

**North Dakota State Board of Higher Education**

October 11, 2023, Post-Tenure Ad Hoc Committee Meeting Minutes

The State Board of Higher Education Post-Tenure Ad Hoc Committee met Wednesday, October 11, 2023, at 3:30 p.m. CDT, via Teams.

Dr. Ryan called the meeting to order at 3:30 p.m. CT.

SBHE Members participating:

Dr. Casey Ryan  
Mr. Tim Mihalick  
Dr. Lisa Montplaisir

NDUSO Participating:

Ms. Lisa Johnson, NDUS  
Mr. Darin King, CTS  
Ms. Terry Meyer, NDUS  
Ms. Claire Gunwall, NDUS  
Mr. Jerry Rostad, NDUS  
Mr. Chris Pieske, NDUS

Institution Representatives Present:

Dean Simone, DCB  
Ms. Laurie Geller, MiSU  
President Hirning, WSC  
President Jensen, BSC  
President LaFave, VCSU  
President, Van Horn, MaSU  
President, Steve Easton J.D., DSU  
President Armacost, UND

Others Participating:

Ms. Meredith Larson, Assistant Attorney General

**1. Agenda**

Mihalick moved, Montplaisir seconded, to approve the agenda, as presented.

Mihalick, Montplaisir, and Ryan voted yes.

**2. Meeting Minutes**

Chair Ryan requested the September 13, 2023, meeting minutes be placed on the November agenda, the committee had no concerns.

**3. Institution Tenure & Post-tenure Information**

Campus representatives provided the committee with an overview of their current and past processes regarding the various stages of tenured faculty, more specifically, post-tenure.

- a. [VCSU](#)
- b. [MiSU](#)
- c. [MaSU](#)
- d. [DSU](#)

The following components, depending on the institution were also discussed, but not limited to:

- Requirements for tenure track.
- Allowing unique variables by institution vs one size fits all.
- Presidents' involvement in the tenure process.
- Post-tenure requirements:
  - Annual and comprehensive reviews.
  - Professional development activities.
  - Research vs non-research expectations.
  - Annual program and faculty load reports.
- Tenure for administrative vs faculty trajectory.
- Faculty tenured by department/programs.
  - Percentage of tenure, caps to the percentage per department/programs.
- Having the flexibility to meet market needs – new programs, termination of programs.
  - Institution leadership having the ability to make program adjustments, as needed.
- Resources, such as funding:
  - Additional benefits offered to tenured individuals, compensation, leave time, etc.
- Attracting and retaining quality faculty.
- Ranking and evaluations by tenured vs. non-tenured.
- Specific institution policy regarding tenure.

**References:** Policy [305.1](#) Institution President Authority and Responsibilities - Policy [602.2](#) Report on Faculty Appointments - Policy [605.1](#) Academic Freedom and Tenure - Policy [605.2](#) Standing Committee on Faculty Rights - Policy [605.3](#) Nonrenewal, Termination or Dismissal of Faculty - Procedure [602.2.1](#) Procedure and Timeline for Faculty Appointment Report - Procedure [605.1](#) Tenure Recommendation Format.

Committee Chair Ryan adjourned the meeting at 4:50 p.m. CT.

Approved November 15, 2023.