

BOARD OF REGENTS
MINUTES OF THE MEETING
August 7-8, 2019

The South Dakota Board of Regents met on August 7-8, 2019 at Drifters Event Center in Pierre, South Dakota with the following members present:

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

Also present during all or part of the meeting were Dr. Paul B. Beran, Board of Regents Executive Director and CEO; Nathan Lukkes, Board of Regents General Counsel; Michele Anderson, Internal Auditor; Kayla Bastian, Director of Human Resources; Monte Kramer, System Vice President of Finance & Administration; Dave Hansen, System Chief Information Officer; Janelle Toman, Director of Communications; Leah Ahartz, Budget Manager; 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; Marjorie Kaiser, SDSD/SDSBVI Superintendent; Heather Forney, SDSMT VP of Finance and Administration; Laura McNaughton, USD Chief of Staff; Kurt Hackemer, USD Provost; Becky Degen, SDSU Director of Continuous Improvement; Jody Owen, SDSU Director of the Academic Advising Center; Jeff Mehlhaff, Legislative Research Council; Brittini Skipper, Bureau of Finance and Management; Tiffany Sanderson, Governor's office; and Bob Mercer, Keloland.

WEDNESDAY, AUGUST 7, 2019

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

Regent Schieffer welcomed Barb Stork to the Board of Regents and congratulated her on her recent appointment. Regent Stork introduced herself and said she was pleased to join the Board.

Additionally Regent Schieffer introduced BHSU Interim President Laurie Nichols. President Nichols thanked the Board for the opportunity to be interim president of the university and wished the Board success in their search for a new president.

BOARD WORK

1-A Approval of the Agenda

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve the agenda as published with one modification, to move 4-H(4) off the consent and onto the committee for budget and finance. Motion passed.

1-B Declaration of Conflicts

Conflict of interest disclosures can be found on pages ____ to ____.

1-C Approval of the Minutes – Meeting on June 26-27, 2019

IT WAS MOVED by Regent Schaefer, seconded by Regent Thares, to approve the minutes of the meeting on June 26-27, 2019 with slight modifications. Motion passed.

1-D Welcome and Report from the Executive Director/Interim Actions

Dr. Paul B. Beran, Board of Regents Executive Director, recognized that this meeting marks his first year working for the South Dakota Board of Regents. He expressed appreciation for all who have helped his transition, especially Dr. Paul Turman and Dr. Monte Kramer.

1-E Reports on Individual Regent Activities

No reports from individual regents.

1-F Reports from Individual Presidents and Superintendents

No reports from individual presidents or superintendents.

1-G Period for Public Comment

No public comment.

PLANNING SESSION

2-A Strategic Plan Preparation

Given that both the Board of Regents and the University of South Dakota are simultaneously preparing to update their strategic plans, USD Provost Kurt Hackemer and Chief of Staff Laura McNaughton facilitated an exercise that drew upon the expertise and insight of Board members, presidents, superintendent, and Board office staff to identify and prioritize some of the major issues and trends that will affect higher education in South Dakota through the next decade. This is an opportunity to engage in a face-to-face dialogue and gather information that will inform the direction of both plans.

Since the goal of the exercise is to project into the future, Chief of Staff McNaughton asked the group to think about future events, issues and trends. As a result, the group collected the following future timeline priority lists:

Events

Intellectual diversity
Student affordability
Curricular programming for future needs
New governor and style
Intersection of higher education and workforce
Public opinion of higher education

Issues

Competition at post-secondary level
Faculty compensation
Funding
Demographics (students and aging population)
Economic changes

Trends

Online delivery
Tuition flexibility particularly at university centers
Hiring quality presidents
Issue management
Diverse populations in general

Chief of Staff McNaughton explained that this exercise is being conducted with multiple constituent groups to inform the USD strategic plan. At the end of the process, all data will be collected and a team of people determine the most important items to address in plan.

A copy of the Strategic Plan Preparation can be found on pages ____ to ____ of the official minutes.

2-B Moving from Transactional to Transformational Higher Education in South Dakota

Dr. Paul B. Beran, Board of Regents Executive Director and CEO, said with preparations for strategic planning for the future of higher education in South Dakota underway, the Board of Regents has an opportunity to discuss and review how higher education can grow, mature, and develop in the future.

To start the discussion, he first asked the regents and presidents to write down a bureaucratic problem they see at a single or at multiple campuses. The following responses resulted from the exercise:

President Downs said procurement is a very cumbersome process. This is endemic to the institution and the state process and is challenging especially when there is a time issue.

President Gestring said the capital project process is very challenging, especially with the fundraising responsibilities of a president. She said donors want to see what the capital project is going to look like before they commit dollars. Although institutions can hire an architect to draw up a preliminary sketch, they cannot hire that architect to do the work so there can be inconsistencies with what is initially sold to donors.

President Rankin said university and foundation relations is a problem. Additionally, he stated that software packages are driven system wide. Often what works for the system does not work the best for particular institutions, which can limit those institutions from being transformational.

President Griffiths said she took the exercise as an internal review. She said what internally gets in DSU's way is the lack of central data collection. In addition to getting data in a timely manner and consistent manner. She said there are other problems that are cultural in nature. For instance, she is looking for a shift from "this is what we have always done" to "this is what we could do to improve."

President Dunn said the process for academic program approval is currently based on consensus within the six universities in order to avoid duplication. He said the world is changing, and we need a process that is more nimble and focused on meeting national demand.

Superintendent Kaiser agreed that the purchasing process is incredibly cumbersome. Another issue is the confusion about whether or not the special schools are public schools. Furthermore, access and accessibility for people with disabilities continues to be an issue throughout the system. She said SDSBVI has recently been looking at digital accessibility and notes that websites within the system do not pass muster which opens the system to lawsuits.

President Nichols endorsed the notion that there is confusion with curricular offerings. Additionally, she recommended that the rationale for new program offerings be better incorporated into the requests for new programs. Lastly, she noted the confusion about programming at the main BHSU campus and the university center in Rapid City. She was very concerned about the high tuition rate at the center.

Regent Schaefer said presidents are best poised to identify bureaucratic issues on campus. From a system perspective, though, he sees opportunity for more institutional autonomy. He sees a cultural issue of specific campus and system wide resistance to change. He is looking for different ways of doing things rather than merely agreement that there is a sense of resistance. He believes the Board office can lead this change.

