1. **Issue:** North Dakota University System institutions have submitted their recommendations for tenure for review by the State Board of Higher Education (SBHE). In each case, criteria for tenure have been identified and applied by each institution’s respective internal process. All tenure applications have been thoroughly reviewed by the institutions and approved by the respective Presidents.

2. **Proposed actions:** Recommend approval for tenure, listed in paragraph 3, effective at the start of Academic Year 2017-2018.

3. **Background information:** The following individual faculty members are recommended for tenure by their respective institutions. While tenure is assigned within a unit, organizational and structural changes, transfers and similar circumstances do not affect tenure status.

   **Bismarck State College**
   Kimberly Crowley, Ph.D., Assistant Professor, Department of English; Kimberly Gutierrez, M.A., Assistant Professor, Department of English; and, Vance Vesey, B.S., Assistant Professor, Department of Instrumentation & Control Technology.

   **Dakota College at Bottineau**
   Angela Bartholomay, M.S., Assistant Professor, Science Department; and, Lexi Kvasnicka-Gates, Ph.D., Assistant Professor, Social Science Department.

   **Dickinson State University**
   Lisa Corbin, M.B.A., Assistant Professor, Department of Business and Management; Eric Grabowky, Ph.D., Assistant Professor, Department of Fine and Preforming Arts; Peter Grimes, Ph.D., Assistant Professor, Department of Language and Literature; Karen Hale Lewis, Ph.D., Assistant Professor, Department of Social Sciences; Jacinta Skretteberg, M.S.N., Assistant Professor, Department of Nursing; Craig Whippo, Ph.D., Associate Professor, Department of Natural Sciences; and, Wendy Wilson, Ph.D., Associate Professor, Department of Teacher Education.

   **Lake Region State College**
   No tenure recommendations.

   **Mayville State University**
   Robert Tangsrud, Ph.D., Associate Professor, Department of Business.

   **Minot State University**
   Michah Bloom, M.F.A., Assistant Professor, Art Department; Nicola J. Roed., Ph.D., Assistant Professor, Department of Nursing; and,
Dionne Spooner, Ph.D., Assistant Professor, Department of Addiction Studies, Psychology, and Social Work.

North Dakota State College of Science
Margaret Brady, M.S., Assistant Professor, Department of Biology; Traci Eklund, B.A., Assistant Professor, Department of ASC – Reading/Writing (Developmental); Larissa Gilbertson, M.S., Assistant Professor, Department of ASC – Math (Developmental); Ronda Marman, M.S., Assistant Professor, Department of English; Stacy Owens, R.D.H., Assistant Professor, Department of Dental Hygiene; and, Michael Redding, A.A.S., Assistant Professor, Department of Diesel Technology.

North Dakota State University
Benjamin Balas, Ph.D., Associate Professor, Department of Psychology; Julia Bowsher, Ph.D., Assistant Professor, Department of Biological Sciences; Kelly Buettner-Schmidt, Ph.D., Associate Professor, School of Nursing; Igathinathane Cannayen, Ph.D., Assistant Professor, Department of Agricultural and Biosystems Engineering; Josef Dorfmeister, Ph.D., Assistant Professor, Department of Mathematics; Pamela Emanuelson, Ph.D., Assistant Professor, Department of Sociology and Anthropology; Heather Fuller, Ph.D., Assistant Professor, Department of Human Development and Family Science; Yagna Jarajapu, Ph.D., Assistant Professor, Department of Pharmaceutical Sciences; Jessica Jensen, Ph.D., Associate Professor, Department of Emergency Management; Gina Kelly, Ph.D., Assistant Professor, Department of Sociology and Anthropology; Michael R. Kessler, Ph.D., Professor, Department of Mechanical Engineering; Catherine Kingsley-Westerman, Ph.D., Assistant Professor, Department of Communication; Gideon Francois Marais, Ph.D., Associate Professor, Department of Plant Sciences; Rajani Ganesh Pillai, Ph.D., Assistant Professor, Department of Management and Marketing; Sheela Ramamoorthy, Ph.D., Assistant Professor, Department of Microbiological Sciences; Angela Smith, Ph.D., Assistant Professor, Department of History, Philosophy, and Religious Studies; Todd P. West, Ph.D., Associate Professor, Department of Plant Sciences; David Westerman, Ph.D., Assistant Professor, Department of Communication; John Wilkinson, Ph.D., Assistant Professor, Department of Chemistry and Biochemistry; Mijia Yang, Ph.D., Assistant Professor, Department of Civil and Environmental Engineering; and, Jill M. Zuber, Ph.D., Assistant Professor, Department of Accounting, Finance, and Information Systems.

