscores. These proposed revisions were provided in Attachment I of the agenda item provided to the Board.

Regent Bastian asked if the policy should include definitions of “Superscore” and “Composite Score” in the Definitions Section.

Dr. Perry acknowledged the rationale of including these definitions and said he would incorporate them for the second reading of the Board policy.
IT WAS MOVED by Regent Wink, seconded by Regent Lund, to approve the first reading of the proposed revisions to BOR Policy 2:3, as presented.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the BOR Policy 2:3 Revisions – Changes to ACT Section Retesting/Superscores (First Reading) can be found on pages ____ to ____ of the official minutes.

5-B Transferable General Education Agreement with South Dakota Technical Colleges

Dr. Jay Perry, Vice President for Academic Affairs, stated that since 2005-2006, a set of implementation guidelines and agreements have existed for transferable general education courses with the state’s technical colleges. The Board of Regents asked staff to review those guidelines and agreements and update them to best meet the postsecondary needs of the state. In late 2019, representatives from each of the technical colleges and the staff of the Board of Technical Education met with representatives from SDSU, USD, BHSU, and DSU and Board of Regents staff to review and update the existing agreement. The proposed new agreement with the technical colleges was provided in Attachment I of the agenda item provided to the Board. He explained that the Board of Technical Education approved this same agreement at their meeting yesterday.

In response to a question by Regent Schieffer, Dr. Perry explained that each Technical Institute President as well as the Board of Technical Education office had to sign off on the agreement versus only one signature from the Board of Regents. In short, he explained that this was because the Board of Technical Education wasn’t established with the same authority as the Board of Regents.

IT WAS MOVED by Regent Wink, seconded by Regent Lund, to approve the transferable general education agreement with the South Dakota technical colleges, as presented.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE  
Schaefer – AYE  
Stork – AYE  
Thares – AYE  
Wink – AYE  
Bastian – AYE  
Schieffer – AYE

Motion Passed.

A copy of the Transferable General Education Agreement with Technical Institutes can be found on pages _____ to _____ of the official minutes.

**BUDGET AND FINANCE**

**6-A FY21 On-Campus Tuition & Mandatory Fees**

Regent Roberts explained that after speaking with the State Budget Director, Liza Clark, she understands that federal stimulus dollars will come into the State and some of the money may be reasonably applied to the regental system, considering it has been significantly impacted by the coronavirus. She said knowing this she is uncomfortable voting on tuition increases today and would like to defer to a future meeting.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to defer FY21 On-Campus Tuition & Mandatory Fees to a future meeting.

Regent Schieffer prompted comments and reactions from presidents.

President Gestring said it would be USD’s preference to approve tuition and fees as soon as possible. She said students need to know costs. Considering the circumstances, she said staff is likely going to need more time to work with students, especially as it comes to financial aid, rather than less.

President Downs expressed his preference to approve tuition and fees with a caveat that it may be adjusted based in the future based on a special legislative session or a federal infusion of dollars.

Regent Morgan asked presidents if a decision by May 12th would be reasonable.

President Gestring responded by saying sooner is better.

Regent Roberts clarified her previous statement by saying that she would not be able to support a tuition increase at this point, but she would be comfortable approving tuition and fees with a 0% increase.

Following that comment, President Gestring said her preference was to approve tuition for FY21 with either the 0% increase or the .7% increase for health insurance.
President Dunn suggested that the Board approve a 0% increase, recognizing the hardship of a 30% unemployment rate. This would mean that the institutions would have somehow cover their own increase to health insurance costs.

Regent Schaefer said he is comfortable going forward with a 0% increase; however, he felt we would need a plan to cover costs if there is by some chance salary policy is approved.

Regent Schieffer said there are other ways of recouping costs than raising tuition. Cost cutting and efficiencies are available as well.

Regent Schaefer asked presidents if they could establish a plan to recoup costs in the unlikely scenario that they we would have salary policy.

President Dunn said recouping these costs would be a great challenge, especially considering institutions have already had to adjust budgets significantly. He said it is doable, however, if there is leeway from the Board and Board staff on some currently established obligations, such as maintenance & repair amounts and cash balances.

Heather Forney, System Vice President of Finance & Administration, said the Business Affairs Council has had some of these conversations and agrees there would need to be some flexibility in operations going forward.