Regent Schieffer said it looks like we are heavy on process and light on action in some areas especially in facilities management. He is concerned that the square footage on the campuses goes up each year but buildings do not come down. He said it is easy to make the decision to build but hard to make the decision to take buildings down. He believes this is true for maintenance and repair issues as well. He thinks we need to leave room for autonomy and creativity on campuses, but there needs to be a lot more willingness to figure out efficiencies especially since the tuition rates are much too high. He wants more critical analysis on efficiency measures. For instance, are there opportunities for more back office consolidation?

Regent Wink said we need to prepare our students for what is to come in the future. She said there could be more opportunity to be nimble in academic program proposals and tie it to workforce needs in the future.

Regent Lund said it can be challenging to navigate curriculum requirements. We need to make sure students complete the requirements of their program(s), which can get complicated if they are doing more than one program synonymously. Transferring AP credits was also difficult to navigate as there was question continuing throughout his first semester on which would transfer and which would not. He shared issues around reimbursement of student conferences and registration fees.

Regent Thares reiterated issues related to the capital projects process. He also said the foundation relationships with the institutions needs to get better. Lastly, he said the cost to do business never goes down, so we have to grow revenues. He said the cost to produce an FTE is one of the lowest in the nation, which is proof that the South Dakota system is efficient. He said the reason for high tuition comes from the lack of state funding.

Regent Schieffer said having more objective information would give him comfort on the efficiency issue. He said he would like to see more hand wringing on the system side to make sure this is happening.

Regent Roberts said there is frustration from the campuses on the tenure track versus use of instructors. She noted this has not progressed. There was a one year time frame to look at the percentage and have a report, but she has not seen that yet. Regarding facilities, we need to find a way to discontinue the use of old buildings and get them off of the maintenance and repair list. Lastly, from a system perspective we need to do a better job of establishing exactly what the Board system is working for regarding budget. There should not be side projects going on as that detracts from the larger priorities.

Regarding free speech issues over the last few years, President Dunn noted that policy makers and students had a very difficult time understanding the system policies and other work being done in

those areas. He said the number and depth of policies we have now causes confusion. Regent Bastian said not all policies should be memorized but we should know where to find them. He feels this rolls into the role of academic advisors.

Regent Lund said orientation is pretty intense and it can be difficult to retain the information that is thrown at the students. He would like there to be a more digestible format for the most pertinent information for students.

President Gestring thinks it is important to recognize where we do things very well. She thanked the Board office for the bonding process, she said this is a very efficient and important process that we have done very well. She also said the Banner Student program is a win for the system. She said the system also helps to facilitate the relationships that the universities have with one another. This is unique and helpful. She shared other things that the state assists the system with, such as employee benefits, which is significantly positive.

A copy of the Moving from Transactional to Transformational Higher Education in South Dakota can be found on pages ____ to ____ of the official minutes.

2-C Reshaping and Reintroducing Dakota's Promise

Dr. Paul B. Beran, Board of Regents Executive Director and CEO, described the process he used to develop a new Dakota's Promise Scholarship program. He explained that a workgroup with representatives from all of South Dakota's higher education sectors came together to discuss and develop the program. Essentially, the proposal explains that to be eligible to participate in the proposed scholarship program that would provide \$2,500 per student per year, students would have to be full time, first time, resident students who qualify for Pell Grants and who have a minimum ACT score of 18 and minimum high school GPA of 3.0. The total dollar amount of the program is projected to cost \$5.7 million for the fully scaled program with first year expenses at \$1.9 million.

Regent Schieffer questioned whether or not the ACT requirement is necessary as it currently mirrors the admissions criteria for the public universities. He said the legislature required standards for eligibility last year and he wants to make sure we implement their suggestion. Regarding the ACT score requirement, Regent Bastian said that because this scholarship program is for students attending institutions outside of South Dakota public universities, we need to create consistency.

Dr. Perry, System Vice President for Academic Affairs, said there are two variables that are different from last year's scholarship proposal. These include the eligibility requirement that a student have a minimum GPA of 3.0 as well as a requirement that students take at least 30 credits per year.

President Downs recognized that the Pell eligible student population probably had to work through high school which may have compromised their ability to achieve good grades. He suggested that instead of incorporating a minimum 3.0 GPA for eligibility, we incorporate a requirement that students sustain a minimum 3.0 GPA while in college to keep the Dakota's Promise.

Regent Schieffer suggested we gather the average GPA for students who scored 18, 19, 20, etc., ACT scores to better understand if the minimum GPA should be changed. He suggested that we need to either eliminate the ACT requirement altogether or increase it over 18. He also felt that we should be prepared to explain why the minimum 3.0 GPA was selected.

Regent Bastian said we could eliminate the ACT requirement but he felt there is good grounds to support the 3.0 GPA as the current admissions minimum is a GPA of 2.0.

Regent Schaefer said we need to think back to what the Dakota's Promise is set up to do. That is to keep Pell eligible students in school. He said this scholarship gives students incentive to keep coming back semester after semester. He said he would be interested to see the results of the first year before we changed the eligibility criteria.

Regent Schieffer said we need statistical analysis and rationale for why the specific standards were incorporated for eligibility. He said we need to be responsive to the concerns shared by legislators last year.

Regent Schaefer said he would like to look at success rates beyond the four year graduation rates.

Regent Stork said if she was a legislator she would want to have stricter criteria that would show a more successful program. If the program proves successful, we could try loosening the eligibility criteria later.

Regent Schieffer said the implicit budget ask is for four years even if we only ask for \$1 million in the first year.

Dr. Beran said we are trying to lower the net cost of education in South Dakota. He said the net cost is incredibly high because South Dakota has very little support for students with financial need.

Regent Schieffer said we cannot responsibly do this without a four year commitment. He said the proposed scholarship is a \$6 million ask and he does not see that dollar amount as realistic. He said we need to have higher standards on the program so we can get to a more realistic amount.

Regent Thares asked about the projected success rate and whether or not there is data to support them.

Dr. Tasha Dannenbring, Director of Institutional Research, responded by explaining that this formula used an 80% retention rate year after year. She said if the ACT minimum was increased to a score of 22, the total budget ask drops by half.

Regent Thares suggested that the rationale for projected success be included in the sell to legislators.

President Dunn agreed with Regent Schieffer's suggestion that the eligibility criteria be tightened. He felt that it would be more important to get a successful program off the ground.

