

Faculty Policy - Tenure Track Positions

Policy:

Bismarck State College shall establish a system for determining tenure track and non-tenure track positions.

Statement of Purpose:

At their best, institutions of higher education are learning communities where the pursuit of academic excellence is enhanced by a free and open intellectual atmosphere. Colleges, by their very nature, are dynamic; programs and courses of study evolve to meet the changing needs of society. It is in the best interests of a college and its faculty to develop and maintain systems to protect unfettered discourse as well as encouraging dynamic response to the needs of the citizenry it serves. To that end, Bismarck State College has established the following measures for the identification of tenure track and non-tenure track faculty positions and the hiring of faculty into those positions.

Identification of Positions and the Hiring of Faculty:

- 1. New full-time faculty will be offered a tenure track contract at the time of hiring when minimum job description criteria have been met and the new faculty member is replacing a tenured or tenure-track person in a program where enrollment is stable or increasing.**
- 2. New full-time faculty will be offered a non-tenure track contract at the time of hiring when one or more of the following applies:**
 - a. The position is in a program that is new and/or not established. (See Standards listed in Section 3c.)
 - b. The position is less than three years old and the need for the position in the future is uncertain. (See Standards listed in Section 3d.)
 - c. The position is funded under grants or contracts as per the annual operating budget prepared by the Vice President of Operations/Chief Financial Officer.
- 3. Conversion of non-tenure track positions to tenure track positions will occur at the next contract period when:**

- a. The faculty member is in good standing, with no serious performance issues and has met minimum job description criteria.
- b. The faculty member is recommended for tenure track status by the Department Chair or appropriate Academic Dean.
- c. The faculty member was hired to teach in a new program that has been determined to be viable. (Standards: program is five years old and is running at an average of 75% of capacity or greater.)
- d. The faculty member was hired into a new position that has been determined to be viable. (Standards: position is three years old and enrollment has been stable or increasing compared to the year the new position was created.)
- e. At the time of adoption of this policy, a non-tenure track faculty member is holding a position previously held by a tenured or tenure track faculty member and enrollment is stable or increasing.
- f. At the time of adoption of this policy, a non-tenure track faculty member is holding a position in an established program where enrollment is stable or increasing. (See Standards, Section 3c.)

4. Awarding of credit towards tenure to faculty converting from non-tenure track positions to tenure track positions will be in accordance with North Dakota University System policy and as detailed in the following table:

Service in Non-tenure Track Position*	Credit towards Tenure
<1 year	0 years
<2 years but ≥1 year	1 year
<3 years but ≥2 years	2 years
≥3 years	3 years

**Years in which performance issues were documented will not be counted.*

5. The Vice President for Academic Affairs and appropriate Academic Dean will make the final determination of tenure track status for faculty provided for by this policy and as needed to meet the best interests of the college.

History of This Policy:

First policy draft by Faculty Senate during the 2003-04 academic year. Approved by President Donna Thigpen on May 1, 2004.

Revisions - Approved by President Larry Skogen on June 1, 2007; April 20, 2010; Revised by the Faculty Senate on October 7, 2010; August 4, 2014; October 14, 2016, September 28, 2017, September 24, 2019.