

Academic and Co-Curricular Assessment Committee (8 points co-chairs, 4 points members)

(Co-) Director of Assessment, serves as chair(s)	Tracy Chisholm, Linda Burbidge
Assistant Assessment Coordinator	Erik Kornkven
Director for Academic Affairs	Misty Lindgren
One academic program director (Nursing, Bridges, Passport, Dental, et al.)	Maggie Backen
One faculty	Hattie Albertson
One co-curricular leader	Laura Halvorson
One student	

Method of Selection

• (Co-)Director of Assessment shall appoint committee members

Term

- Three-year, staggered term for faculty, academic program director, and co-curricular leader
- One year term for student

Method of filling a vacancy

• (Co-)Director of Assessment shall appoint a member to serve the unexpired term.

Duties

- Monitor and facilitate continuous improvement to campus-wide academic and co-curricular assessment process and practice.
- Assist faculty and co-curricular leaders in coordinating and integrating assessment activities.
- Review assessment forms (e.g. plan, planning, reporting, timeline, curriculum mapping)
- Facilitates a process to assess student learning in academic disciplines and co-curriculars group
- Use assessment findings to support the Campus Mission.
- Finalize reporting for academic disciplines and co-curricular groups
- Oversee academic and co-curricular program review
- Ensure compliance with HLC Criteria for Accreditation and NDUS Policies and Procedures

Procedure

• Meets monthly.

Academic Standards Committee (2 points)

Associate Dean for Academic Affairs (Chair)	Kayla O'Toole
Registrar	Heidi Kippenhan
AIP Coordinator	Laura Halvorson
Three faculty members	1. Melissa Remick
	2. Kelly Hackett
	3. Tara DeCrans

Method of Selection

• Faculty Senate President shall appoint three faculty members from different disciplines.

Term

One year

Method of filling a vacancy

• Faculty Senate President shall appoint a faculty member to serve the unexpired term.

Duties

- Review and make decisions on all cases of student academic probation and suspensions.
- Review and make decisions on all applications for re-admission after academic suspension.
- Review and recommend policy implementation to the Faculty Senate and the Campus Dean in areas such as standards and procedures.



• Conduct hearings and appeals procedures for students penalized for academic misconduct.

Procedure

- Meets a minimum of three (3) times per year.
- In reviewing applications for re-admission, the committee may request an interview with the student.
- Academic progress and standard requirements are stipulated in the college catalog.
- The committee's decision will be final.
- Meeting minutes are sent to the Academic Affairs Administrative Assistant.

Conduct Appeals Committee (1 point)

Three faculty members	1. Scott Johnson
	2. Keri Keith
	3. Raquel Dugan-Dibble
One student member	
One College administrator	Kayla O'Toole
Associate Dean for Student Services or designee serves	Heidi Kippenhan
on the committee in a non-voting, advisory role.	
Chair is elected by the members.	

Method of Selection

- Faculty Senate President shall appoint three faculty members.
- Student Senate President shall appoint one student member.
- Campus Dean shall appoint an administrator.

Term

One year

Method of filling a vacancy

- Faculty Senate President shall appoint a faculty member to serve the unexpired term.
- Student Senate President shall appoint a student member to serve the unexpired term.
- Campus Dean shall appoint an administrator to serve the unexpired term.

Duties

• Review and act on appealed decisions of a hearing officer or the Student Conduct Committee

Procedure

- Meets as required.
- See Student Handbook for policies and procedures.

Council of College Faculties Representative (7 points representative, 2 points alternate)

Two faculty members with one serving as	1. Dr. Linda Burbidge
representative and the other as an alternate.	2. Melissa Remick (alternate)

Method of Selection

Elected by Faculty

Term

• Three-year staggered terms

Method of filling a vacancy

• Faculty Senate President shall appoint a faculty member to serve the unexpired term.

Duties

- Represent DCB on the Council of College Faculties.
- Serve as representatives to the State Salary (Compensation) Committee



Procedure

• Procedure determined by the organization's bylaws.

Curriculum Committee (5 points)

Director for Academic Affairs	Misty Lindgren
Faculty Senate President	Keri Keith
Registrar	Heidi Kippenhan
Two faculty members - to be made up of two faculty from career	1. Dr. Zahra Moss, 2 nd year
and technical, or one from transfer and/or one faculty at large	2. Clint Saunders, 3 rd year
Professional Advisor	1. Laura Halvorson

Method of Selection

• Faculty Senate President shall appoint two faculty members.