Regent Schieffer was very concerned that there was no institutional match expectation incorporated into the proposal. He felt that this would be a detriment as it was sold with the program last year.

Regent Stork asked for clarification about how we projected the number of eligible students. Dr. Dannenbring explained that we used data from students admitted in 2016.

Regent Wink would like to support a smaller model so we can demonstrate success. Additionally, she felt that the students admitted be required to participate in a clearly stated framework for student success.

Regent Schieffer asked that the program proposal be changed so that there is a more limited ask not to exceed \$2 million for four years. He felt we should add the match back into the formula for a \$4 million total; and he said we should make it more exclusive (perhaps a minimum GPA of 3.0 or 3.2 and minimum with an ACT of 22 but not to exceed 26 or 28).

Additionally, it was suggested that we analyze the dollar amount required to make a meaningful dent in the current financial gap. Other data requests included information about the correlation of high school GPA and ACT scores.

Dr. Beran explained that the technical institutes had been incorporated into this scholarship program up until a week ago at which time they said they would like not to be included.

Regents considered whether the eligibility criteria should be different criteria for tribal colleges.

President Rankin suggested that we consider continuing eligibility and how students who participate in semester long internships could remain eligible.

A copy of the Reshaping and Reintroducing Dakota's Promise can be found on pages ____ to ____ of the official minutes.

Lunch Meeting with Area Legislators

Senator Jeff Monroe, Representative Tim Rounds, and Representative Mary Duvall, all representing District 24, met with Board members to informally discuss priorities in the public university system. Topics included state versus student support for the costs of public higher education, distribution of Higher Education Facilities Funds, and the high school dual credit program supported by state general funds.

2-D College Affordability in South Dakota: A Critical Analysis

Dr. Jay Perry, System Vice President for Academic Affairs, explained that addressing the lack of grant aid available to students, particularly low income students, is integral to maintaining the levels of graduate production for South Dakota's public universities. While the Board and individual institutions should continue to investigate efficiency measures reducing or maintaining

current tuition and fee costs, that effort only addresses one aspect of the larger issue of affordability. The lack of state investment in grant/scholarship dollars, specifically those related to need-based funding, will likely continue to place a college education out of reach for students from low income families. This has significant long-term effects on economic mobility opportunities for individuals as well as long-term workforce implications for South Dakota.

Dr. Perry said the Critical Analysis on College Affordability in South Dakota shows that while the “Total Price of Attendance” of South Dakota public universities is competitive, the “Average Net Price” is among the highest in the country. This net price problem directly correlates to the lack of state aid programs in South Dakota. He said the number of Pell Grant recipients at state universities is sharply declining. The university system has lost 2,400 Pell recipient students between 2010 and 2018.

Dr. Beran noted that South Dakota has a very low rate of those filling out the FASFA. Without filling out the FASFA, students cannot even know if they are eligible. He said we are going to have a big push this year with the Department of Education to increase the FAFSA applications.

Dr. Daniel Palmer, System Institutional Researcher, said this report underscores that our public universities are unaffordable for low income students. It also shows that South Dakota college goers are not decreasing, but instead they are just not choosing to come to school at our public universities.

He said it is important to point out that our public universities are unaffordable to low income people and this is critical considering most people in South Dakota are in the low income category.

In response to a question by Regent Schieffer, Dr. Perry said competition is increasing both inside and outside of South Dakota. For instance, the technical institutions have the Build Dakota Scholarship and Wyoming gives \$2,000 to first time freshmen students from out of state, which is more than the first year award of the South Dakota Opportunity Scholarship.

A copy of the College Affordability in South Dakota: A Critical Analysis can be found on pages ____ to ____ of the official minutes.

2-E FY21 Budget Development

Dr. Monte Kramer, System Vice President of Finance & Administration, and the university presidents described the details of the recommendation for the Board’s FY21 General Fund increase.

Regarding the SDSM&T mineral industries building, Dr. Beran said because this project is a \$90 million ask it was not appropriate for the typical budget request. He said he will continue to work with SDSM&T and the Governor’s office to consider other opportunities to find the money. Regent Thares asked that one of the bigger institutions help SDSM&T put the request together to display the need for appropriate audiences.

In response to Regent Roberts, Dr. Beran described how the recommendations were developed. He said it is the prerogative of the Board to determine if it would like to request money for all projects or a few priority projects.

Regent Schieffer suggested that the projects be categorized in priority order. The requests would be prioritized in two lists, one-time and base requests.

Regent Roberts expressed concern that the Native American student success requests look disjointed as there are only two institutions requesting funds for the same programming offered at multiple institutions. After further discussion, the Board decided to create a comprehensive umbrella request and within it describe the specific needs of the institutions' requesting funds for this purpose.

Regarding the USD health sciences building, Regent Schieffer asked about how the private health care sector might contribute to the project. President Gestring described the generosity and multitude of gifts given in the past. In response to a question by Regent Thares, President Gestring said this is the first step in the process before engaging in the capital project process. Dr. Kramer said this building was originally on USD's ten year plan. However, because President Abbott could not get donors to commit to this project, the institution reprioritized several years ago. President Gestring said a commitment from the state would be helpful to get additional donor commitments.

Dr. Tasha Dannenbring, System Director of Institutional Research, presented the Dakota's Promise Scholarship program with different parameters than in the originally proposed program. After discussion, the Board agreed that the budget request should be \$2 million from the state with a \$2 million requirement in matching funds. Generally, members agreed that the parameter should include a minimum GPA of 3.0 with a certain range of ACT scores, which should be further examined by the Board office (somewhere between 22-26 or 28). The total award amount per student per year should be \$2,500.

In terms of the projected number of students accessing the scholarship, Regent Schieffer said we should our projected numbers off of high school graduates rather than current eligible students enrolled into our institutions.

The Board discussed the requirement of including the match to sell the program. President Downs said if the institutions are able to repurpose existing scholarship money as a match, the match component is doable. In the pitch to sell the program, he suggested showing the consortium of funding to get the student to school.

Additional details of the scholarship will need to be defined by the Board office.

A copy of the FY21 Budget Development can be found on pages ____ to ____ of the official minutes.

REGULAR SESSION

CONSENT AGENDA

IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to approve consent agenda items 4-A through 4-L, with the exception of 4-H(4) which will be taken up during the Budget and Finance Committee. Motion passed.

Academic and Student Affairs – Consent

4-A Graduation Lists

Approve graduation lists for BHSU, NSU, SDSU, and USD 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.

