

**North Dakota State University  
Presidential Search Committee Meeting Minutes  
Thursday, December 18, 2025**

The NDSU Presidential Search Committee met Thursday, December 18, 2025 at 1:00 p.m. via Zoom due to weather closure of campus.

**Call to Order**

The meeting was called to order by Co-Chair Black at 1:00p.m. Members present:

- Mr. Kevin Black, Co-Chair
- Mr. Jace Beehler, Co-Chair
- Dr. Kathryn Birkeland
- Mr. Michael Chambers
- Dr. Lynette Flage
- Mr. John Glover
- Ms. Jenny Hopkins
- Ms. Sarah Kruse
- Ms. Tiffany Lawrence
- Dr. Lisa Montplaisir
- Mr. Ron Ness
- Mr. Keith Peltier
- Ms. Kaley Quam
- Mr. Shiloh Susag
- Dr. Chad Ulven
- Ms. Lori Witt

**Others Present**

- Ms. Emily Berg, NDSU Director of Institutional Research & Analysis
- Ms. LaDonna DeGeldere, NDSU Executive Assistant to the President
- Ms. Jane Grinde, NDUS Chief Human Resources Office
- Ms. Bethany Kadrmas, NDUS Executive Assistant to the Commissioner & COO
- Ms. Jennifer Kookan, Academic Search, Consultant
- Mr. Matt Larsen (ex-officio), NDSU Director of Athletics
- Ms. Meredith Larson, NDSU Chief Operating Officer
- Mr. Jay Lemons, Academic Search, President & Senior Consultant
- Mr. Shaun McNamara, Assistant Attorney General
- Ms. Lisa Ryan, Academic Search, Senior Consultant
- NDUS Commissioner Brent Sanford
- Ms. Stephanie Wawers, NDSU Executive Assistant to the President

## **Welcome & Opening Remarks**

Black welcomed everyone to the meeting and made opening remarks.

## **Approval of Minutes**

Birkeland moved to approve the minutes, Hopkins seconded. Motion carried 16-0.

## **Introduction of Academic Search Team**

Black introduced the Academic Search firm. Jay Lemons, Lisa Ryan and Jennifer Kooken from Academic Search introduced themselves.

## **Code of Ethics & Commitment to Confidentiality**

Lemons & Kooken reviewed the Code of Ethics & Commitment to Confidentiality form. Search committee members are asked to sign and return to LaDonna DeGeldere.

## **Presidential Survey Final Results**

Beehler introduced Emily Berg, NDSU Director of Institutional Research and Analysis. Berg reviewed the final results of the Presidential Search Input Survey. She then opened it up to the committee for questions. Committee members shared their top priorities/top attributes for the next President.

## **Finalize Search Profile**

Beehler asked the committee to review page 19 of the search profile and opened it up for comments or questions. Suggestions will be added to the profile.

## **Review Revised Search Timeline**

Lemons and Kooken reviewed the revised timeline. March 13<sup>th</sup> & 14<sup>th</sup> semi-finalist interviews will be changing to March 9<sup>th</sup> & 10<sup>th</sup> due to scheduling conflicts for many committee members. Calendar invites will be sent out to the committee members.

## **Review Proposed Advertising Plan**

Kooken reviewed the proposed advertising plan. There will be a Presidential Search page on the NDSU website. Committee members are asked to share any names of prospective applicants with the search firm.

## **Next Steps & Questions**

- a. Search Launch: December 19, 2025
- b. Next Meeting: February 11, 2026

## **Adjourn**

The meeting adjourned at 2:26p.m.