

**Bismarck State College
Presidential Search Committee Meeting Minutes
Friday, January 9, 2026**

The Bismarck State College Presidential Search Committee met Friday, January 9, 2026 at 1:00 p.m. via Teams.

Call to order

The meeting was called to order by Co-Chair Mihalick at 1:01 p.m.

Members Present:

- Mr. Tim Mihalick, Co-Chair
- Ms. Karen Erickson, Co-Chair
- Dr. Marko Davinic
- Ms. Kelli Kuether
- Mr. David Sagsveen
- Ms. Cassy Russell
- Dr. Kevin Moberg
- Mr. Scott Becker
- Mr. Cory Wrolstad
- Ms. Brenda Nagel
- Mr. Ayden Olson
- Mr. Todd Brickhouse

Others Present:

- Assistant Attorney General Shaun McNamara
- Commissioner Brent Sanford
- Meredith Larson, NDUS Chief Operating Officer
- Eric Jensen, NDUS Director of Strategic Engagement
- Sharon Schwartzbauer, NDUS Accountant
- Bethany Kadrmas, NDUS Executive Assistant to Commissioner & COO
- Nicole Mikkelsen, BSC Chief Human Resources Officer
- Mike Meagher, Sagency
- Jon McTaggart, Sagency

1. Welcome and Opening Remarks
2. December 2, 2025 [Meeting Minutes](#)

Becker made a motion to approve the December 2, 2025 meeting minutes. Wrolstad seconded the motion. Motion passed.

Role Clarity Session with Sagency

3. Welcome and Context

- a. Overview of the role clarity process
- b. How this work connects to the search timeline, interview process, and candidate assessment

Meagher and McTaggart introduced the role clarity process, emphasizing its importance for the search timeline, interview process, and candidate assessment. They outlined the session goals: clarify presidential role, align on key accountabilities, and inform future candidate evaluation.

4. Review of Key Accountability Areas

- a. Confirm whether the eight identified accountability areas are “directionally correct”
- b. Discuss any areas that should be added, removed, or combined
- c. Ensure the areas comprehensively capture presidential responsibilities

The Committee reviewed eight proposed accountability areas for the BSC President and discussed embedding “growth” into “Strategic Leadership and Vision” and “Leadership, Culture, and Talent Development” areas, while integrating “infrastructure” into “Financial Stewardship and Institutional Sustainability.” The Committee agreed to combine “Student Success, Access, and Outcomes” and “Academic Quality and Program Innovation” into a single accountability area.

5. Refine Outputs and Measures

- a. Provide input on the example outputs and potential measures of success
- b. Identify any critical outputs or metrics that are missing
- c. Ensure measures are realistic, meaningful, and aligned with institutional priorities

The committee provided feedback on example outputs and success measures for each accountability area. It emphasized the need for realistic, meaningful, and priority-aligned metrics, especially regarding growth and infrastructure.

6. Force Ranking Exercise

- a. Individually and collectively rank the accountability areas in order of importance
- b. Discuss areas of alignment and divergence
- c. Build consensus on relative priorities for the President's focus

Members individually ranked the (now seven) accountability areas. The committee discussed rankings, areas of alignment/divergence, and rationale. Consensus: Top priorities are “Strategic Leadership and Vision” and “Leadership, Culture, and Talent Development,” followed by external relations and operational oversight areas.

7. Next Steps and Homework

- a. Overview of the online job assessment tool
- b. Instructions for completing the assessment to create a combined job benchmark
- c. Timeline and expectations for completion

Sagency will send an online job assessment tool. All committee members encouraged to complete it. The timeline and instructions for completion to be provided. Results will inform interview guides and candidate evaluation.

The meeting adjourned at 2:31 p.m.