

**HOUSE BILL NO. 1446**

Introduced by

Representative Lefor

1 A BILL for an Act to create and enact two new sections to chapter 15-10 of the North Dakota  
2 Century Code, relating to a pilot program for tenured faculty review at institutions of higher  
3 education; and to declare an emergency.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1.** A new section to chapter 15-10 of the North Dakota Century Code is created  
6 and enacted as follows:

7 **Faculty tenure duties and responsibilities - Pilot program.**

8 In response to the urgent need to accelerate workforce development, the state board of  
9 higher education shall implement a four-year pilot program focused on the two new campus  
10 models at Bismarck state college, now a polytechnic college, and Dickinson state university,  
11 now a dual-mission university, no later than May 1, 2023, to improve the tenure process. The  
12 pilot program may not apply to a research university. A tenured faculty member employed at an  
13 institution of higher education under the control of the state board of higher education shall:

- 14 1. Generate more tuition or grant revenue than the combined total of the salary, fringe  
15 benefits, compensation, and other expenses of the tenured faculty member plus all  
16 other costs of employing the faculty member, including employment taxes. The  
17 compensation costs of a tenured faculty member must be adjusted to reflect the  
18 faculty member's assumption of administrative responsibilities and related lessening of  
19 the faculty member's teaching responsibilities, where applicable.
- 20 2. Comply with the policies, procedures, and directives of the institution, the institution's  
21 president and other administrators, the state board of higher education, and the North  
22 Dakota university system.
- 23 3. Effectively teach and advise a number of students approximately equal to the average  
24 campus faculty teaching and advising load.

- 1       4. Engage in measurable and effective activities to:
- 2           a. Help recruit and retain students for the institution.
- 3           b. Help students achieve academic success.
- 4           c. Further the best interests of the institution including providing advice and shared
- 5               governance to campus leaders, and exercising mature judgment to avoid
- 6               inadvertently harming the institution, ~~especially in avoiding the use of social~~
- 7               media or third-party internet platforms to disparage campus personnel or the
- 8               institution.
- 9       5. Perform all other duties outlined in any applicable contract and position description.

10       **SECTION 2.** A new section to chapter 15-10 of the North Dakota Century Code is created  
11 and enacted as follows:

12       **Faculty tenure review by presidents of institutions of higher education.**

- 13       1. The president of each institution of higher education under the control of the state
- 14       board of higher education may review performance of any or all of the duties and
- 15       responsibilities under section 1 of this Act of any faculty member holding tenure at any
- 16       time the president deems a review is in the institution's best interest.
- 17       2. A review under subsection 1 ~~may~~must include a written assessment of whether the
- 18       faculty member is complying with the duties and responsibilities reviewed.
- 19       3. If a president determines a tenured faculty member has failed to comply with a duty or
- 20       responsibility of tenure, the president may not renew the contract of the tenured faculty
- 21       member, unless the president specifically articulates why it is in the interest of the
- 22       institution to continue to employ the faculty member despite the faculty member's
- 23       failure to comply with the duties and responsibilities of tenure.
- 24       4. The president of an institution may enlist the assistance of an administrator at the
- 25       institution to conduct a review but may not delegate responsibility for the review to a
- 26       faculty member who is not an administrator.
- 27       5. When conducting a review under this section, the president of an institution may
- 28       assess and review other factors relevant to the faculty member's employment and the
- 29       interests of the institution and the institution's students.
- 30       6. A review under this section is not ~~appealable or~~reviewable by a faculty member or
- 31       faculty committee. ~~A~~ faculty member whose contract is not renewed or whose

1 employment is terminated or suspended as a result of a review under this section may  
2 appeal the review to the North Dakota university system chancellor. The president is  
3 subject to review and assessment by the state commissioner of higher education and  
4 the state board of higher education for the reviews the president conducts under this  
5 section.

6 7. The president and any administrators delegated to assist the president shall fulfill  
7 these duties without fear of reprisal or retaliation. No complaint, lawsuit, or other  
8 allegation is allowed against a president or other administrator for actions taken  
9 pursuant to these provisions. The state shall indemnify the members of the board of  
10 higher education, the president of an institution of higher education, or an  
11 administrator of an institution of higher education for all reasonable costs, including  
12 attorney's fees, incurred in defending any actions taken pursuant to these provisions.

13 **SECTION 3. EMERGENCY.** This Act is declared to be an emergency measure.