President Gestring said this is not the time to increase tuition and fees. She is absolutely comfortable with a 0% increase for FY21, although she agreed there would have to be some leeway on the cash balance requirements.

President Rankin said he is comfortable with 0% increase as well. He asked if salary policy might be factored into the FY22 tuition setting. Regent Schieffer said it could be considered, but he would not be in favor of it being a condition.

President Griffiths said she is in full agreement with the 0% increase for FY21.

Regent Stork said she appreciated the presidents’ willingness and said the Board will help as much as possible to make things workable in the future.

Senator Jack Kolbeck addressed the group, thanking the presidents of the universities. He said when unemployment is high, enrollment increases at the universities. This would be a good time to take a step back and not raise tuition.

Heather Forney, System Vice President of Finance & Administration, asked the Board whether the intention for a 0% increase in FY21 also included other topics including setting the SDSU Vet 2+2 tuition and utility fee conversion to GAF.
Regent Schieffer said that it included those few items called out in the item that were different than last year, which are the SDSU Vet 2+2 program and the conversion of the utility fee to GAF for SDSU students.

**SUBSTITUTE MOTION**

IT WAS MOVED by Regent Roberts, seconded by Regent Lund, to approve FY21 On-Campus Tuition and Mandatory Fees at the FY20 rates.

**ROLL CALL:**

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the FY21 On-Campus Tuition & Mandatory Fees can be found on pages _____ to _____ of the official minutes.

**6-A (1) Alternate: FY21 On-Campus Tuition & Mandatory Fees – 0% Salary Policy**

This was irrelevant per the action taken in 6-A.

A copy of the Alternate: FY21 On-Campus Tuition & Mandatory Fees – 0% Salary Policy can be found on pages _____ to _____ of the official minutes.

**6-B FY21 System, Discipline, Delivery, and Vehicle Registration Fees**

Heather Forney, System Vice President of Finance and Administration, recommended increases to the following established fees: international student fee from $100 to $150; testing fees from $18 to $20; and a 20% increase in the SDSU PharmD fee. She said the parking fees would increase by 0% except for the new parking rates established by DSU and SDSU. Additionally, the SDSU Vet 2+2 special discipline fees would be established. All remaining special discipline fees would be increased by 0%.

IT WAS MOVED by Regent Roberts, seconded by Regent Stork, to approve the FY21 System, Delivery, and Vehicle Registration Fees, as presented, and authorize a 0% increase for Special Discipline Fees.
ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the FY21 System, Discipline, Delivery, and Vehicle Registration Fees can be found on pages _____ to _____ of the official minutes.

6-B (1) Alternate: FY21 System, Discipline, Delivery, and Vehicle Registration Fees – 0%

Salary Policy

This was irrelevant per the action taken in 6-B.

A copy of the FY21 System, Discipline, Delivery, and Vehicle Registration Fees can be found on pages _____ to _____ of the official minutes.

6-C FY21 Off-Campus Tuition

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve the FY21 Off-Campus Tuition Rates at 0% with the exception of the Great Plains IDEA rates, which include a $5 increase for undergraduate students and a $10 increase for graduate students.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the Off-Campus Tuition can be found on pages _____ to _____ of the official minutes.
6-C (1) Alternate: FY21 Off-Campus Tuition – 0% Salary Policy

This was irrelevant per the action taken in 6-C.

A copy of the Off-Campus Tuition can be found on pages ____ to ____ of the official minutes.

6-D FY21 Housing and Food Service Rates

Heather Forney, System Vice President of Finance & Administration, explained that FY21 housing and food services rates would not increase except for the following: SDSMT would have a 4% increase for Rocker Square Apartments I & II as well as a 4% increase for upper-class and graduate single-occupancy rates; and DSU would have an increase of 3% for all DSU housing options as approved by the Board at its April 2019 meeting.

Regent Schieffer agreed with the special situations described by Vice President Forney that warranted extra increases. However, he asked the presidents if there were other increases that should be considered. The presidents did not bring any others requested increases forward.

IT WAS MOVED by Regent Roberts, seconded by Regent Lund, to approve the FY21 Housing and Food Service Plan rates with no increases except for SDSMT’s increase of 4% for Rocker Square Apartments I & II as well as SDSMT’s 4% increase for its upper-class and graduate single-occupancy rates; and DSU’s increase of 3% for all its housing options (as approved by the Board at its April 2019 meeting).