4-B (1) Agreements on Academic Cooperation – Black Hills State University

Approve Black Hills State University's agreements on academic cooperation with the University of Ljubljana, Slovenia, and Vytautas Magnus University, Lithuania.

A copy of the Agreements on Academic Cooperation – Black Hills State University can be found on pages ____ to ____ of the official minutes.

4-B (2) Agreements on Academic Cooperation – SD School of Mines & Technology

Approve the agreement on academic cooperation between the South Dakota School of Mines and Technology and Universidad Peruana de Ciencias Aplicadas S.A.C., Lima, Peru.

A copy of the Agreements on Academic Cooperation – SD School of Mines & Technology can be found on pages ____ to ____ of the official minutes.

4-C Articulation Agreements – USD

Approve the University of South Dakota's articulation agreements with Lake Area Technical Institute, and Western Iowa Tech Community College, as presented.

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

4-D New Site Request – USD – Sociology (BA, BS, and Minor)

Approve USD's new site proposal to offer the B.A., B.S., and Minor in Sociology through online delivery and at the Community College for Sioux Falls.

A copy of the New Site Request – USD – Sociology (BA, BS, and Minor) can be found on pages ____ to ____ of the official minutes.

4-E (1) New Program Requests – SDSMT – Minor in Electrical Engineering

Authorize SDSMT to offer a minor in Electrical Engineering, as presented.

A copy of the New Program Requests SDSMT – Minor in Electrical Engineering can be found on pages ____ to ____ of the official minutes.

4-E (2) New Program Requests – SDSMT – Minor in Electronics Engineering and Technology

Authorize SDSMT to offer a minor in Electronics Engineering & Technology, as presented.

A copy of the New Program Requests SDSMT – Minor in Electronics Engineering and Technology can be found on pages ____ to ____ of the official minutes.

4-E (3) New Program Requests – SDSMT – Minor in Mining Engineering

Authorize SDSMT to offer a minor in Mining Engineering, as presented.

A copy of the New Program Requests SDSMT – Minor in Mining Engineering can be found on pages ____ to ____ of the official minutes.

4-E (4) New Program Requests – SDSMT – Minor in Systems Engineering

Authorize SDSMT to offer a minor in Systems Engineering, as presented.

A copy of the New Program Requests SDSMT – Minor in Systems Engineering can be found on pages ____ to ____ of the official minutes.

4-F (1) New Certificate Requests – NSU – Germans from Russia Studies

Authorize NSU to offer a graduate certificate in German: Germans-from-Russia Studies, as presented, including online.

A copy of the New Certificate Requests NSU – Germans from Russia Studies can be found on pages ____ to ____ of the official minutes.

4-F (2) New Certificate Requests – NSU – Quantitative Analytics in Science (Undergrad)

Authorize NSU to offer a certificate in Quantitative Analytics in Science, as presented.

A copy of the New Certificate Requests NSU – Quantitative Analytics in Science (Undergrad) can be found on pages ____ to ____ of the official minutes.

4-F (3) New Certificate Requests – NSU – Behavioral Forensic Sciences (Undergrad)

Authorize NSU to offer a certificate in Behavioral Forensic Sciences, as presented.

A copy of the New Certificate Requests NSU – Behavioral Forensic Sciences (Undergrad) can be found on pages ____ to ____ of the official minutes.

4-G New Specialization – SDSU – Natural Resource Management (MS & PhD in Biological Sciences)

Authorize SDSU to offer a specialization in Natural Resource Management within the Biological Sciences MS and PhD programs, as presented.

A copy of the New Specialization – SDSU – Natural Resource Management (MS & PhD in Biological Sciences) can be found on pages ____ to ____ of the official minutes.

Budget and Finance – Consent

4-H (1) BOR Policy Revisions – BOR Policy 3:6 – Housing and Meal Plans (Second Reading)

Approve the second and final reading of the revisions made to BOR Policy 3:6 – Housing and Meal Plan.

A copy of the BOR Policy Revisions – BOR Policy 3:6 – Housing and Meal Plans (Second Reading) can be found on pages ____ to ____ of the official minutes.

4-H (2) BOR Policy Revisions – BOR Policy 5:5:1 – Tuition & Fees: On-Campus Tuition (Second Reading)

Approve the second and final reading of BOR Policy 5-5-1 – Tuition and Fees: On-Campus Tuition with the revisions shown in Attachment I.

A copy of the BOR Policy Revisions – BOR Policy 5:5:1 – Tuition & Fees: On-Campus Tuition (Second Reading) can be found on pages ____ to ____ of the official minutes.

4-H (3) BOR Policy Revisions – BOR Policy 5:15 – Athletics (Second Reading)

Approve the second and final reading of revisions to BOR Policy 5:15 - Athletics.

A copy of the BOR Policy Revisions – BOR Policy 5:15 – Athletics (Second Reading) can be found on pages ____ to ____ of the official minutes.

4-H (4) BOR Policy Revisions – BOR Policy 6:12 – Bomb Threats (Second Reading) – Moved to the Committee on Budget and Finance

4-H (5) BOR Policy Revisions – BOR Policy 4:4 – NFE Employment Provisions Second Reading)

Approve the adoption of BOR Policy 4:4, the proposed revisions to BOR Policy 4:1, and the elimination of BOR Policies 4:8, 4:33, 4:44, and 4:46.

A copy of the BOR Policy Revisions – BOR Policy 4:4 – NFE Employment Provisions Second Reading) can be found on pages ____ to ____ of the official minutes.

4-I FY20 Minnesota Reciprocity

Approve the Minnesota reciprocity rates for FY20 and authorize the Executive Director to execute the Memorandum of Understanding.

A copy of the FY20 Minnesota Reciprocity can be found on pages ____ to ____ of the official minutes.

4-J Clay Rural Water Systems, Inc. Easement Resolution (USD)

Approve and adopt the Resolution set forth in Attachment I, requesting the Commissioner of School and Public Lands to proceed with the easement as stated therein.

A copy of the Clay Rural Water Systems, Inc. Easement Resolution (USD) can be found on pages ____ to ____ of the official minutes.

4-K NSU Plat Resolution

Approve and adopt the Resolution set forth in Attachment I, requesting the Commissioner of School and Public Lands to proceed with the plat as stated therein.

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

4-L M&R Project

Approve SDSU's maintenance and repair request to renovate the basement of the Depuy Military Hall.

