

**North Dakota State University
Presidential Search Committee Meeting Minutes
Wednesday, February 11, 2026**

The NDSU Presidential Search Committee met Wednesday, February 11, 2026 at 3:00 p.m. at NDSU in Ballroom B, Memorial Union.

Call to Order

The meeting was called to order by Co-Chair Black at 3:05 p.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. Amy Bonsiero, Academic Search, Associate Consultant
- Ms. LaDonna DeGeldere, NDSU Executive Assistant to the President
- Mr. Mark Genkinger, NDSU Director of Human Resources
- 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 (Co-Chair Black)

Black welcomed everyone to the meeting and made opening remarks.

Approval of Agenda (Co-Chair Black)

Hopkins moved to approve the agenda; Ness seconded. Motion carried 16-0.

Approval of Minutes

Moved to the next meeting agenda to give committee members time to review the minutes.

Search status update (Mr. Lemons and Ms. Kooken)

The committee received a progress update on the presidential search. Representatives reported strong interest in the position and a diverse and qualified applicant pool. Outreach efforts have effectively communicated NDSU's strengths, culture, and opportunities for leadership. The committee was reminded that applications continue to be accepted, and highly qualified candidates will be considered even if submitted after the preferred deadline.

The committee was reminded that interest and applications typically increase as deadlines approach, and engagement with prospective candidates remains ongoing.

Executive Session

Birkeland moved to enter executive session; Flage seconded. Motion carried 16-0.

Reconvene for Implicit Bias Discussions (Ms. Kooken and Mr. Lemon)

The committee engaged in a discussion on implicit bias in the context of the presidential search process. Members were reminded that unconscious attitudes and assumptions can influence evaluation and decision-making, and were encouraged to be mindful of potential biases when reviewing candidate materials and conducting interviews. Guidance was provided on maintaining fairness, considering transferable skills, and evaluating all candidates equitably. The committee also received reminders regarding confidentiality and appropriate use of publicly available information during the search process.

Review next steps, upcoming dates & questions (Co-chair Beehler)

The committee reviewed key upcoming dates and next steps in the presidential search process. Finalist campus visits are scheduled for the week of March 23, followed by meetings with the Board the following week. Preparations for travel and logistics, including options for travel to Minneapolis and an optional dinner prior to the visits, were shared. Committee members were advised to watch for further instructions regarding travel arrangements and scheduling. Time was also provided for general questions from committee members regarding the schedule and process.

Next Steps & Questions

- a. "Soft" application deadline: Monday, February 16 at 5 pm CT
- b. Late submissions
- c. Submission of "top 10" candidates: Sunday, February 22 at 8 pm CT
- d. Selection meeting: Monday, February 23, 2026
- e. Initial interviews: March 2 & 3, 2026 via Zoom
- f. Semifinalist interviews: March 9 & 10, 2026 in Minneapolis

Closing Comments

Co-chair Beehler thanked everyone again for their time and their commitment to the search.

Adjourn

The meeting adjourned at 4:30 p.m.