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the FY21 Housing and Food Service Rates can be found on pages ____ to ____ of the official minutes.

6-D (1) Alternate: FY21 Housing and Food Service Rates – 0% Salary Policy

This was irrelevant per the action taken in 6-D.
A copy of the FY21 Housing and Food Service Rates can be found on pages ____ to ____ of the official minutes.

**6-E FY21 Graduate Assistant Stipends**

Heather Forney, System Vice President of Finance and Administration, recommended no increases to the graduate assistant stipends as these increases are typically connected to tuition and fee increases.

IT WAS MOVED by Regent Roberts, seconded by Regent Stork, to approve a 0% increase to graduate assistant stipends for FY21.

**ROLL CALL:**

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the FY21 Graduate Assistant Stipends can be found on pages ____ to ____ of the official minutes.

**6-E (1) Alternate: FY21 Graduate Assistant Stipends – 0% Salary Policy**

This was irrelevant per the action taken in 6-E.

A copy of the FY21 Graduate Assistant Stipends can be found on pages ____ to ____ of the official minutes.

**6-F FY21 Special Schools Nonresident Tuition**

Heather Forney, System Vice President of Finance and Administration, explained that the special schools item included a tuition rate increase due to the assumption of a 2% salary policy increase.

For the sake of consistency, the Board indicated its desire to remain consistent with a 0% increase.

In response to a question, Claudean Hluchy, Special Schools’ Business Manager, said she didn’t think there would be any problems if the tuition amount did not increase by the 2% salary policy.
IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve the FY21 nonresident instructional tuition rate with a 0% increase from the FY20 rates.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the FY20 Special Schools Nonresident Tuition can be found on pages ____ to ____ of the official minutes.

6-G SDSU Transfer HEFF Funding from McFadden Biostress to Berg Hall, Phase II of Raven Precision Ag Project

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to authorize SDSU to transfer $5.5M in HEFF funding previously approved for use in renovations and upgrades to the McFadden Northern Plains Biostress Lab to be used in Phase II of the Raven Precision Ag Project.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the SDSU Transfer HEFF Funding from McFadden Biostress to Berg Hall, Phase II of Raven Precision Ag Project can be found on pages ____ to ____ of the official minutes.
6-H USD Health Sciences Building Facility Program Plan

IT WAS MOVED by Regent Roberts, seconded by Regent Lund, to approve USD’s Facility Program Plan for the new Health Sciences Building at a cost not to exceed $22,000,000.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the USD Health Sciences Building Facility Program Plan can be found on pages ____ to ____ of the official minutes.

6-I SDSU Cow Barn and Milking Parlor Preliminary Facility Statement

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve SDSU’s Preliminary Facility Statement and to assign a building committee for the planning of a new cow barn and milking parlor along with the renovation of the existing facilities.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the SDSU Cow Barn and Milking Parlor Preliminary Facility Statement can be found on pages ____ to ____ of the official minutes.
6-J SDSU Rodeo Grounds Practice Facility Preliminary Facility Statement

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve SDSU’s Preliminary Facility Statement and assign a building committee for the exploration and development of a new rodeo campus.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

A copy of the SDSU Rodeo Grounds Practice Facility Preliminary Facility Statement can be found on pages ____ to ____ of the official minutes.

ADJOURMENT

IT WAS MOVED by Regent Stork, seconded by Regent Morgan, to adjourn the meeting.

ROLL CALL:

Lund – AYE
Morgan – AYE
Roberts – AYE
Schaefer – AYE
Stork – AYE
Thares – AYE
Wink – AYE
Bastian – AYE
Schieffer – AYE

Motion Passed.

The meeting adjourned at 2:45 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 Wednesday, April 1, 2020, 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-C.1 – Approve the salary adjustments and appointments as outlined in Attachment I.

2-C.2 – Approve the leave request for Lysbeth Benkert-Rasmussen (NSU), Ricardo Rojas (NSU), Courtney Waid-Lindberg (NSU), Todd Menkhaus (SDSMT), Diana Behl (SDSU), Evren Celik Wiltse (SDSU), George White (SDSU), David Wiltse (SDSU), Angela Helmer (USD), Timothy Schorn (USD), Mark Sweeney (USD), Daniel Tracy (USD), and Jeff Wesner (USD).