Term

• Three-year staggered terms.

Method of filling a vacancy

• Faculty Senate President shall appoint a faculty member to serve the unexpired term.

Duties

- Review and make recommendations to the Faculty Senate on curricular matters such as course approvals/deletions/changes.
- The Curriculum Committee will also be instrumental in the approval of curriculums.

Procedure

- Course proposals are developed by faculty using forms available online.
- Proposals are reviewed by the Associate Dean for Academic Affairs. If approved, they are presented to the Curriculum Committee.
- The Curriculum Committee considers the proposal and recommends a do pass or do not pass.
- All recommendations by the Curriculum Committee are taken to the Faculty Senate for action. The faculty member(s) involved in a course proposal must be present during the Faculty Senate meeting where the proposal is considered.
- Final approval of all course proposals rests with the Campus Dean.
- Meets monthly.
- Meeting minutes are sent to the Academic Affairs Administrative Assistant.

Dining Expectations and Needs (D.E.N.) Committee (1 point)

Director of Residential and Student Life, Chair	Bridget Gustafson
Campus Dean	Dr. Carmen Simone
One Head Hall Resident	Reed Loucks
One faculty member	Zahra Moss
One staff member	Leslie Stevens
One Sodexo Representative	
Two student members	1.
	2.

Method of Selection

• Campus Dean shall appoint one faculty member and one staff member to serve on this committee. Student Senate President shall appoint two student members to serve on this committee.

Term

• One year



Method of filling a vacancy

• Campus Dean shall appoint a replacement to serve an unexpired term for the Student Services representative, faculty member and staff member. Student Senate President shall appoint a student member to serve an unexpired term.

Duties

- Assist Sodexo in providing nutritious and appealing meal options.
- Assist Sodexo in improving the dining experience for students, faculty, and staff.

Procedure

• Meets quarterly during the academic year

Distance Education Committee (3 points)

Director for Academic Affairs	Misty Lindgren
Associate Dean for Student Services	Heidi Kippenhan
Instructional Technology Coordinator	Mike O'Toole
Distance Education Specialist	Stacy Allard
One member from Student Services	Melissa Brudwick
Four faculty members	1. Clint Saunders
	2. Lexi Kvasnicka-Gates
	3. Scott Johnson
	4. Keri Keith

Term

One year

Method of filling the vacancy

• Campus Dean shall appoint a member to fill the unexpired term.

Duties

- Prioritize classes and programs for online delivery.
- Establish best practices for the delivery of online and other distance education student services.
- Determine guidelines and schedules for training faculty on the use of the learning management system used by the campus and other online delivery methods as well as other distance delivery methods.
- Examine dual credit, IVN, and online issues regarding distance education, e.g. faculty load, scheduling, and requisites.
- Determine methods of presenting distance education courses and programs on the campus website.
- Determine student hardware and software requirements for course delivery.
- Determine the most productive manner to promote distance education offerings.
- Make recommendations to Campus Dean regarding course design/redesign proposals.

Procedure

• Meets as required.

Diversity Committee (5 points chair, 2 points members)

Campus Diversity Chair	Dr. Zahra Moss
Two faculty members	1. Reed Loucks
	2. Valerie Rivera
Two student members	1.
	2.
Two staff members	1. Heidi Hauf
	2. Carissa Pollman

Method of Selection



- Campus Dean appoints Campus Diversity Chair.
- Faculty Senate President shall appoint the two faculty members.
- Student Senate President shall appoint the student member.
- Staff Senate President shall appoint two staff members.

Term

One year

Method of filling a vacancy

• The appropriate President shall appoint a member of its representative group to serve the unexpired term. Duties

- Promote the value of diversity on our campus through events, speakers, and curricular infusion.
- Assess curriculum and campus climate for diversity.

Procedure

• Meets at least one time per semester.

