

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.