2-C.3 – Approve one (1) year of prior service credit toward tenure and one (1) year of prior service credit toward promotion each for Deepthi Kolady (SDSU), Nacasius Ujah (SDSU), Benjamin Hagen (USD), and Steven Chestmut (USD); award four (4) years of prior service credit toward tenure for Clifford Hall (SDSU); and award two (2) years of prior service credit toward promotion for Cheryl Hartman (USD).

2-C.4 – Approve the request to grant tenure to Dr. David Kenley (DSU) as a Professor, Dr. Pat Engebretson (DSU) as an Associate Professor, and Dr. Maria Lopez Leach (USD) as an Associate Professor.

2-C.5 – Approve the request for a one (1) year extension of time for tenure consideration for Dr. Jessica Zanton -(BHSU), Pere Miro Ramirez (USD), and Bess Vlaisavljevich (USD).

2-C.6 – Approve the request to appoint Carol Cook Geu (USD) to the rank of Senior Lecturer.

2-C.7 – Award an honorary Doctorate of Public Service to Mr. Pat Burchill (SDSMT) and Mr. Leon Wrange (SDSU); and an honorary Doctorate of Science to Mr. Miles Beacom (DSU).

2-C.8 – Award an honorary posthumous Master of Science degree in Geology and Geological Engineering to Houston Wagner (SDSMT).

2-C.9 – Accept the findings, conclusions, and order set forth in the proposed decision of the Office of Hearing Examiners set forth in Exhibit I to Attachment I of agenda item 2-C.9, issue the Final Decision of the Board as set forth in Attachment I of agenda item 2-C.9, and direct the General Counsel to proceed with noticing and/or taking any action necessary and appropriate to effectuate the same.

2-C.10 – Approve the request from South Dakota State University to rename the South Dakota
State University Architecture, Mathematics and Engineering Building as stated in agenda item 2-C.10.

2-C.11 – Approve the request from South Dakota State University to rename the South Dakota State University Wellness Center as stated in agenda item 2-C.10.

2-D – Deny DSU Faculty Appeal No. 2020-01.

2-E – Approve the appointment of Ms. Kim Wadsworth as superintendent of the SD School for the Deaf, effective May 22, 2020 at an annualized salary of $115,000, and further authorize the Board staff to take any action(s) necessary and appropriate to effectuate the same.

2-F – Approve proceeding with the search for the next Executive Director, as discussed, to include waiving the provisions in BOR Policy 1.5 requiring candidates to have a post-graduate degree and maintain their principle office in Pierre.

2-G – Approve the request from USD to provide naming rights in substantially similar form to those set forth in agenda item 2-G, pending approval of the final Gift Agreement by the USD President, and naming request as approved by the General Counsel upon review of the finalized Gift Agreement.
## Black Hills State University

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Effective Date</th>
<th>Job Change Reason</th>
<th>Proposed Salary</th>
<th>Previous Salary</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brittany Bell</td>
<td>West Complex Director</td>
<td>22-Dec-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$35,568.00</td>
<td>$27,500.00</td>
<td>29.3%</td>
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<tr>
<td>Bradley Branson</td>
<td>Admissions Representative II</td>
<td>22-Dec-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$35,568.00</td>
<td>$27,500.00</td>
<td>8.4%</td>
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<tr>
<td>Nathan Feldt</td>
<td>East Complex Director</td>
<td>22-Dec-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$35,568.00</td>
<td>$28,187.00</td>
<td>26.2%</td>
</tr>
<tr>
<td>Paden Hunt</td>
<td>Admissions Representative II</td>
<td>22-Dec-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$35,568.00</td>
<td>$32,800.00</td>
<td>8.4%</td>
</tr>
<tr>
<td>Donald Keifert</td>
<td>Admissions Representative II</td>
<td>22-Dec-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$35,568.00</td>
<td>$32,800.00</td>
<td>8.4%</td>
</tr>
<tr>
<td>Colton Nickelson</td>
<td>Video Prod &amp; Dig Design Coord</td>
<td>22-Dec-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$35,568.00</td>
<td>$30,000.00</td>
<td>18.6%</td>
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<tr>
<td>Taylor Watkins</td>
<td>Admissions Representative II</td>
<td>22-Dec-19</td>
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<td>$32,800.00</td>
<td>8.4%</td>
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## Dakota State University

