Roll Call
Fernando Quijano (DSU), Kristi Berg (MiSu), LoAnn Nelson (LRC), Jake Glower (NDSU), Verlin Hinz (NDSU), Greta Kylo (Mayville), Ann Smith (NDSCS), Betty Anderson (WSC), Gilbert Kuipers (VCSU), Douglas Munski (UND)

Absent: Eric Bless (BSC), Bahram Bahrami (NDSU), Paul Markel (Minot), Don Poocigan (UND), Tom Petros (UND), Jim Crawford (DSC-Bot), Jon Jackson (UND)
Ryan Pitcher (BSC), Paul LeKang (NDSCS)

Guests: Bob Larson

Approval of the April, 2010 Minutes: Kristi Berg motioned approval of the March Minutes. Seconded by Verlin Hinz. Motion approved by WIMBA Vote.

**New Business:**

**Tenure:**
E-mail message on tenure from Mike Hillman follows:

*CCF Members:*

“The SBHE discussion of tenure is scheduled for the September 16 meeting. I believe CCF will be meeting a couple of days earlier so you will have a chance to discuss it first. The Board reviewed and updated the tenure policy in the mid '90's but most members are probably not aware of the current policy and status. I will have some of the '90's documents scanned into a pdf and forwarded to you when I return to the office. Page 11 of this file will provide discussion.

I was at a dinner table with Jon, John and the board president last night when the issue of tenure came up. Jon and John both explained that, without a tenure system in place, it would be impossible to attract and retain the kind of quality faculty we need.”

Mike

**Discussion on Tenure:**
Jake, NDSU mentioned that in industry there is no tenure, but people change jobs more often. The same idea doesn’t work in Education. The alumni base is what supports a University and this may be harmed if faculty jump from institution to institution every so many years. Munski and Verlin agreed that there is a difference between business and education. A drive to eliminate tenure might be tied to the idea that a government job should not be permanent. This is an opportunity to educate the state board and people of ND about the idea of tenure and the benefits that it provides to the institutions and the
state. Bob Larson stated that the ratio of tenured and non-tenured faculty and adjunct faculty has been increasing toward non-tenured and adjunct faculty. Two members agreed that it had been increasing on their campuses. Fernando stated that he had opened a discussion on the Dickinson campus for faculty to have the opportunity to respond.

Jake, NDSU, says that tenure actually keeps salaries down and is a cost savings to the institutions and the state. Munski, UND, agreed that tenure does keep salaries down. He stated there is a increase in adding adjunct especially with distance education. Often adjunct faculty are hired without tenure at higher salaries, market value, than tenured faculty are getting. This can involve a non-tenure or a three-year contract. What does Bob Larson think about the trend to bring in Faculty that have business experience rather than educational qualifications for non-tenure track positions. Bob replied that he was interested in what criteria was involved in the granting of tenure. Jake-- It may differ according to what niche each university is attempting to fill. Verlin—Guidelines are set by departments and the bottom line is that you just need to excel in more than one area to gain the support of the students in the state.

Bob Larson stated that legislatures and citizens may think of it as a “lifetime job”. On page 11 of policy sent out by Mike Hillman indicated that tenure is NOT a lifetime job. It is the freedom to pursue interests without termination. Jake, NDSU, said stability is essential along with staying on a budget. (There was a third one—but I missed it.) Doug Munski stated that he had seen tenured faculty replaced. Tenured faculty are still reviewed periodically and can lose pay or be requested to retire. Tenure has not be abused in his perception that people outside the system may assume. Jake, NDSU, short-term to long-term issues—short term, less cost to hire lecturers than faculty; long-term, lose alumni connection.

SBHE may be wondering why the final decision is still ultimately made by the SBHE rather than taken care of at the institutional level. We may just need clarification as to what the SBHE is thinking about with the tenure issue. Fernando believes the main advantage of tenure is academic freedom. Course development is an issue in tenure. Is is likely that more time is put into a course by a tenured faculty no matter what the delivery method. Another concern may be that with distance education, there is a disconnect between the department faculty and the faculty hired to teach a distance education class. Bob Larson says a trend in the NDUS is to merge online courses into regular course offerings.

