

SECTION 700.20

TENURED FACULTY TERMINATION RELATED TO A PROGRAM CLOSURE

The following is the “means by which faculty participation will be provided in resolving the following questions in cases where termination of tenured faculty is necessary” per Section 605.E2, a. b. c. of the North Dakota State Board of Higher Education Policy Manual:

1. Prior to the decision to terminate tenured faculty, the President shall meet with the Faculty Senate during the fall semester to demonstrate the need for the action.
2. The administrative proposal for reduction recommendation will then be forwarded to the Curriculum and Academic Standards Committee for study and then presented to the Faculty Senate for its recommendation. If the President does not concur with the Faculty Senate recommendations, the President has the authority to recommend a particular course of action. The President will first meet with the Faculty Senate to seek mutual understanding and support for the recommended proposal. If agreement cannot be reached and the President wishes to proceed, it will be necessary that the specific recommendations and justifications are prepared in writing and given to each member of the Faculty Senate. Examples of factors that may be considered are enrollment trends, size of department, and whether or not there are other departments in the state system of higher education.
3. After an individual department has been selected for a reduction in personnel, it shall be the responsibility of the Faculty Senate working in concert with the Vice President of Academic and Student Affairs to recommend to the President which appointment(s) will be terminated. Significant points to be considered are length of service and tenure status of faculty members within any affected unit or program area. Other factors to be considered, and which may be conclusive, include curriculum requirements, professional achievement, breadth of competence, and equal employment opportunity. If desired, the faculty member(s) can apply for a review of this action as provided in the Board policy.

History