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<tr>
<th>Name</th>
<th>Title</th>
<th>Effective Date</th>
<th>Job Change Reason</th>
<th>Proposed Salary</th>
<th>Previous Salary</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lori Engebretson</td>
<td>Retention Specialist</td>
<td>22-Dec-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$26,676.00</td>
<td>$21,443.00</td>
<td>24.4%</td>
</tr>
<tr>
<td>Craig Miller</td>
<td>ITS Support</td>
<td>22-Jan-20</td>
<td>Sal Adj-Unusual Circumstance</td>
<td>$23,802.48</td>
<td>$20,182.00</td>
<td>17.9%</td>
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## Northern State University

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<tr>
<th>Name</th>
<th>Title</th>
<th>Effective Date</th>
<th>Job Change Reason</th>
<th>Proposed Salary</th>
<th>Previous Salary</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assia Baker</td>
<td>Director of Student Rights/Resp.</td>
<td>22-Jan-20</td>
<td>Permanent Additional Duties</td>
<td>$55,000.00</td>
<td>$49,000.00</td>
<td>12.2%</td>
</tr>
<tr>
<td>Erin Fouberg</td>
<td>Associate VP for Academic Affairs</td>
<td>22-Dec-19</td>
<td>Promotion</td>
<td>$123,000.00</td>
<td>$83,179.00</td>
<td>47.9%</td>
</tr>
<tr>
<td>Doug Leidholt</td>
<td>Assistant Facilities Director</td>
<td>9-Dec-19</td>
<td>Promotion</td>
<td>$51,000.00</td>
<td>$46,924.00</td>
<td>8.7%</td>
</tr>
<tr>
<td>Jodi Casanova</td>
<td>Assistant CIO</td>
<td>22-Dec-19</td>
<td>Promotion</td>
<td>$90,030.00</td>
<td>$82,131.00</td>
<td>9.6%</td>
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</table>

