

North Dakota House Government and Veterans Affairs Committee
North Dakota Legislative Assembly
600 E Boulevard
Bismarck, ND 58505

January 31, 2025

Re: VOTE DO NOT PASS on HB 1437

Dear Chair Schauer and Members of Government and Veterans Affairs:

I write **in opposition to House Bill No. 1437** – a bill relating to the prohibition of academic tenure at two-year colleges.

I am a tenured full professor in the English Department at North Dakota State University (NDSU). The following testimony reflects my knowledge, experience, and opinions as a public employee in the NDUS system since January 2014, and it in no way reflects the opinions of my employer, NDSU.

Although the current bill (version [25.0830.01000](#)) does not apply to four-year colleges nor those faculty, like myself, who were hired prior to July 1, 2026, I am *deeply concerned* about my current and prospective colleagues at community colleges in our state.

This bill is unwarranted. It treats two-year colleges, their faculty, students, and staff as second-class citizens, and it will have a detrimental impact on two-year colleges. It will also have a chilling effect on *all* faculty considering employment at two- *and* four-year colleges in our state.

The primary purpose of tenure is to ensure academic freedom, the exchange of diverse ideas and perspectives. But tenure is so much more. Tenure ensures that faculty **research and teaching are of high quality**, and thus **impacts student learning**, who benefit from this directly, and **both scholarly and lay communities**, who benefit in direct and indirect ways from faculty research outputs. Tenure adds to the **prestige** of our state institutions of higher learning, and it helps to **attract and recruit** new talent *and retain* current high-quality researchers and teachers.

To be awarded tenure, faculty go through rigorous processes, which include thorough evaluations of research, teaching, and service to the department, college,

university, and the State of North Dakota. External expert evaluators are brought into this vetting process. If a faculty member does not meet the necessary criteria, they are not awarded tenure. **This is quality control.**

Further, tenured faculty can be terminated for just cause based upon poor performance, academic misconduct, exigency, and other valid reasons. All of this was clearly articulated during the last legislative session (2023) in testimonies relating to House Bill No. 1446 ([23.0083.04000](#)), sponsored by Rep. Lefor. That bill was defeated in the Senate. This is another version of the same bill, and the same arguments apply.

Please, Honorable Committee Members, **VOTE DO NOT PASS on HB 1437** and focus on ways to recruit and retain faculty in our state!

Thank you for your time and consideration of my testimony, and your service to the State of North Dakota.

Sincerely,
Dr. Anastasiya Andrianova, MA, MPhil, PhD
Professor of English, NDSU
District 11 - Fargo, ND