

This is a private testimony on the bill "Relating to a pilot program for tenured faculty review at institutions of higher education; and to declare an emergency". I am a faculty at NDSU, but this testimony here is on my own behalf and does not represent the views of NDSU.

The bill to abolish tenure protection at North Dakota institutions appears to me to be ill conceived and lacking in understanding of the workings of higher institutions. In brief: I am a highly qualified Physicist who graduated from Oxford University with a PhD who then worked at the Massachusetts Institute of Technology and the University of Edinburgh before joining the faculty of North Dakota State University. If NDSU had offered me a faculty position without tenure protections I can state with certainty that I would not have entertained this offer.

At NDSU there is some precedent for faculty without tenure in the form of Soft Money positions for research professors. Those professors receive a salary bonus of about a factor of two. So it is reasonable to expect that to hire faculty of a similar quality it would be necessary to increase faculty salaries by about this amount. Since the bill does not propose such an adjustment of salary the simple abolishment of tenure it will inevitably lead to a significant reduction of faculty quality with significant negative impacts on higher education in North Dakota. I therefore urge the legislator to not pass this bill.