## South Dakota School of Mines & Technology

<table>
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<tr>
<th>Name</th>
<th>Title</th>
<th>Effective Date</th>
<th>Job Change Reason</th>
<th>Proposed Salary</th>
<th>Previous Salary</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Bauer</td>
<td>Assistant Director, Bookstore</td>
<td>22-Jan-20</td>
<td>Change in Appointment Type</td>
<td>$47,278.00</td>
<td>$42,212.79</td>
<td>12.0%</td>
</tr>
<tr>
<td>Jesus Herrera</td>
<td>Director</td>
<td>22-Dec-19</td>
<td>Market Increase</td>
<td>$66,550.00</td>
<td>$60,500.00</td>
<td>10.0%</td>
</tr>
<tr>
<td>Michaela Mader</td>
<td>Campus Visit Coordinator</td>
<td>22-Jan-20</td>
<td>Market Increase</td>
<td>$38,000.00</td>
<td>$35,905.00</td>
<td>5.8%</td>
</tr>
<tr>
<td>Larry Simonson</td>
<td>Asst to Pres-Alumni Ambssdr</td>
<td>22-Dec-19</td>
<td>Market Increase</td>
<td>$35,570.00</td>
<td>$25,313.00</td>
<td>40.5%</td>
</tr>
<tr>
<td>Name</td>
<td>Title</td>
<td>Effective Date</td>
<td>Job Change Reason</td>
<td>Proposed Salary</td>
<td>Previous Salary</td>
<td>% Increase</td>
</tr>
<tr>
<td>-----------------------</td>
<td>---------------------------------------------------</td>
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</tr>
<tr>
<td>Tyler Bult</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$35,568.00</td>
<td>$32,934.00</td>
<td>8.0%</td>
</tr>
<tr>
<td>Karin Burdick</td>
<td>Retention Advisor</td>
<td>22-Nov-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$36,255.00</td>
<td>$31,776.00</td>
<td>14.1%</td>
</tr>
<tr>
<td>Austin Buysse</td>
<td>Athletic Facilities Manager</td>
<td>22-Dec-19</td>
<td>Sal Adj-Unusual Circumstance</td>
<td>$35,568.00</td>
<td>$33,000.00</td>
<td>7.8%</td>
</tr>
<tr>
<td>Nathaniel Condelli</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$35,769.00</td>
<td>$27,646.00</td>
<td>29.4%</td>
</tr>
<tr>
<td>Wendy Craddock</td>
<td>Director of Technology Support</td>
<td>22-Nov-19</td>
<td>Reclassification</td>
<td>$88,364.00</td>
<td>$80,331.00</td>
<td>10.0%</td>
</tr>
<tr>
<td>Cody Englund</td>
<td>Asst Dir-Ticket Sales &amp; Servic</td>
<td>22-Dec-19</td>
<td>Sal Adj-Unusual Circumstance</td>
<td>$35,568.00</td>
<td>$33,500.00</td>
<td>6.2%</td>
</tr>
<tr>
<td>Daniel Gissing</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$37,539.00</td>
<td>$35,299.20</td>
<td>6.3%</td>
</tr>
<tr>
<td>Jordan Hilbert</td>
<td>TRiO Retention Advisor</td>
<td>22-Nov-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$36,255.00</td>
<td>$31,776.00</td>
<td>14.1%</td>
</tr>
<tr>
<td>Jennifer Kindt</td>
<td>Director-Fac Bus Ops</td>
<td>22-Oct-19</td>
<td>Reclassification</td>
<td>$70,000.00</td>
<td>$60,836.00</td>
<td>15.1%</td>
</tr>
<tr>
<td>Christopher McDaniel</td>
<td>Broadcast Services Assistant</td>
<td>22-Dec-19</td>
<td>Sal Adj-Unusual Circumstance</td>
<td>$35,568.00</td>
<td>$33,000.00</td>
<td>7.8%</td>
</tr>
<tr>
<td>Janet Miller</td>
<td>Research Associate II</td>
<td>22-Nov-19</td>
<td>Reclassification</td>
<td>$50,427.00</td>
<td>$41,151.00</td>
<td>22.5%</td>
</tr>
<tr>
<td>Eric Miner</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$36,302.00</td>
<td>$33,814.80</td>
<td>7.4%</td>
</tr>
<tr>
<td>Cody Moret</td>
<td>Manager-Farm Op &amp; Beef Breed</td>
<td>22-Feb-20</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$54,453.00</td>
<td>$49,503.00</td>
<td>10.0%</td>
</tr>
<tr>
<td>Linde Murray</td>
<td>Tutoring &amp; TRIO Prog Director</td>
<td>22-Oct-19</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$61,700.00</td>
<td>$58,051.00</td>
<td>6.3%</td>
</tr>
<tr>
<td>Mariah Pederson</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$36,373.00</td>
<td>$33,900.00</td>
<td>7.3%</td>
</tr>
<tr>
<td>Aaron Rowbotham</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$35,568.00</td>
<td>$32,934.00</td>
<td>8.0%</td>
</tr>
<tr>
<td>Laura Ruesch</td>
<td>Research Associate III</td>
<td>22-Oct-19</td>
<td>Reclassification</td>
<td>$44,099.00</td>
<td>$40,090.00</td>
<td>10.0%</td>
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<tr>
<td>Nicholas Shirley</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$36,412.00</td>
<td>$33,946.80</td>