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

ACADEMIC AND STUDENT AFFAIRS

5-A Intent to Plan – BHSU – BS in Physical Activity Leadership

Dr. Jay Perry, System Vice President for Academic Affairs, said BHSU requests permission to plan a Bachelor of Science (BS) in Physical Activity Leadership. This program would provide preparation for careers leading and instructing physical activity in non-formal settings. Graduates of the program will have opportunities in lifespan physical activity and fitness related careers

outside of K-12 school districts or clinics. Examples of potential employment opportunities include lifespan health-related activities differentiated for each client, including, but not limited to senior centers, cruise ships, and prisons.

Interim President Nichols asked Dr. Perry if he had any issues with the proposed title. Dr. Perry agreed that there could be a better name for the program. He said there is time for a title change between the intent to plan and program approval steps in the process if BHSU so desired

IT WAS MOVED by Regent Wink, seconded by Regent Lund, to authorize BHSU to develop a program proposal for a BS in Physical Activity Leadership, as presented. Motion passed.

A copy of the Intent to Plan – BHSU – BS in Physical Activity Leadership can be found on pages ____ to ____ of the official minutes.

5-B BOR Policy Revisions – Institutional Mission Statements (First Reading)

Dr. Jay Perry, System Vice President for Academic Affairs, said the Board staff and the Academic Affairs Council (AAC) have worked to update the institutional mission policies in Board Policies 1:10:1 through 1:10:6 since their April 2017 meeting. These updates include more accurately reflecting Board approved curriculum, programs, and degrees. In addition, new revisions made since the August 2018 Board meeting include updated individualized mission statements as approved by each institution.

IT WAS MOVED by Regent Wink, seconded by Regent Lund, to approve the first reading of the revised BOR Policies 1:10:1 through 1:10:6, as presented. Motion passed.

A copy of the BOR Policy Revisions – Institutional Mission Statements (First Reading) can be found on pages ____ to ____ of the official minutes.

5-C Free Speech Policy Revisions (Second Reading)

Nathan Lukkes, Board of Regents General Counsel, said following the first reading of these revised and proposed policies at the June 2019 Board meeting, BOR Policy 6:13:1 was revised to include a definition of guest, in addition to including student organizations in the list of those capable of inviting guests. Otherwise, the policies are as presented at the June meeting.

Regent Bastian noted the second sentence in the definition of “guest” (“By inviting the guest, the student organization, student, or employee, in their individual capacity, assumes responsibility for the compliance, safety, behavior, and violations of their guest.”) is more of a policy statement than a definition, and as such, suggested moving it to under section 6 (Guidelines for Expressive Activity by Guests).

IT WAS MOVED by Regent Wink, seconded by Regent Lund, to approve the second and final reading of the proposed revisions to BOR Policies 1:32 and 3:18 and proposed BOR Policy 6:13:1 with the modification suggested by Regent Bastian. Motion passed.

A copy of the Free Speech Policy Revisions (Second Reading) can be found on pages ____ to ____ of the official minutes.

5-D Special Schools Update

Superintendent Kaiser provided an update on both the South Dakota School for the Blind & Visually Impaired (SDSBVI) and the South Dakota School for the Deaf (SDSD), focusing on both building/renovations, strategic planning and next priorities.

Regarding the SDBOR strategic planning process, Superintendent Kaiser encouraged the Board to focus on the universities only. However, she recommended the special schools show up in the Board's plan by adding them in a separate section that addresses the special schools specifically, and which could take one of several forms. She said the Board could develop a section on areas for improvement for the schools, make a statement endorsing the strategic plans developed by the two schools, or include the strategic plans from both schools.

Additionally, she said the mission statements for the two special schools should be approved by the Board and should be included front and center in the policy manual just like those of the universities.

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

5-E Banner Student Update

Dr. Janice Minder, Banner Student Project Coordinator, provided an updated on the Banner Student Implementation project. She explained that the majority of the milestones are completed for the Banner Student implementation. Because of this, the project as it relates to consulting services has started to close out. The project leadership (Steering Committee) discussed next steps as it relates to on-going maintenance and additional work to meet SD needs. As the implementation closes out, the team will start migrating to the Maintenance Phase. She noted there is still a lot of work to do in the next six to twelve months, including learning the new system in and out, creating reports, and automate certain processes. She emphasized the good work from those on the campuses.

A copy of the Banner Student Update can be found on pages ____ to ____ of the official minutes.

BUDGET AND FINANCE

6-A FY20 Operating Budgets

The Board received the FY20 Operating Budgets.

A copy of the FY20 Operating Budgets can be found on pages ____ to ____ of the official minutes.

6-B FY21 Budget Request

Dr. Monte Kramer, System Vice President of Finance & Administration, and Leah Ahartz, System Budget Manager, brought forward the budget priorities previously discussed. The Board approved the following priorities to be submitted to the Governor's budget office:

- The Dakota's Promise Scholarship with a campus funding match
- A general fund M&R request that would fund maintenance and repair at 2% of the FY20 replacement values
- General fund requests for the BHSU Native American Student Success and the NSU American Indian Circle Program proposals
- One-time funding request for the SDSU Rural Veterinary Medical Education program and the DSU Cyber Cync Incubator and Entrepreneurial Center
- Capital project requests for the USD Health Sciences Building and the remodel of the SDSM&T Ascent Innovation Building

He said the request represents a 3.7% increase in our general fund base, not including the state salary package which we are directed not to include in the request. Any needs for federal and other expenditure authority, full-time equivalent (FTE), additional South Dakota Opportunity Scholarship funding, post-secondary scholarship funding, lease payment adjustments and utility funding adjustments will also be included in the budget request.

IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to approve the FY21 Budget Request to include the priorities identified in the attachment, to direct the staff to prepare and submit the FY21 Budget Request detail and justification to the Bureau of Finance and Management, and to refine any budget request figures and narratives as necessary. Any needs for federal and other expenditure authority, full-time equivalent (FTE), South Dakota Opportunity Scholarship, post-secondary scholarship, lease payments and utility adjustment requests should be included. Motion passed.

A copy of the FY21 Budget Request can be found on pages ____ to ____ of the official minutes.

