

Dear Chairman Beard and members of the Education Committee,

My name is Lisa Montplaisir and I write to you as the President of the NDSU Faculty Senate.

Faculty have raised serious concerns about HB1437 in its amended form and we encourage a **do not pass** recommendation.

However, we do see a path forward in conjunction with the Council of College Faculties, State Board of Higher Education (SBHE), and Legislature. Faculty from many institutions, including their elected representation in CCF, opposed HB 1437 in its current form. This amended version incorporates several of the SBHE Ad Hoc Post Tenure review committee recommendations with one notable exception that is highly problematic. We ask that the following edit be adopted for amendment:

- On 1c, strike everything after “subdivision b”.

There is not a single committee that reviews every faculty member; there are multiple nested layers of comprehensive review. Throughout the tenure process there are numerous review committees that include content level experts, near peers in content areas, supervisors, college peers, and a Dean who review before it gets to the Provost and ultimately the President. When considering post-tenure review, we should also include a nested review process. As written, 1c removes the rigor of the review process that is in place at NDSU.

We recognize that the review committee may look different at each of the institutions dependent upon their mission, scope, and size and believe that is entirely appropriate. As identified in 1b, the President of an institution is responsible for establishing the procedures for annual evaluations. In following that rationale, the President should also be responsible for establishing the procedures for post-tenure review rather than being prescribed for them.

Tenure is critical for all NDUS institutions and should never be deemed merely a job perk; it is a cornerstone of a robust and dynamic educational system. Tenure encourages faculty to make long-term commitments to their institutions and the students. A robust tenure and post-tenure review process is a strength for institutions.

Again, we recommend a **do not pass** on HB 1437 as it is currently written. However, inclusion of the edit above would change our position.

Lisa Montplaisir, PhD

Faculty Senate President, 2024-2025