University of North Dakota
Simona Barbu, Ph.D., Assistant Professor, Department of Music;
Catherine Brissette, Ph.D., Assistant Professor, UND School of Medicine and Health Sciences
Department of Biomedical Sciences;
Chia-Hung Chuang, Ph.D., Assistant Professor, Department of Management;
Brian Darby, Ph.D., Assistant Professor, Department of Biology;
Travis Desell, Ph.D., Assistant Professor, Department of Computer Science;
Sarah Edwards, Ph.D., Assistant Professor, Department of Counseling Psychology and
Community Services;
Susan Ellis-Felege, Ph.D., Assistant Professor, Department of Biology;
Julia Ernst, J.D., Associate Professor, School of Law;
Daba Gedafa, Ph.D., Assistant Professor, Department of Civil Engineering;
Sherryl Houdek, Ed.D., Associate Professor, Department of Educational Leadership;
Cheryl Hunter, Ph.D., Associate Professor, Department of Educational Foundations and
Research;
Thyra Knapp, Ph.D., Assistant Professor, Department of Languages;
Elizabeth Legerski, Ph.D., Assistant Professor, Department of Sociology;
Yen Lee Loh, Ph.D., Assistant Professor, Department of Physics and Astrophysics;
Steven Morrison, J.D., Associate Professor, School of Law;
Michael Niedzielski, Ph.D., Assistant Professor, Department of Geography;
Eric Ross, Ph.D., Assistant Professor, Department of Languages;
Melanie Sage, Ph.D., Assistant Professor, Department of Social Work;
Nariaki Sugiura, D.M.A., Assistant Professor, Department of Music;
Clement Tang, Ph.D., Assistant Professor, Department of Mechanical Engineering;
Alexei Tulin, Ph.D., Professor, UND School of Medicine and Health Sciences Department of
Biomedical Sciences;
Jeffrey VanLooy, Ph.D., Assistant Professor, Department of Earth Systems Science and Policy;
Tanis Walch, Ph.D., Assistant Professor, Department of Kinesiology and Public Health
Education; and,
Xiao Wang, Ph.D., Assistant Professor, Department of Economics.

Valley City State University
J. Gregory Brister, Ph.D., Assistant Professor, Department of Language and Literature; and,
Casey Williams, Ph.D., Assistant Professor, Department of Science.

Williston State College
Maren Furuseth, M.S., Assistant Professor, Department of Academic Affairs.

4. Financial implications: Any additional expenses associated in contracting the listed candidates
as tenured faculty will be drawn from the respective campuses’ budgets for the AY 2017-18, and
thereafter.

5. Legal/policy issues: SBHE Policy 605.1, Academic Freedom and Tenure—Academic
Appointments, requires Board approval of candidates for tenure at the respective
institutions.

Paragraph 1-c specifies the authority of the SBHE, and states:

Tenure is awarded by the Board upon recommendation of the Chancellor, following
review and recommendations made pursuant to the procedures established at the
institution and a recommendation by the institution’s president to the Chancellor. A
favorable recommendation means that the applicant meets all of the prerequisites and
criteria and the award of tenure is consistent with the sound fiscal management and
academic priorities of the institution and the system of education under the control of the
Tenure recommendations submitted to the Board shall include a brief summary of the candidate’s qualifications and reasons for the recommendation. Tenure is not an entitlement, and the granting of tenure requires an affirmative act by the Board. Tenure is limited to the academic unit or program area in the institution in which tenure is granted and shall not extend to an administrative or coaching position.

The effective dates of the tenure appointments would be fall 2017 for the 2017-2018 Academic Year (AY); Paragraph 2-a provides definitions for “Academic Year” and “Faculty”, as follows:

“Academic Year” means the period, approximately nine months in duration, starting with the beginning of the Fall semester and ending following completion of the Spring semester.

“Faculty” means all members of the academic staff, excluding only coaches and administrators in their capacities as coaches or administrators.

Paragraph 3-b specifies the role of the individual campuses in establishing and applying criteria for tenure that is “consistent with the nature of mission” of each institution, and so reads:

The criteria for tenure evaluation and continuing evaluation of probationary and tenured faculty shall include scholarship in teaching, contribution to a discipline or profession through research, other scholarly or professional activities, and service to the institution and society. Institutions may adopt additional criteria. The regulations defining these criteria shall be consistent with the nature and mission of the institution.

Paragraph 3-c specifies the probationary period of time a faculty member has to be considered for tenure, and so reads:

Eligibility for tenure requires a probationary period of six years of continuous academic service to the institution, during which the faculty member is evaluated at least annually according to an evaluation process designed to foster continuous improvement. The term may be extended beyond six years or the continuous service requirement may be waived in exceptional circumstances.

Institutions shall establish procedures for granting extensions or waivers of the continuous service requirement in exceptional circumstances, which must include maternity or parental leave and appropriate accommodations for faculty members with disabilities. Institution procedures may define additional exceptional circumstances including, for example, family emergencies or extended illness.

Paragraph 3-c specifies the timeframe in which contracts must be issued and accepted between an individual institution and its faculty, and in the case where a tenure recommendation is approved by the SBHE, an institution would need to issue a contract with the continuing faculty no later than June 30, 2017, and receive acceptance of that contract no later than July 20, 2017.
6. **Academic issues**: Addressed in paragraphs 3 and 5.

7. **Coordination**: Each request was reviewed initially by the sending institution and was approved by its president. Each request was also reviewed by the Vice Chancellor for Academic and Student Affairs.

8. **Attachments**: Candidate recommendation forms; Campus Faculty Appointment Report; 5 Year Faculty Appointment Report.

9. **Contact information**: Richard M. Rothaus, Ph.D., Vice Chancellor for Academic and Student Affairs, NDUS. Ph: 701-328-4136/email: richard.rothaus@ndus.edu.

10. **Chancellor's recommendation**: N/A