

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 March 12th at 3:00 p.m. CT.

Committee Members

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

Institutions

BSC President Doug Jensen, Dr. John Carroll, **DCB** Dean Carmen Simone, **DSU** President Stephen Easton, **MaSU** President Brian Van Horn, **NDSCS** President Rod Flanigan, **UND** Dr. Eric Link, **VCSU** President Alan LaFave, **WSC** President Bernell Hirning

System Office

NDUS Chancellor Mark Hagerott, VC. Lisa Johnson, VC. Jerry Rostad, Mr. Mark Gorenflo, Ms. Claire Gunwall.

Chair Ryan called the meeting to order at 3:00 p.m. CT.

1. **Agenda**

And,

2. **Meeting Minutes**

Member Mihalick moved, Member Montplaisir seconded, to approve the agenda and the [February 15, 2024](#), meeting minutes, as presented.

Mihalick, Montplaisir, and Ryan voted yes. Motion passed 3-0.

3. **Review Draft Committee Report**

Chair Dr. Ryan and VC. Lisa Johnson reviewed the following draft committee report:

a. [Draft Report](#)

b. Draft Report with [Redline Markup](#)

- i. The original report suggested campus presidents had a vote on the ad hoc committee, so the language was changed to read “Campus presidents and representation from the Attorney General’s office were invited to each meeting as *non-committee members*. All meetings were publicly noticed and live streamed.”
- ii. Data was reviewed from individuals who are no longer employed within the NDUS and language was changed in the report to remove the word “generally” and replace with “...*may* resign from their position prior to formal notice of termination.”
- iii. Language was changed throughout the entire report to replace the titles of ‘Tenure Track’ with ‘Probationary’. Additionally, any reference to ‘Non-

Tenure Track' was replaced with 'Special Appointment throughout the report. Definitions were for added for "probationary" and "special appointment."

- iv. The statement regarding the high percentage of tenured faculty in the state of Minnesota was removed from the report as the state is largely unionized which is an outlier among North Dakota's neighbors.
- v. The committee included an overall recommendation that the research institutions could serve as a valuable resource to other NDUS campuses by sharing best practices and consulting, when asked and when appropriate, on tenure and promotion policy; and procedure development with other system institutions. Research institutions would not be required to participate in the tenure process as a committee member at other institutions.
- vi. Dr. Lisa Montplaisir shared additional questions and feedback from CCF.
 1. Where did the recommendation to get 50% of faculty as tenured come from or what is the basis for that percentage? Additionally, does the tenure track data include administrators with tenure?
 - a. VC. Lisa Johnson shared the report does include administrators and at most institutions it is not more than a few employees.
 - b. 50% is not based on deep analysis but represents a reasonable, aspirational goal. Having a specific numerical, time-based goal is viewed as important by the committee members. As the deadline approaches, if specific institutions have a rational justification for not fully meeting the goal, the SBHE would welcome feedback from these institutions.
 2. Dr. Monplaisir shared VCSU had extensive questions regarding the data of similar tenure processes. Chair Ryan requested the questions be sent directly to VC. Johnson and those questions can be addressed with VCSU.
 3. In the findings where low-performing or low productivity are identified, how are those being defined? Chair Ryan stated campus presidents will be the ones to determine if faculty are low-performing or have low productivity and he does not foresee the SBHE getting involved in defining or evaluating those situations.
- vii. Chair Ryan shared the report will be further revised to clarify language, but the intent of the report will not change. A final version of the report will be shared with committee members before moving to the SBHE Research and Governance Committee.
- c. Chair Ryan stated comments on the committee report from institutions and the public will be accepted until April 9, 2024.

Adjourn

Chair Ryan adjourned the meeting at 3:52 p.m. CT.

Approved July 25, 2024.