6-C FY21 M&R Bonding

Dr. Monte Kramer, System Vice President of Finance & Administration, stated in 2007 and 2011 SDBOR bonded for critical deferred maintenance projects. With a strong interest in bonding for projects expressed by the universities, this topic was recently broached with the new administration and found that they were open to discussing the idea. The universities put together their project detail with project cost estimates without committing more than 16% of their annual allocation to bond payments. He noted that a summary of the proposed projects and a summary of the bonded amounts including the 2007 and 2011 are listed in the agenda item, as well as the FY20 M&R funds and payments. Additionally, the item provides a list of FY21 proposed M&R projects to be bonded.

IT WAS MOVED by Regent Roberts, seconded by Regent Schaefer to support bonding for up to \$24,500,000 for deferred maintenance projects and submit this as part of our FY21 budget proposal to the Governor. Motion passed.

A copy of the FY21 M& R Bonding can be found on pages ____ to ____ of the official minutes.

6-D DSU Resident Village Facility Design Plan

Dr. Monte Kramer, System Vice President of Finance & Administration, explained that DSU requests approval of the Facility Design Plan (FDP) to construct a new residence hall on campus. The Preliminary Facility Statement for this project was approved by the Board of Regents on May 9, 2018. On April 3, 2019, the Board of Regents approved the Facility Program Plan. Dr. Kramer described details of the building project and said the approval of DSU's Residence Village FDP will assure the campus is able to provide the quality and modern living standards expected by students. As depicted in the attached pro forma, he said the revenue and expense financial projections allow DSU to comfortably service the debt from the revenue bonds. Given that the facility revenues are projected to cover the necessary costs, approval of the final design plan is recommended.

In response to a question by Regent Thares, Dr. Kramer discussed the way the bonds would be structured. He explained that he is comfortable that DSU will be able to meet the Board's policy related to the investment of 2% maintenance and repair funding and have a strong bottom line.

IT WAS MOVED by Regent Roberts, seconded by Regent Schaefer to approve the Facility Design Plan for DSU's Residence Village Facility at a cost not to exceed \$11.5M to be funded with revenue bonds. Motion passed.

A copy of the DSU Resident Village Facility Design Plan can be found on pages ____ to ____ of the official minutes.

6-E (1) BOR Policy Revisions – BOR Policy 5:20 – Cash Management (First Reading)

Dr. Monte Kramer, System Vice President of Finance & Administration, stated that BOR Policy 5:20 – Cash Management has been updated to include the purpose of the policy, definitions, and language to reflect current practices. The Board's guideline of 10% unrestricted cash balance at year-end has been included in Section 1.1.

IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to approve the first reading of the revisions to BOR Policy 5:20 - Cash Management as shown in Attachment I of the agenda item. Motion passed.

A copy of the BOR Policy Revisions – BOR Policy 5:20 – Cash Management (First Reading) can be found on pages ____ to ____ of the official minutes.

6-E (2) BOR Policy Revisions – BOR Policy 5:22 – Graduate Assistants and Fellows (First Reading)

Nathan Lukkes, Board of Regents General Counsel, stated that in addition to the policy being updated to include the purpose of the policy, definitions, and language to reflect current practices, there are substantive changes to the policy. He said in section 2 of the policy, the previous language related to “waiving” tuition and fees has been replaced with an incentive tuition rate equivalent to zero percent of the on-campus tuition rate. This will require the Board to set a tuition rate of \$0 for the GA program at SDSU. Currently SDSU does not charge tuition or any discipline fees to its graduate assistants, where the other schools charge the reduced tuition rate established by the Board and discipline fees. The \$0 tuition is factored into the GA stipend paid at SDSU. The difference between the resident or non-resident special tuition rate and the incentive tuition rate for graduate assistants shall be part of the minimum stipends calculations.

IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to approve the first reading of the revisions to BOR Policy 5:22 – Graduate Assistants and Fellows as shown in Attachment I of the agenda item and to set the SDSU GA Incentive Tuition rate at \$0 for this academic year. Motion passed.

A copy of the BOR Policy Revisions – BOR Policy 5:22 – Graduate Assistants and Fellows (First Reading) can be found on pages ____ to ____ of the official minutes.

6-E (3) BOR Policy Revisions – BOR Policy 6:4 – Capital Improvements (First Reading)

Dr. Monte Kramer, System Vice President of Finance & Administration, stated that during the 2019 Legislative Session, the definition and dollar level for maintenance and repair projects moved from \$1.5 million to \$5.0 million starting July 1, 2019. BOR Policy 6:4 needs to be updated to reflect that change and to align with BOR Policy 6:6 where a maintenance and repair item is now defined as a project up to \$5.0 million. Other changes reflect the inclusion of a 2% maintenance and repair plan requirement to accompany any new capital improvement. This detail on funding sources for any new project has been clarified.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to (1) waive the two-reading requirement of By-Laws Section 5.5.1, and (2) approve the first and final reading of the revisions to BOR Policy 6:4 – Capital Improvements as shown in Attachment I of the agenda item. Motion passed.

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

6-E (4) BOR Policy Revisions – BOR Policy 6:5 – Building Committees (First and Final Reading)

Dr. Monte Kramer, System Vice President of Finance & Administration, stated that because the dollar level for maintenance and repair projects moved from \$1.5 million to \$5.0 million starting

July 1, 2019, BOR Policy 6:5 needs to be updated to reflect that change so that it does not conflict with BOR Policy 6:6 where a maintenance and repair item is defined as a project up to \$5.0 million. IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to (1) waive the two-reading requirement of By-Laws Section 5.5.1, and (2) approve the first and final reading of the revisions to BOR Policy 6:5 – Building Committees as shown in Attachment I of the agenda item. Motion passed.

A copy of the BOR Policy Revisions – BOR Policy 6:5 – Building Committees (First and Final Reading) can be found on pages ____ to ____ of the official minutes.

MOVED FROM CONSENT – 4-H (4) BOR Policy Revisions – BOR Policy 6:12 – Bomb Threats (Second Reading)

Dr. Monte Kramer, System Vice President of Finance & Administration, stated that BOR Policy 6:12 – Bomb Threats is one of the final finance policies that is being reviewed and put into the new format. The current policy focusing on bomb threats is outdated given the many threats that institutions now deal with, and therefore, is being updated to clarify campus authority and responsibility as well as updating the penalties for false threats. He pointed to the changes since the first reading of the policy including a change pointed out by Regent Bastian since the agenda item was posted.

IT WAS MOVED by Regent Roberts, seconded by Regent Stork, approve the second and final reading of the revisions to BOR Policy 6:12 – Bomb Threats as shown in Attachment I of the agenda item. Motion passed.