A good idea to gather documentation or an outline during the summer for discussion in the fall on tenure before addressing the SBHE in November. There may be a need to set up a CCF subcommittee that would become familiar with the document that Mike Hillman sent out in order to be prepared to help to create an understanding of what tenure is, what tenure means to a faculty member, and what a faculty work week consists of. Additional point on tenure is that in a knowledge-based economy, faculty and universities are key in developing that knowledge. Jake, NDSU, Doug, UND, John, may be willing to participate in a committee to study the tenure issue and present before the SBHE in
November.

**Fall Meeting:**
Discussion on a face to face CCF meeting in the fall and it would probably be better held at a more central location than in Dickinson during the Arts and Humanities Summit. Meet face to face in the fall to pick some topics that can be extended through the year such as tenure. Possible to bring CCF to Minot for a day to discuss ideas, possibly start at 10:00 and continue through noon for about four hours. **Possible meeting date September 7th.** Kristi Berg from MISU will check and let CCF know if MISU will have a meeting room available.

Bob Larson questioned what the focus of this meeting would be. The purpose would to be set a strategy for the next year early in the fall to determine topics that CCF would like to address during the year before they meet with the SBHE in November.

Faculty asked to think of topics that can be discussed such as: intellectual property, tenure, and full-credit tuition cap. Another primary topic would be funding (the concern that Hoven called for a 97% government budget). What a cut is needed if the state is fairly wealthy. Other topics include the Arts and Humanities Summit and the general education summit.

A strategy in the past has been to work with state legislatures.

Important dates for fall: October—Arts and Humanities Summit in October, the general education summit at BSC on September 17th, and the November joint meeting between CCF and SBHE. There is also a day in February where higher education has a day at the capital.

Make use of the CCF listserv if you have other ideas throughout the summer that can be discussed at the fall planning meeting.

**Scheduling of Sports Events during finals week:**

In addition to sporting events scheduled during finals week, concerts, conferences, and other events that may be scheduled during finals also are cause for concern. Athletic representatives on various campuses can help to advocate for faculty to eliminate scheduling these events during finals week. Could say, Bob Larson suggested that the CCF could support a statement such as: “During finals week there will not be any co-curricular activities scheduled so that students can focus on finals.” Athletic representatives could be invited to speak with the CCF and then a recommendation from the CCF could follow. Sue, the athletic representative from UND, could be invited to speak to the CCF during the August meeting if there is an August meeting.

**List for DAK Conference was posted by Greta Kyllo, Mayville on Wimba Chat**

**Other business:**
Membership list for next year:

Each institution should send CCF representative list to Ann so it can be updated.

AAC:

Eric Bless sent an e-mail report from the AAC conference call meeting held in May. Highlights from his report are:

Statewide General Education Summit
The recent general education summit was held at NDSCS in April. The next general education summit will be at BSC on September 17th, 2010. A major topic of discussion was the formalizing of a general education group for North Dakota. A potential name for the group is North Dakota Interim General Education Council. It was mentioned that the council would need to be recognized by the State Board. Another topic of discussion was looking at incorporating learning outcomes of LEAP (Liberal Education and America’s Promise) into all of the North Dakota institutions. This would make it easier for ND to become a LEAP state in the future if pursued.

CIO Update
NDUS is currently in the testing stages of Microsoft Active Directory which would better access to online resources especially between institutions. There has been more work towards removing long-distance calling between institutions. Currently, UND, NDSU, Mayville, and NDSCS can use 5-digit calling. There will be an ODIN library upgrade taking place this summer which should be active for the fall semester.

NDUS Procedures – Student Directory Information (Procedure 1912.2)
There was a major discussion about NDUS directory information especially with regards to student photos. Currently, any photos taken of student are part of directory information and are open to the public. Students can choose to keep their directory information, including photos, confidential. AAC Retreat is on June 7-8 in Devils Lake. He will be unable to attend due to Summer School.

System Personnel Management Training
A training session has been scheduled for institution members that oversee faculty (HR staff, academic officers, Deans, etc). The session is currently scheduled through IVN for May 19th from 9:00 to 12:00 am. Topics include employee contracts, performance reviews, and other issues. AAC suggested the training should be offered a couple of times throughout the year to allow more individuals to participate.

SBHE:  Retreat is in May Jon Jackson will attend as the Rep and John Girard will attend as a visitor.

SBHE Intellectual Property Committee—

Jake Glower—Committee has curious composition. Six people on committee. How we use state board policy to promote economic development. No politics, economists,
or anyone west of I29 on the committee. Possibly not enough diversity on the committee. We need to respectfully ask for greater diversity on the committee.