Earth Day Committee (2 points)

Committee membership determined by Campus Dean	1. Dr. Gary Albrightson
	2. Angie Bartholomay
	3. Chris Nero
	4. Michelle Cauley
	5. Cody Clemenson
	6. Kendra Metcalfe

Term

Two years

Method of filling a vacancy

• Campus Dean shall appoint faculty, staff, or students to fill six unexpired terms.

Duties

• The mission of the Earth Day Committee is to help translate into action the principles of the college's *Nature, Technology, and Beyond* focus so that students become accustomed to an ethic of care and concern for the environment.

Procedure

• Meets as needed

Faculty Qualifications Committee (2 points)

Director for Academic Affairs	Misty Lindgren
One CTE faculty member	Clint Saunders
One transfer faculty member	Dr. Gary Albrightson
One at-large faculty member	Dr. Linda Burbidge
One standing member - HLC	Dr. Lexi Kvasnicka-Gates

Method of Selection

• Faculty appointed by Campus Dean

Term

One year

Method of filling a vacancy

• Campus Dean shall appoint faculty to fill an unexpired term

Duties

• Review the education, experience, and credentials of faculty members to determine which disciplines he/she is qualified to provide instruction.



• Review the faculty qualifications plan to determine if a faculty member is meeting satisfactory progress with the plan.

Procedure

- Meets as needed.
- Meeting minutes are sent to the Academic Affairs Administrative Assistant.

Faculty Rights Committee (1 point)

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Five tenured faculty members.	1.	Tracy Chisholm – 2 nd year
	2.	Scott Johnson – 2 nd year
	3.	Keri Keith – 3 rd year
	4.	Dr. Lexi Kvasnicka-Gates – 3 rd year
	5.	Angie Bartholomay – 1 st year
Chair is elected by the members.		

Method of Selection

• Elected by Faculty

Term

• Three-year staggered terms. Stagger terms so that approximately one-third of the membership shall retire each year.

Method of filling a vacancy

• Faculty Senate President shall appoint a faculty member to fill a vacancy until the next year's election.

Duties

• Hold formal hearings in accordance with the procedures described in SBHE Policy, Section 605.4, on all matters referred to under these policies.

Procedure

- The committee will follow the procedural guidelines described in SBHE Policy 605.4.
- Meets as required.

Faculty Salary Committee (3 points)

Five faculty members.	1. Kelly Hackett
	2. Scott Johnson
	3. Keri Keith
	4. Lexi Kvasnicka-Gates
	5. Erin Williams
Chair is elected by the members.	

Method of Selection

• Elected by Faculty Senate.

Term

• One year

Method of filling a vacancy

• A faculty member will be elected by special election to serve the unexpired term.

Duties

• Represent the faculty on matters concerning salaries and salary adjustments.

Procedure

- Meets a minimum of one (1) time annually.
- Reference may be made to Faculty & Staff Salary Administration Policy FS.701.1



Final Examination Exceptions Committee (3 points chair, 2 points members)

One CTE faculty	Keri Keith
One Math/Science faculty	Scott Johnson
One Arts/Humanities/Social Science faculty	Zahra Moss
One ad hoc faculty	Travis Rybchinski
One professional advisor	

Methods of Selection

- Faculty Senate President shall appoint four faculty members.
- Director of Academic Advising shall appoint one professional advisor

Term

- One year
- Method of filling a vacancy
 - Faculty Senate President shall appoint a faculty member to serve the unexpired term.
 - Director of Academic Advising shall appoint a retention counselor to serve the unexpired term.

Duties

- Follows policy and procedures related to student requests for changes in the final examination schedule Procedure
 - Chair elected by members.
 - During fall semesters, the Committee will meet on the third Wednesday of November and every Wednesday thereafter through the week prior to finals week as needed.
 - During spring semesters, the Committee will meet on the third Wednesday of April and every Wednesday thereafter through the week prior to finals week as needed.

Friends of DCB Tribute Committee (1 point)

Dean's Office representative	Sandy Hageness	
Foundation representative	Leslie Stevens	
Two faculty members	1. Dr. Zahra Moss	
	2. Carolyn Espe	
Two staff members	1. Lisa Anderson	
	2. Heidi Hauf	

Method of Selection

• Volunteer origin

Term

• Ongoing

Method of filling a vacancy

• A staff member from the department that was vacated will be selected by their department to serve the unexpired term.