<td>7.3%</td>
</tr>
<tr>
<td>Keith Skogstad</td>
<td>Project Manager/Engineer</td>
<td>22-Oct-19</td>
<td>Reclassification</td>
<td>$70,000.00</td>
<td>$64,418.00</td>
<td>8.7%</td>
</tr>
<tr>
<td>Christian Smith</td>
<td>Assistant Coach-Football</td>
<td>22-Feb-20</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$65,000.00</td>
<td>$52,000.00</td>
<td>25.0%</td>
</tr>
<tr>
<td>Jordan Steinle</td>
<td>Aviation Trainer</td>
<td>22-Dec-19</td>
<td>Sal Adj-Unusual Circumstance</td>
<td>$25,506.00</td>
<td>$21,762.00</td>
<td>17.2%</td>
</tr>
<tr>
<td>Douglas Timm</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
<td>$36,788.00</td>
<td>$34,386.00</td>
<td>7.0%</td>
</tr>
<tr>
<td>Melinda Tinkle</td>
<td>Associate Dean-Academic Progra</td>
<td>22-Feb-20</td>
<td>Change Salary Rate/Pay Grade</td>
<td>$151,609.00</td>
<td>$143,609.00</td>
<td>5.6%</td>
</tr>
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<td>Brooke Walker</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>Change in Appointment Type</td>
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<tr>
<td>Dylan Walker</td>
<td>Residence Hall Director</td>
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<tr>
<td>Blanca Warne</td>
<td>Asst to the AVP</td>
<td>22-Oct-19</td>
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<tr>
<td>Name</td>
<td>Title</td>
<td>Effective Date</td>
<td>Previous Salary</td>
<td>Proposed Salary</td>
<td>% Increase</td>
<td></td>
</tr>
<tr>
<td>-----------------------</td>
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<tr>
<td>Laura Anderton</td>
<td>SFL Director</td>
<td>22-Dec-19</td>
<td>$50,995.74</td>
<td>$54,560.00</td>
<td>7.1%</td>
<td></td>
</tr>
<tr>
<td>Erin Harmon</td>
<td>GEAR Lab Manager</td>
<td>22-Jan-20</td>
<td>$76,896.71</td>
<td>$86,896.71</td>
<td>13.0%</td>
<td></td>
</tr>
<tr>
<td>Caleb Harms</td>
<td>Asst Coach/Strength &amp; Coord</td>
<td>22-Dec-19</td>
<td>$32,720.00</td>
<td>$36,000.00</td>
<td>10.0%</td>
<td></td>
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<tr>
<td>Jennifer Holman</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>$28,800.00</td>
<td>$36,100.00</td>
<td>25.0%</td>
<td></td>
</tr>
<tr>
<td>Casey Kasperbauer</td>
<td>Director of Operations - MBB</td>
<td>22-Dec-19</td>
<td>$30,675.00</td>
<td>$36,000.00</td>
<td>17.4%</td>
<td></td>
</tr>
<tr>
<td>Tereziek Lewin</td>
<td>Assistant Coach - Track</td>
<td>22-Dec-19</td>
<td>$31,700.00</td>
<td>$104,500.00</td>
<td>10.0%</td>
<td></td>
</tr>
<tr>
<td>Ryan Olew</td>
<td>Dir, Ops &amp; Finance</td>
<td>22-Feb-20</td>
<td>$29,448.00</td>
<td>$36,000.00</td>
<td>13.9%</td>
<td></td>
</tr>
<tr>
<td>Maria Paez</td>
<td>Residence Hall Director</td>
<td>22-Dec-19</td>
<td>$34,036.36</td>
<td>$36,000.00</td>
<td>5.8%</td>
<td></td>
</tr>
<tr>
<td>Tyler Peck</td>
<td>Researcher Associate II</td>
<td>22-Dec-19</td>
<td>$29,448.00</td>
<td>$36,000.00</td>
<td>7.5%</td>
<td></td>
</tr>
<tr>
<td>Nicholas Roesd</td>
<td>State Authorization Specialist</td>
<td>22-Dec-19</td>
<td>$29,742.48</td>
<td>$36,000.00</td>
<td>21.0%</td>
<td></td>
</tr>
<tr>
<td>Nicholas Stroeh</td>
<td>Asst Director, Athletics, &amp; Field</td>
<td>22-Dec-19</td>
<td>$31,000.00</td>
<td>$36,000.00</td>
<td>16.1%</td>
<td></td>
</tr>
<tr>
<td>Annie Warner</td>
<td>Temp Education Advisor</td>
<td>22-Dec-19</td>
<td>$31,000.00</td>
<td>$36,000.00</td>
<td>9.1%</td>
<td></td>
</tr>
</tbody>
</table>

**APPOINTMENTS REPORTING TO THE PRESIDENT, SUPERINTENDENT OR EXECUTIVE DIRECTOR**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Effective Date</th>
<th>Previous Salary</th>
<th>Proposed Salary</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daniel Engbrethien</td>
<td>Vice President for Research and Sponsored Programs</td>
<td>22-Dec-19</td>
<td>$200,000.00</td>
<td>$250,000.00</td>
<td>25.0%</td>
</tr>
<tr>
<td>Mark Brown</td>
<td>President of USD Discovery District</td>
<td>22-Jan-20</td>
<td>$225,000.00</td>
<td>$250,000.00</td>
<td>11.4%</td>
</tr>
<tr>
<td>Warren Tolley</td>
<td>Chief Human Resources Officer</td>
<td>3-Feb-20</td>
<td>$122,000.00</td>
<td>$125,000.00</td>
<td>2.4%</td>
</tr>
</tbody>
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