
DCC BOARD OF TRUSTEES
SPECIAL BOARD MEETING MINUTES

Meeting Date: February 14, 2024

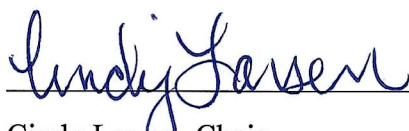
Meeting Location: DCC Board Room

Approval: FINAL

Recorded By: Becca Klang

Attendance for the February 14, 2024, Board of Trustee Meeting

Name	Title/Organization	Present
Cindy Larsen	Chair	Yes
	Vice Chair	
Kathy Hoiland	Trustee	Yes
Sarah Thorson	Trustee	Yes
Sandy Johnson	Trustee	Yes
Gloria Garceau-Glaser	Trustee	Yes
Brendan Heidner	Trustee	Yes
Justin Villmer	President of DCC	Yes
Becca Klang	Assistant to the President	Yes
Becky Smith	Dean of Finance and Operations	Yes
Josh Engle	Dean of Student Success	No
Matt Hull	Dean of Academic Affairs	Yes
Community Members		
Hunter Herbaugh	Ranger Review	Yes
Dennis Harp	DC Foundation	Yes
Daisy Nyberg	Director of Human Relations	Yes
Mike Newton	DC Foundation President	Yes
BreAnn Miller	Glendive Federation of Teachers/DCC Faculty	Yes
Sara Engle	Director of Workforce	Yes
Jennifer Weeding	DCC Faculty	Yes – Zoom
Tom Smith	DCC Faculty	Yes – Zoom
Destini Hill	DCC Faculty	Yes – Zoom
Dwight Dejaeher	DCC	Yes – Zoom
Tammy Reed	DCC	Yes
Todd Thompson	DCC	Yes
Jennifer Robinette	DCC Faculty	Yes – Zoom
Jennifer Wheeler	DCC Faculty	Yes – Zoom
Virginia Boysun	DCC	Yes - Zoom


 Cindy Larsen, Chair


 Vice Chair

Dawson Community College Board of Trustees
Minutes of the Regular Board Meeting
Monday, February 14, 2024, at 5:30 pm
Recorded by Becca Klang

Chair Larsen called the meeting to order at 5:33 p.m.

Introductions

Chair Larsen called for introductions. Introductions were made around the room.

Reports

I. Chair regarding presidential search recommendations

Chair Larsen read a statement regarding the history of the presidents at Dawson Community College over the past four to five years. She also talked about Mr. Chad Knudson's history on the Board of Trustees along with stepping in as President for a short time frame in 2021. She proposed to move forward to allow Mr. Chad Knudson to apply and become the next President of Dawson Community College. Chair Larsen stated this may be an unconventional option for the college but with his history with the college, it makes the most sense to go with this option.

II. Public Comment

Chair Larsen called for public comment and reiterated policy number BP 1-17 Public Comment.

Mike Newton, DC Foundation President, stated he was a part of the previous Presidential selection committee that took place spring of 2022 when President Villmer was hired. This was a lengthy process and feels Dawson Community College doesn't have the time or money to spend on a process like this again. He feels the selection of Mr. Chad Knudson is a smart selection as he has been a part of our community long-term and knows and understands the history of the college. He also feels allowing Mr. Knudson to train with current President Justin Villmer would be a great transition.

Rose Marie Aus, Glendive Community Member, asked if this was a formal meeting regarding hiring Mr. Chad Knudson or if this is just a discussion about allowing him to apply for president of Dawson Community College. Chair Larsen clarified this meeting was just a planning meeting and discussion. The discussion regarding the next steps will come later in this same meeting. Mrs. Aus is concerned if it is legal to unilaterally offer a job without opening it out to various applicants. Mr. Newton stated he believes this is allowed but someone would be able to look into this law and determine this.

Actions

III. Accept Trustee Resignation

Mr. Chad Knudson has written a statement.

Trustee Garceau-Glaser made a motion to accept the immediate resignation of Mr. Chad Knudson as Vice-Chair of Dawson Community College Board of Trustees. Trustee Thorson seconded the motion. There was no discussion. Motion passed unanimous.

