

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

July 25, 2024

The State Board of Higher Education Post-Tenure Ad Hoc Committee met Thursday, July 25, 2024, at 3:30 p.m. CT, via Teams.

Chair Ryan called the meeting to order at 3:30 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, **LRSC** President Doug Darling, **MiSU** President Steve Shirley, **NDSCS** President Rod Flanigan, **UND** Dr. Eric Link, Ms. Heather Wages, Mr. Randi Tanglen, **VCSU** President Alan LaFave, **WSC** President Bernell Hirning

System Office

NDUS Chancellor Mark Hagerott, VC Lisa Johnson, Dr. Billie Jo Lorus, Mr. Mark Gorenflo, Ms. Claire Gunwall, Ms. Katie Fitzsimmons, Mr. Chris Pieske, **Asst. Attorney General** Ms. Meredith Larson.

Chair Ryan discussed the committee's timeline and process going forward. After today's meeting, CCF will review the draft report at their scheduled September meeting; following that meeting, the Ad Hoc Tenure Review Committee will meet again to consider any proposed changes. The final draft report will be sent to the SBHE RGC Committee for their September meeting; the goal will be to have a final tenure report on the SBHE's September agenda for action.

1. **Agenda**
And,
2. **Meeting Minutes**

Mihalick moved, Montplaisir seconded, to approve the agenda and the [March 12, 2024](#), meeting minutes, as presented.

Mihalick, Montplaisir, and Ryan voted yes. The motion passed 3 – 0.

3. **Draft Committee Report**

VC Johnson provided an overview of the final [draft of the committee report](#); the yellow highlighted language are the newest edits; previously approved edits are highlighted in green. The document contains all suggested edits received to date.

During committee discussion, they clarified special appointments referenced are full-time positions and emphasized the importance of distinguishing between full-time and part-time roles for accurate tenure reporting. Dr. Montplaisir confirmed that the three-year post tenure review process is in addition to existing annual reviews but emphasized that they are specifically for tenured full-time benefited faculty, not special appointments. Dr. Montplaisir informed the committee that there are still concerns with the accuracy of reported percentages of faculty composition. Chair Ryan stated that more data and recommendations by CCF are expected to be provided at the next committee meeting in September.

VC Johnson informed the committee that preliminary edits to policies and procedures related to tenure have begun at the Academic and Student Affairs Council (AAC). The council is advisory, and their input will be forwarded to the Cabinet which consists of all the institutions Presidents; the Cabinet is also advisory and SBHE Policies will ultimately be reviewed by the ASAC Committee for a recommendation to the full Board. The target deadline for completion of these reviews is March 31, 2025.

Chair Ryan requested the draft report be revised to reflect today's changes and be distributed, including to all board members to ensure transparency and allow for further review and input before the next meeting.

The meeting adjourned at 4:10 p.m. CT.

Approved September 9, 2024.