North Dakota State Board of Higher Education
SBHE Post-Tenure Ad Hoc Committee Meeting Minutes

The State Board of Higher Education Post-Tenure Ad Hoc Committee met via Teams on February 15th at 1:00 p.m. CT.

Committee Members
☒ Mr. Casey Ryan, Committee Chair
☒ Mr. Tim Mihalick
☒ Dr. Lisa Montplaisir

Institutions
- BSC President Doug Jensen, Dr. John Carroll, Dean Mari Volk, Ms. Nicole Mikkelsen, DCB Dean Carmen Simone
- DSU President Stephen Easton, MISU Dr. Laurie Geller, NDSCS President Rod Flanigan, UND Ms. Randi Tanglen, VCSU President Alan LaFave, WSC President Hirning.

System Office
- NDUS VC. Lisa Johnson, Mr. Mark Gorenflo, Ms. Claire Gunwall, Ms. Bethany Kadrmas, Ms. Caitlin Magilke, AG Ms. Meredith Larson.

1. Call to Order

Chair Ryan called the meeting to order at 1:00 p.m. CT.
- a. Agenda
- And,
- b. Meeting Minutes
  - i. Member Montplaisir moved, Member Mihalick seconded, to approve the agenda and the November 29, 2023, meeting minutes as presented. Mihalick, Montplaisir, and Ryan voted yes. Motion passed 3-0.

Discussion/Updates/Reports
2.
- a. Council of College Faculties Presentation – Dr. Montplaisir
  - i. The CCF Executive Council met on February 13th to review committee recommendations. Faculty appreciated the opportunity to work with administration on the recommendations.
  - ii. Faculty expected institutions with similar missions to be more closely aligned with one another than those with different missions. The faculty anticipated that there would be differences and that those differences may be insightful as institutions review their own policies. A request was made that when examining tenure at two- and four-year institutions, tenure should not be viewed as an automatic process after a faculty member has completed six years of service. Expectations must be upheld
and that a preliminary review process occurs at year three and a more formal review conducted at year six. It should not be a single department chair or committee person that completes the review, recognizing that this is different from the annual review completed for all faculty. Post-tenure review should be different in that it should be more of a summary including annual reviews, promotion reviews, and conducted by more than one person.

iii. Another recommendation was to discontinue the practice of filling all vacated tenure positions with only a tenured or tenure-track faculty member. CCF further recommended inclusion of the phrase “if applicable” to the recommendation. Chair Ryan responded that the phrase “if appropriate” had been added to the draft report.

b. Feedback from Institutions – VC. Lisa Johnson

i. Campus presidents viewed the draft report at the Cabinet Retreat on February 8th. Institutions were asked to provide written comments to VC. Johnson indicating whether they’ve made any immediate changes related to tenure or post-tenure at their respective campus. All presidents indicated they were willing to implement the recommendations contained in the report and they understood that to be their responsibility as chief executive officer of the institution.

ii. The Cabinet was charged with going through the policies and procedures related to tenure and presidential authority for potential edits. Once policies and procedures have been compiled and reviewed by Cabinet members, the proposed edits will go through the regular review process of councils, committees, and the full Board.

c. Preliminary Findings and Recommendations – Chair Ryan/VC. Lisa Johnson

i. VC. Lisa Johnson summarized the findings and recommendations from the draft report.

ii. Any additional edits to the draft report received before the March meeting will be shared with committee members.

3. Adjourn
   Chair Ryan adjourned the meeting at 2:00 p.m. CT.

4. 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

   Approved March 12, 2024.