IV. Establish search process

Chair Larsen clarified to the room this is when any recommendations could be discussed.

Trustee Thorson stated her opinion on opening the option for Mr. Chad Knudson to apply for the presidential position. With being on the previous Presidential search committee and being

familiar with that process she feels that the College isn't in the position to do that again right now. DCC needs stability, continuity, and someone who already knows the legislative system. It has been voiced to her that Mr. Knudson doesn't have an advanced degree and she understands that concern.

Trustee Hoiland stated that when she joined the Board of Trustees two years ago Dawson Community College was currently going through accreditation, building a new Mission and Strategic Priorities along with doing a Presidential search. She thanked everyone for all of the feedback and reiterated that everyone's voice matters. It isn't an easy time for DCC and this college is like the little engine that could and she feels it will get through this as well.

Trustee Heidner stated he is one of the newest Board of Trustee members and is still learning all of the processes. He reviewed what he learned and observed while being a Trustee for Dawson Community College. With this being a difficult time to be in here he has reviewed all of the feedback provided by the DCC Faculty and Staff and fully understands the concern with not doing a full search. He agrees with Chair Larsen stating DCC needs stability going forward and also her recommendation. He feels the Board exists to hire a leader who can train the leaders below him and that is what happened with President Villmer and feels it needs to continue.

Trustee Johnson stated she would like to mimic what Trustee Hoiland and Trustee Heidner stated. She also reviewed the feedback from the DCC Faculty and Staff and wants everyone to know these opinions matter and are being heard. She also has full confidence in Mr. Chad Knudson that what he doesn't know he will learn and he won't be doing this alone, he will also have a good team surrounding him between the Board of Trustees and the Administrative team at Dawson Community College.

Trustee Garceau-Glaser stated that she was surprised at the recommendation brought forward to the Board of Trustees but knows this would be the best option right now. She feels with the previous leadership in the President's at Dawson Community College there was a lack of transparency and President Villmer has worked hard to bring that to Dawson Community College and feels Mr. Chad Knudson would continue this.

Trustee Larsen spoke again regarding President Villmer resigning and thinking hard about the next steps prior to bringing this recommendation forward. There are big items with audits and technology that are coming forward. With the limited timeline, there isn't time for a full search. Some of the big items are things that will take legislative action to fix and are costly that DCC doesn't currently have the money for. She stated her concerns about going through a national search committee and why she feels this recommendation is the best option for us right now.

There was additional discussion regarding the length of time it was with the previous search from start to finish along with questions regarding the requirements for hiring along with what the Board has authority to do versus common practice. There is no perfect situation in hiring a President for a rural town community college like Dawson Community College. President Villmer stated that it did take around six months to familiarize himself with individuals and around a full year to get familiarized with everything campus-wide.

Trustee Thorson moved to accept Chair Larsen's recommendation to pursue Mr. Chad Knudson as a candidate for President of Dawson Community College. Trustee Heidner seconded the motion. There was light discussion to state that this was only in regards to encouraging Mr. Chad Knudson to apply and not officially hiring him. Motion passed unanimously.

V. Develop next steps

Discussion was held regarding what steps should be taken for Mr. Chad Knudson to formally apply for the position and the process of an interview.

It was recommended to follow the previous process that entailed a resume, application, transcripts, letters of recommendation, five professional references, and a credential verification form. A committee should be formed consisting of Faculty, Staff, Students, and community members to do an interview. There would be a faculty and staff question-and-answer forum, a student question-and-answer forum, and a community question-and-answer forum held.

Chair Larsen asked if Trustee Thorson would be in charge of putting together the committee for the interview process. Trustee Thorson accepted.

Trustee Heidner moved to begin the application process with Mr. Chad Knudson involving documents required for this process, establishing committees, and setting up interviews and forums for this process as well. Trustee Johnson seconded the motion. No discussion was held. Motion passed unanimously.

VI. Open Forum for Public Input on Dawson Community College Issues

The Regular Board of Trustee meeting was adjourned at 6:35 p.m.