Duties

• Acknowledge significant life events of employees through Tribute Policy

Procedure

• Meets as needed

General Education Committee (3 points chair and Summit attendees, 1 point members)

Associate Dean for Academic Affairs (Chair) Kayla O'Toole



Four faculty: one CTE faculty, one Math and	1. 2 nd year – Jessica Haut (math/science faculty)
Science faculty, one Communications faculty,	2. 2 nd year – Dr. Zahra Moss (social science faculty)
and one Social Science/Phy. Ed faculty	3. 3 rd year – Dr. Gary Albrightson (communication faculty)
	4. 1 st year – Clint Saunders (CTE faculty)
Two students	1.
	2.

Method of Selection

- Faculty Senate President shall appoint four faculty members.
- Student Senate President shall appoint two student members.

Term

- Faculty three-year staggered terms.
- Students one-year term

Method of filling a vacancy

- Faculty Senate President shall appoint a faculty member to serve the
- unexpired term.
- Student Senate President shall appoint a student member to serve the
- unexpired term.

Duties

- Assess and review the mission, goals, objectives, and skills associated with general education and facilitate improvements that promote the skills necessary for students to function in a broad range of settings.
- In conjunction with faculty, assess student attainment of the skills that satisfy the institution's general education goals and objectives.
- Approve all new courses and course changes associated with general education based on criteria that measure if a course's content is sufficient to qualify for inclusion in the institution's general education curriculum as follows:
 - o Courses must align with the mission, goals, and objectives of general education;
 - Courses must have a central focus and purpose for one or more of the general education goals and objectives;
 - Courses should incorporate measures that maximize course transferability based on NDUS GERTA requirements, and
 - Courses should take into consideration balance among the various disciplines that provide the foundation for general education.
 - Submit appropriate recommendations to the Faculty Senate.

Procedure

• Meets as required

Grade Appeals Committee (3 points)

Four faculty members	1. Clint Saunders
	2. Roberta Valella
	3. Erin Williams
	4. Michelle Cauley
Chair is elected by the members.	

Method of Selection

• Faculty Senate President shall appoint four faculty members.

Term

• One year

Method of filling a vacancy



• Faculty Senate President shall appoint a faculty member to serve the unexpired term or appoint a substitute in the event an elected member is unable to fulfill his/her duties.

Duties

• Review cases in which a student alleges a grade is inequitable.

Procedure

- Meets as required.
- Grade appeals policies are described in the Handbook (Section II, Chapter III.8)
- The committee's decision will be final.

HLC Accreditation Committee (6 points chair, 4 points members)

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HLC Director of Accreditation	Dr. Lexi Kvasnicka-Gates
A minimum of five DCB faculty and/or staff members	1. Criterion 1 Chair: Hattie Albertson
whose campus roles align with Higher Learning	2. Criterion 2 Chair: Kayla O'Toole
Commission Criteria for Accreditation.	3. Criterion 3 Chair: Dr. Lexi Kvasnicka-Gates
	4. Criterion 4 Chair: Tracy Chisholm
	5. Criterion 5 Chair: Lisa Mock

Term

• Ongoing

Method of Filling a vacancy

• Campus Dean and Director of Accreditation appointed.

Duties

- Maintain knowledge of HLC's Criteria for Accreditation.
- Collect evidence documents to support DCB's adherence to the Criteria for Accreditation.
- Review accreditation-related documents.

Procedure

• Meets as needed.

Institutional Review Board (1 point)

Four faculty members	1. Deidre Pugh
	2. Linda Burbidge
	3. Zahra Moss
	4. Gary Albrightson
One community healthcare representative	1.

Method of Selection

• Campus Dean shall appoint four faculty members and one community healthcare representative to serve on this board.

Term

• One year

Method of filling a vacancy

• Campus Dean shall appoint a member to serve an unexpired term.

Duties

• Review all requests and protocols related to human subject research.

Procedure

• Meets as required



Library Committee (1 point)

Librarian (Chair)	Laura Halvorson
Four faculty members	1. Zahra Moss
	2. Erik Kornkven
	3. Carolyn Espe
	4. Raquel Dugan-Dibble
Two students	1.
	2.

Method of selection

- Faculty Senate President shall appoint four faculty members in consultation with the librarian.
- Student Senate President shall appoint two student members in consultation with the librarian.