When the committee meets, Jake Glower suggested that he could encourage the committee to add a more diverse membership. Doug Munski suggested that students may also need to be added. A question of whether the Intellectual Property Committee is concerned with economic development or technology, such as online course, development

News/announcements
Reminder: Arts and Humanities Summit
October 7 & 8th in Dickinson. [http://www.dickinsonstate.edu/ahSubmit/](http://www.dickinsonstate.edu/ahSubmit/)

SBHE meeting is on November 4th in Valley City which the CCF will be presenting. Betty Anderson, WSC, motioned to adjourn. Verlin Hinsz, NDSU, seconded. Motion carried.

Thank you to Fernando for an excellent job as president of the CCF for the past year. Adjourn
Some new membership information for you Ann.
### Council of College Faculties Member Status

**Fall 2010 - Spring 2011**

*Each term is 3 years.*

*Year begins fall semester.*

<table>
<thead>
<tr>
<th>School</th>
<th>Representative</th>
<th>Offices Held</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Term</th>
<th>Designated Alternate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bismarck State College</td>
<td>Eric Bless</td>
<td></td>
<td>2009</td>
<td>2010</td>
<td>2011</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bismarck State College</td>
<td>Ryan Pitcher</td>
<td></td>
<td>2008</td>
<td>2009</td>
<td>2010</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Dickinson State University</td>
<td>Fernando Quijano</td>
<td><strong>President</strong></td>
<td>2010</td>
<td>2009</td>
<td>2010</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Lake Region State College</td>
<td>LoAnn Nelson</td>
<td><strong>Treasurer/Parlimentarian</strong></td>
<td>2008</td>
<td>2009</td>
<td>2010</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mayville State University</td>
<td>Greta Kkylo</td>
<td></td>
<td>2010</td>
<td>2011</td>
<td>2012</td>
<td>1</td>
<td>Neil Race</td>
</tr>
<tr>
<td>Minot State University</td>
<td>John Girard</td>
<td></td>
<td>2009</td>
<td>2010</td>
<td>2011</td>
<td></td>
<td>Kristi Berg</td>
</tr>
<tr>
<td>Minot State University</td>
<td>Kristi Berg</td>
<td></td>
<td>2010</td>
<td></td>
<td></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>NDSCS - Wahpeton</td>
<td>Paul Lekang</td>
<td></td>
<td>2008</td>
<td>2009</td>
<td>2010</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>NDSCS - Wahpeton</td>
<td>Ann Smith</td>
<td><strong>Secretary</strong></td>
<td>2009</td>
<td>2010</td>
<td>2011</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NDSU- Bottineau</td>
<td>Mike Porter</td>
<td>Jacob Glower replacing Bahman Bararami for one year term</td>
<td>2007</td>
<td>2008</td>
<td>2009?</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>North Dakota State University</td>
<td>Mark Meister</td>
<td></td>
<td>2010</td>
<td>2011</td>
<td>2012</td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Dakota State University</td>
<td>Verlin Hinsz</td>
<td></td>
<td>2008</td>
<td>2009</td>
<td>2010</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>North Dakota State University</td>
<td>Michael Thrasher</td>
<td></td>
<td>2007</td>
<td>2008</td>
<td>2009</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>North Dakota State University</td>
<td>Rosanne McBride</td>
<td></td>
<td>2008</td>
<td>2009</td>
<td>2010</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>University of North Dakota</td>
<td>Kim Kenville may replace Doug Munski?</td>
<td></td>
<td>2010</td>
<td>2011</td>
<td>2012</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of North Dakota</td>
<td>Douglas Munski</td>
<td></td>
<td>2007</td>
<td>2008</td>
<td>2009</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of North Dakota</td>
<td>Don Poochigan</td>
<td></td>
<td>2009</td>
<td>2010</td>
<td>2011</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of North Dakota</td>
<td>Jon Jackson</td>
<td><strong>SBHE Representative</strong></td>
<td>2007</td>
<td>2008</td>
<td>2009</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>University of North Dakota</td>
<td>Thomas Petros</td>
<td><strong>Vice-President</strong></td>
<td>2008</td>
<td>2009</td>
<td>2010</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Valley City State University</td>
<td>Gilbert Kuipers</td>
<td></td>
<td>2008</td>
<td>2009</td>
<td>2010</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Williston State College</td>
<td>(open)</td>
<td>2009</td>
<td>2010</td>
<td>2011</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>