A copy of the BOR Policy Revisions – BOR Policy 6:12 – Bomb Threats (Second Reading) can be found on pages ____ to ____ of the official minutes.

6-F (1) Routine Informational Items – Capital Project List

The Board received the Capital Project List.

A copy of the Routine Informational Items – Capital Project List can be found on pages ____ to ____ of the official minutes.

6- F (2) Routine Informational Items – Building Committee Report

The Board received the Building Committee Report.

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

PLANNING SESSION CONTINUED

2-G South Dakota's Dual Credit Program: A Review of Data

Dr. Jay Perry, System Vice President for Academic Affairs, provided an overview of the current High School Dual Credit Program's (HSDC). He said HSDC program participants appear more likely than the general high school graduate population to matriculate to postsecondary institutions and to succeed in college-level coursework. However, this is in part due to the high level of academic aptitude required of students aspiring to enter the program. Additionally, he described key financial and academic findings, including a description of the drastic disparity in the tuition revenue and losses among public universities (and overall losses to the university system).

He said the Board of Regents is often asked to answer questions on the dual credit program but clarified that it is not actually a Board of Regents program. It is a program that was initiated by the Daugaard administration and put into statute by the legislature. He noted the Department of Education runs the program.

Regent Roberts said she is not convinced that this program will continue or it she suspects it might be financially capped at the least.

Dr. Perry said he would like a big picture discussion around the parameters we draw around the dual credit program. He said right now we limit the program to general education and students with certain academic standing.

Regent Schieffer said in the real world, dual credit will exist whether or not we offer the programming because we are not in control of the market. Therefore, the argument that we are losing money on the program is not completely fair as we would lose more money if we did not offer the program at all.

Regent Wink recommended we continue to work together with the Department of Education and Legislative Research Council to make the best program we can. She believes we have a chance to hold onto the program and believes there is some funding opportunities that we should explore. She said she has been critical of dual credit programs nationally, but in South Dakota she would argue for the status quo as it is currently a very good program.

Regarding additional changes to the program in the future, Regent Schieffer requested that the presidents and staff propose options for the Board's reaction. Specifically he requested that the three questions posed at the end of the agenda item get answered through the Academic Affairs Committee, presidents and staff. The Board will accept the system's recommendation and ask staff to provide leadership in the discussions. Board staff should provide a report to the Board in October.

Regent Roberts agreed that Board staff should be a leader in the next steps of in the program's development.

A copy of the High School Dual Credit Program can be found on pages ____ to ____ of the official minutes.

2-H Advisor Study Results

Dr. Tasha Dannenbring, Director of Institutional Research, provided an overview of the academic adviser study that qualitatively captures the different advising methods currently in use in the public university system through summaries provided by each institution. Faculty advisors and professional advisors were queried about their day-to-day functions, promising practices, and issues that they believe impede students from staying at the public universities.

Dr. Dannenbring explained that the report identifies a number of themes related to advising communication strategies, reasons students drop courses, and system-wide success initiatives. The report also identifies opportunities for further research and investigation. These include indications by students that they drop out of school due to homesickness, mental health issues, and a lack of sense of belonging or community at their university. In addition, the report indicates that the system should engage in sharing best practices between institutions to maximize investments in advising resources.

IT WAS MOVED by Regent Morgan, seconded by Regent Bastian, that the Board dissolve into executive session at 7:30 a.m. on Thursday, August 8, 2019, to consult with legal counsel and discuss personnel matters, pending and prospective litigation, contractual matters, 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 to consult with legal counsel; that it rise from executive session at 10:30 a.m. on Thursday, August 8, 2019, to resume the regular order of business; and that it report its deliberations while in executive session. Motion passed.

THURSDAY, AUGUST 8, 2019

Regent Schieffer reconvened the meeting of the Board of Regents at 7:30 a.m.

Report and Actions of Executive Session

Regent Morgan reported that the Board dissolved into executive session at 7:30 a.m. on Thursday, August 8, 2019, 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 10:30 a.m. to resume the regular order of business.

Regent Schieffer explained that he is very supportive of the marketing initiative discussed during executive session. He very much hopes it comes to fruition. He explained that he thinks it can be done with private funds. He said his issue with the funding of an effort such as this is that the world of higher education has changed. Public funding is shrinking and he does not see that coming back in the foreseeable future. He said money comes from students, fundraising, and cost cutting. He

said he believes we need to do a lot more in the world of private fundraising and in other areas other than the traditional source of funds, which is tuition dollars from the students since there are very little additional public funds. He said we need to challenge the foundations to review cost issues more. He said he is not suggesting the system is inefficient but there is a belief out there that we could aggressively go out and consider other efficiency measures. He also appreciates the private fundraisers and donors for their gifts to the institutions. He said this initiative can and should be done with private sector funds. However, if that cannot be done he is fine if this is done using university marketing funds. He is not comfortable using Board office money.

As a separate matter Regent Schieffer said he would like a clear accounting of any unrestricted funds the Board office has in its budget. He wants to see and understand any “rainy day” funds the Board office might have in its budget.

IT WAS MOVED by Regent Morgan, seconded by Regent Stork, that the Board 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.

PLANNING SESSION (CONTINUED)

2-H Advisor Study Results – Continued

Regent Schieffer said he has a number of questions about the enhanced academic advising efforts in the past several years, including how much the system has spent in this regard, the results of the effort, and how that informs our decisions going forward.

Dr. Tasha Dannenbring, System Director of Institutional Research, showed how graduation rates had increased slightly in the system and how that paralleled the increase in academic advising efforts.

Dr. Dannenbring introduced Dr. Jody Owen, SDSU Director of the Advising Center. Dr. Owen explained that in addition to the model being more impactful on retention, the professional advisor model is more cost effective than faculty advisors. In response to a question from Regent Morgan, Dr. Owen explained that faculty members can do more instruction or research if they do not also have the responsibility to do academic advising.

Regent Wink said that academic advisors are critical to the work being done with Pell eligible students.

Regent Schaefer pointed to the faculty advisor comment in the Advisor Study that showed a failing of that model. The comment demonstrated the inability to prioritize their advising responsibilities when juggling their course loads and how that compared to the more structured model of professional advisors.

Dr. Dannenbring and Dr. Owen said faculty members serve as mentors when a professional advisor model is in place. The professional advisors take a very holistic approach to advising whereas faculty members see their role as helping students chose their courses.