Term

- Faculty one year
- Student one year

Method of filling a vacancy

- Faculty Senate President shall appoint a faculty member to serve the unexpired term.
- Student Senate President shall appoint a student member to serve the unexpired term.

Duties

- Assist in the formulation of library policies on instructional resources (library curricular materials and audiovisual service).
- Promote interest in the development of library use and promote effective use of audio-visual materials.
- Inform the faculty concerning policies of the library.
- Propose policies to the Faculty Senate for information and action, if necessary.
- Study continually the relationship of instructional resources to the teaching program.

Procedure

• Meets as required.

Professional Development Committee (2 points)

Associate Dean for Academic Affairs	Kayla O'Toole
Associate Dean for Student Services	Heidi Kippenhan
Three members	1. Erin Williams
	2. Tracy Chisholm
	3. Lisa Anderson

Method of Selection

• Campus Dean shall appoint three members to serve on this committee.

Term

One year

Method of filling a vacancy

• Associate Dean for Academic Affairs shall appoint members to serve an unexpired term.

Duties

Review and make a recommendation on each professional development application

Procedure

- Following the review of each application, the Committee chair will notify the Campus Dean of the Committee's recommendation
- Campus Dean will make and notify employee of final decision
- Employee will submit final report following successful completion of course, workshop or conference



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- Upon approval of final report, employee will be reimbursed for allowable expenses
- Meets at least one time per month during the academic year to review professional development applications from faculty.
- Meeting minutes are sent to the Academic Affairs Administrative Assistant.

Ranking & Promotions Committee (1 point)

Two faculty with Professor ranking	1. 2 nd year – Scott Johnson, Professor
	2. 1 st year – Keri Keith, Professor
One faculty with an Associate Professor ranking	1. 1 st year – Tracy Chisholm, Associate Professor
One faculty with an Assistant Professor ranking	1. 1 st year – Paige Baade, Assistant Professor
One faculty with Instructor ranking	1. 2 nd year – Travis Rybchinski, Instructor
Chair is faculty with Professor ranking chosen by the	
committee.	

Method of Selection

• Elected by faculty

Term

- Two-year staggered terms
- Method of filling a vacancy
- Faculty Senate President shall appoint a faculty member from the proper rank to serve the unexpired term. Duties
 - Review and submit recommendations to the Campus Dean regarding advancement in rank of any faculty member who has met the requirements to request promotion including professor emeritus.
 - Report recommendations to the Faculty Senate.
 - Consider ranking and promotion policy changes and make such recommendations to the Faculty Senate to act upon.

Procedure

- The committee will base its recommendations on the promotion guidelines, criteria, and process
- Meets as required.

Residence Hall Appeal Committee (1 point)

One student, appointed by Student Senate President	
One faculty, appointed by Faculty Senate President	Keri Keith
One staff member, appointed by Staff Senate President	April Abrahamson

Term

One year

Method of filling vacancy:

Appropriate Senate President will appoint member to fill unexpired term

Duties:

• Conduct hearings in the event a student appeals a decision of the Residence Hall Conduct Committee. Procedure

• Meets as needed

Residence Hall Conduct Committee (1 point)

RA from the building in which the violation did not	
occur, appointed by the Judicial Officer	
One faculty member, appointed by Campus Dean	Joshua Medlin



One staff member, appointed by Campus Dean	Mike O'Toole
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Term

• One year

Method of filling vacancy:

• Campus Dean shall appoint faculty or staff to fill unexpired term.

Duties

• Conduct judicial proceedings for Residence Hall Policy violations according to the procedures outlined in the Student Handbook.

Procedure

• Meets as needed

Retention Committee (3 points)

Chair is Director of Retention	Laura Halvorson
Director of Admissions/Advising	
Professional Advisors	Melissa Brudwick
Associate Dean for Academic Affairs	Kayla O'Toole
Four faculty appointed by the Campus Dean, 3-year staggered term	 2nd year – Karl Sorby 2nd year – Dr. Gary Albrightson 3rd year – Mark LaCroix 1st year – Reed Loucks
Two staff appointed by the Campus Dean	 Heidi Kippenhan Maggie Backen

Term

• Three-year staggered terms

Method of filling a vacancy

• The Campus Dean will appoint members to fulfill unexpired terms.

Duties •

- Oversee and guide retention-related activities at DCB, including, but not limited to:
 - o Starfish
 - o Institutional Research related to retention
 - o Predictive Analytics Reporting
 - o Grant Funded Programs
 - \circ $\;$ HLC Persistence and Completion Academy retention activities and efforts
- Develop and refine the academic advising process
 - Present to new faculty advisors at fall in-service
 - o Present to returning faculty advisors at fall in-service

Procedure

• Meets as required.

Staff Salary Committee Staff Senators

Chair is the President of the Staff Senate	April Abrahamson
	Staff Senate

Method of Selection

• Elected by their departments.

Term

One year

Method of filling a vacancy



• A staff member from the department that was vacated will be selected by their department to serve the unexpired term.

Duties

• Represent the staff on matters concerning salaries and salary adjustments.

Procedure

- Meets a minimum of one (1) time annually.
- Reference may be made to Faculty & Staff Salary Administration Policy FS.701.1

Student Conduct Committee (1 point)

Associate Dean for Student Services or their designee (Chair)	Heidi Kippenhan
Four faculty	1. Tara DeCrans
	2. Paige Baade
	3. Raquel Dugan-Dibble
	4. Erika Hamilton
Two students	1.
	2.
One staff member	1. JaLee Lynnes

Method of Selection

- Student Senate President shall appoint two students, two of whom will be asked by the Associate Dean for Student Services to serve if a conduct committee hearing is convened.
- Faculty Senate President shall appoint four faculty members, two of whom will be asked by the Associate Dean for Academic Affairs to serve if a conduct committee hearing is convened.
- Campus Dean shall appoint one staff member.

Term

• One year

Method of filling a vacancy

- Student Senate President shall appoint a student to serve the unexpired term.
- Faculty Senate President shall appoint a faculty member to serve an unexpired term.

Duties

• Convene informal administrative hearings to adjudicate conduct code violations or reports of conduct code violations.

Procedure

- Meets as required.
- See Student Handbook for policies and procedures.

Student Life Committee (3 points)

Director of Student Life, Chair	Bridget Gustafson	
Housing Director	Bridget Gustafson	
Director of Retention	Laura Halvorson	
Diversity Committee	Dr. Zahra Moss	
Intramural Coordinator	Larry Roberts	
Sodexo Representative		
Judicial Officer	Larry Roberts	
Three students	1.	
	2.	
	3.	



• Student Senate President shall appoint three students to serve on this committee.

Term

- One year
- Method of filling a vacancy
- Student Senate President shall appoint a student member to serve an unexpired term.

Duties

- Enhance the intellectual, cultural, and social life of students
- Promote special events, activities, programs, and projects which will enhance campus life.

Procedure

• Meets monthly during the academic year

Tenure Committee (1 point)

Chair elected by members.	
All tenured faculty.	1. Dr. Gary Albrightson
	2. Scott Johnson
	3. Tracy Chisholm
	4. Dr. Lexi Kvasnicka-Gates
	5. Angie Bartholomay
	6. Keri Keith

Method of Selection

• Determined by tenure status.

Term

- Length of employment as a tenured faculty.
- Method of filling a vacancy
 - Not applicable

Duties

- Review and make recommendations to the Campus Dean regarding support/non-support of tenure for the faculty member.
- Report recommendations to the Faculty Senate.

Procedure

- The committee will base its recommendation on the tenure procedure.
- Meets as required.

Wellness Committee (5 points chair, 3 points members)

Chair	Heidi Hauf
Two faculty members	Reed Loucks
	Valerie Rivera
Two staff members	Carissa Pollman
	Melissa Kornkven

Method of Selection

• Volunteer origin

Term

Ongoing

Method of filling a vacancy

• The member position that was vacated will be asked for department volunteers to serve the unexpired term. Duties



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- Market and advocate the Wellness Portal & Redemption Center available to all insured employees.
- Schedule Workplace Wellness initiatives that can be used for points in the wellness portal.
- Schedule regular Wellness Group Sessions for all people interested in their wellbeing (mental & physical). The main goal would be to provide support and encouragement.

Procedure

• Meet Monthly to discuss initiatives, schedule sessions, etc.