Regent Bastian noted that the particular comment was provided by a faculty member with a full load, which may suggest that this is an unworkable set up.

Regent Schieffer said the professional advising model six years ago was going to be the silver bullet to turn the corner to increasing graduation rates. He said his expectation was to increase graduation rates to 70 and 80%. He is trying to understand cause and effect and how the investment has increased the graduation rate and what else we should do to increase that measure.

A copy of the Advisor Study Results can be found on pages ____ to ____ of the official minutes.

2-F Lean Process and System Efficiencies

In preparation for the upcoming Lean review commissioned by the Legislative Research Council, Becky Degen, SDSU's Director of Continuous Improvement, conducted a 45-minute Lean 101 training session for the Board, Council of Presidents and Superintendents, and Board office staff.

Dr. Paul B. Beran, Board of Regents Executive Director and CEO, explained that the Board office has started this process with an initial Kaizen event to examine the central office Board staff and functions. Additionally, he explained he has started to work with the Legislative Research Council to put together an RFP to begin work with a consultant after the 2020 legislative session. In the meantime, he explained the anticipated next steps in the Kaizen process which will inform the entire process.

In response to a question about what Director Degen observed during the initial Kaizen event, Regent Morgan said the role of the facilitator is to facilitate and let the group determine where the problems lie. He said that is what makes the process so powerful.

A copy of the Lean Process and System Efficiencies can be found on pages ____ to ____ of the official minutes.

ADJOURNMENT

IT WAS MOVED by Regent Bastian, seconded by Regent Schaefer, to adjourn the meeting. Motion passed. The meeting adjourned at 11:40 a.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 Thursday, August 8, 2019, 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:

3-G.1 – Award one (1) year of prior service credit toward promotion for Kristi Cammack (SDSU).

3-G.2 – Award honorary Doctorate of Public Service degree to Kenneth Higashi (BHSU).

3-G.3 – Approve the salary adjustments and appointments as outlined in Attachment I.

3-G.5 – Adopt the Resolution of Recognition for Dr. Monte Kramer as found in Attachment II.

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY								
Name	Title	Effective Date	Job Change Reason	New Rate	New Salary	Previous Rate	Previous Salary	% Increase
Sarah Folsland	WiSE Coordinator	22-May-19	Market Increase	\$ 23.57	\$ 24,514.31	\$ 20.69	\$ 21,514.31	14%

SOUTH DAKOTA STATE UNIVERSITY								
Name	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Cassy Hultman	Acad Nursing Clinical Site Mnr	22-May-19	Change Salary Rate/Pay Grade	\$ 38.25	\$ 79,562.00	\$ 36.09	\$ 75,059.00	6%
Aimee Ladonski	Vol Dev. Ext Field Spec III	22-May-19	Reclassification	\$ 28.24	\$ 58,733.00	\$ 25.53	\$ 53,100.00	11%
Angie Rondeau	Financial Analyst	22-May-19	Equity Adjustment	\$ 24.08	\$ 50,086.40	\$ 22.55	\$ 46,904.00	7%

UNIVERSITY OF SOUTH DAKOTA								
Name	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Wayne Berninger	Academic Advisor	22-May-19	Permanent Additional Duties	\$ 21.39	\$ 44,500.00	\$ 19.23	\$ 40,000.00	11%
Nicholas Cerny	Assoc Dir, Admissions	22-May-19	Permanent Additional Duties	\$ 31.17	\$ 64,840.00	\$ 29.25	\$ 60,840.00	7%
Brett Mockler	Assistant Director, Admissions	22-May-19	Permanent Additional Duties	\$ 27.01	\$ 56,185.50	\$ 25.09	\$ 52,185.50	8%
Mark Weyer	Assist Dir, Bldg Maintenance	22-May-19	Reclassification	\$ 30.77	\$ 64,000.00	\$ 21.08	\$ 43,845.47	46%

APPOINTMENTS REPORTING TO THE PRESIDENT, SUPERINTENDENT or EXECUTIVE DIRECTOR				
Name	Title	Effective Date	Salary	Institution
Heather Forney	Vice President for Finance & Administration	9-Sep-19	\$195,000.00	Board of Regents
Kas Williams	Chief Diversity Officer	22-May-19	\$81,000.00	SDSU

SPECIAL RESOLUTION

WHEREAS, on September 27, 2019, Monte Kramer will fulfill a combined 36 years of service to the state of South Dakota; and

WHEREAS, Dr. Kramer served the South Dakota public university system for more than 34 of those 36 years, first as a budget analyst and later as the system’s assistant director of budget and finance from 1985 to 1994 at the Board of Regents’ central office in Pierre, then at the University of South Dakota from 1994 to 2000 as the campus comptroller, and finally, from 2000 to 2019, back at the Regents’ central office as system vice president of finance and administration; and

WHEREAS, he devoted his professional life to advocating for higher education funding by developing and managing an \$830 million budget that supports 33,000 students and more than 5,000 employees; and

WHEREAS, he focused system-wide efforts to achieve new efficiencies in shared services such as payroll, purchasing, accounts payable, and enrollment services; and

WHEREAS, he served as financial officer of record to oversee more than \$377 million in bonding for campus auxiliary facilities and represented the Board in bond issues totaling \$302 million from the South Dakota Building Authority to finance academic buildings; and

WHEREAS, Dr. Kramer has worked for eight executive directors during his time in the Regents’ system and for four of those as the chief financial officer; and

WHEREAS, Dr. Kramer, throughout his service to the Board and this state, produced work of the highest quality and has acted with the utmost dedication, integrity, and purpose.

THEREFORE, BE IT RESOLVED, that the South Dakota Board of Regents, its staff, campus administrators, and faculty wish to recognize and express appreciation and sincere thanks to Dr. Monte Kramer for his dedicated service to public higher education in South Dakota; and

BE IT FURTHER RESOLVED, Dr. Monte Kramer be accorded this recognition for his outstanding service, and it is ordered that this Resolution be spread upon the minutes of this Board and that a copy thereof be forwarded to Dr. Kramer.

Adopted this 8th day of August, 2019.

SOUTH DAKOTA BOARD OF REGENTS

Kevin V. Schieffer, President

John W. Bastian, Vice President

Jim Morgan, Secretary

ATTEST:

Paul B. Beran, Executive Director & CEO

Special Resolution Number 02-2019