

University Senate Minutes

Fargo, ND 58105

North Dakota State University

April 14, 2008

The University Senate met at 3:30 p.m. in the Prairie Rose Room of the Memorial Union with Dr. D. Terbizan presiding and the following senators present: B. Bahrami, S. Bergeson, W. Bowlin, A. Brown, U. Burghaus, T. Carlson, L. Christianson, M. Christoffers, V. Clark Johnson, D. Comez, J. Council, J. Coykendall, W. Dai, B. Duncan, T. Esslinger, B. Geeslin, J. Glower, R. Gordon, P. Hansen, M. Harvey, G. Heller, A. Hirani, M. Hoag, K. Katti, M. Kelsch, E. Khan, M. Khan, L. Kreklau, L. Langley, M. Lee, D. Li, S. Mallik, J. Martin, K. McCaul, C. McEwen, F. Michael, E. J. Miller, S. Neate, R. O'Connor, L. Peterson, R. Pieri, C. Presser, B. Randall, J. Ransom, R. Rathge, D. Redmer, J. Reimnitz, T. Riley, G. Smith, W. Teder-Salejarvi, C. Urness, J. Wageman, A. Werremeyer, and D. Wittrock

Substitutions: S. Sauther for B. Anderson, L. del Rio Mendoza for M. Boetel, N. Rogers for B. Fier, J. Venette for K. Grafton, I. Justitz for J. Norris, D. Lin for S. Panigrahi, D. Scott for C. Peterson, J. Heilman for C. Presser, G. Youngs for R. Rathge, and R.S. Krishnan for R.C. Schnell

Previous Minutes

MOTION (Reimnitz/Heller): to approve the minutes of the March 10, 2008, meeting as posted.
MOTION PASSED WITH UNANIMOUS CONSENT.

Consent Agenda

MOTION (Reimnitz/Heilman for Presser): to approve the consent agenda as posted.

- A. Academic Affairs ([Attachment 1](#))
- B. General Education ([Attachment 2](#))
- C. Policy Coordinating Committee
 - For information only:
 - [Policy 103, Equal Opportunity/Affirmative Action Policy on the Announcement of Position Openings](#)

MOTION PASSED WITH UNANIMOUS CONSENT.

General Announcements

- A. D. Terbizan, University Senate President, announced the following:
 - Policy 190 - Employee Responsibility and Activities: Intellectual Property is with the Research and Consulting Committee for further review, and will come back to the Senate some time next year.
 - Policy 713 - Records Retention is being revisited by the committee. The committee has requested volunteers to assist with refining academic records definitions as they pertain to faculty. The committee expects to convene a few times over the summer months. Interested faculty should contact D. Terbizan.

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Committee Reports

- A. *Academic Affairs* – L. Manikowske, chair - no additional report
- B. *General Education* – L. Peterson, chair, presented a proposed change to General Education policy language ([Attachment 3](#)).

MOTION (L. Peterson/Michael): to strike General Education Policy language that states, “No more than two courses from any given department may be double counted in a curriculum.” The rationale is that this primarily only applies to science courses, and it is very difficult to track during degree audit and graduation clearing. MOTION PASSED WITH UNANIMOUS CONSENT.

- C. *Council of College Faculties* - T. Barnhart shared and discussed a presentation entitled, *Creating a University System for the 21st Century: A Report of the State Board of Higher Education’s Committee on Employee Compensation* ([Attachment 4](#)). He urged senators to contact their legislators to support funding for higher education salaries.
- D. *Policy Coordinating Committee* - D. Comez – no additional report

New Business

- A. *Policy 352: Promotion, Tenure, and Evaluation* ([Attachment 5](#))

J. Council, chair of the PTE review committee, led a discussion on proposed amendments to the policy changes that were approved at the March 2008 Senate meeting. The committee raised concern that the elimination of the sentence, “To ensure independence, neither the Dean nor the PTE committee shall have access to the other party’s evaluation prior to submission of their reports to the Provost/VPAA,” inadvertently and fundamentally changed the PTE review process at the college level. The PTE committee, in turn, proposed amended policy language. MOTION (L. Peterson/Teder-Salejarvi): to approve the committee-amended language in Section VI: PTE Procedures, Part H, as follows:

H. The college PTE Committee shall prepare a written report, including recommendations and an explanation of the basis for them, that shall be included in the candidate’s portfolio. The report and recommendations shall be submitted to the Provost/VPAA by January 15. ~~added to the candidate’s portfolio by January 15.~~ A copy shall be sent to the Dean, the chair or head of the academic unit, and the candidate.

Discussion ensued on how the two reports could be maintained separately, and submitted in a parallel process. Concern was expressed over the appearance of influence in the case of conflicting reviews, and deans not being able to see feedback of an important committee and process. There was brief discussion on deadlines, and the timeframe in which the committee could get its report to the dean. The committee emphasized the importance of the process remaining

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transparent, and of peer review being maintained. It was reinforced that this is a PTE policy for the university, and that these processes are further delineated by colleges and departments.

MOTION PASSED WITH A VOTE OF 36-19-6. The following senators or their substitutes voted aye: Bahrami, Boetel, Brown, Burghaus, Carlson, Christianson, Christoffers, Dai, Esslinger, Fier, Grafton, Hansen, Harvey, Heller, Kelsch, E. Khan, M. Khan, Langley, Lee, Li, Martin, Michael, Neate, Norris, Panigrahi, C. Peterson, L. Peterson, Presser, Randall, Ransom, Rathge, Redmer, Reimnitz, Teder-Salejarvi, Wageman, and Werremeyer. The following senators or their substitutes voted no: Bergeson, Bowlin, Clark Johnson, Comez, Coykendall, Duncan, Geeslin, Glower, Gordon, Hirani, Hoag, Katti, Mallik, McCaul, E. J. Miller, O'Connor, Urness, Riley, and Wittrock. The following senators of their substitutes abstained: Pieri, Schnell, Smith, B. Anderson, Kreklau, and McEwen.

B. *Senate President-Elect:*

D. Terbizan reported that there are no candidates at this time, and clarified that eligible candidates may have one or two years remaining on their Senate term. Candidates must be identified prior to the next Senate meeting in order for a vote to take place, according to University Senate Constitution and Bylaws.

C. *University Senate Dates and Standing Committees: 2008-2009*

- Dates for next year's committee meetings have been set and are posted on the University Senate web site, <http://senate.ndsu.edu/>.
- Senate standing committees for next year are being updated by the colleges and will be posted to the web site soon.

D. *Senate Elections, Misc.:*

Terbizan reported that the following positions need to be filled for the coming academic year:

- Council of College Faculties (CCF) delegate
- Standing Committee on Faculty Rights member

More information will be sent via the Senate and Faculty email lists in the coming weeks.

Adjournment

Meeting adjourned at 4:30 p.m.

Submitted,

Kristi Wold-McCormick, Ph.D.
Secretary

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Attachment 1

Academic Affairs Committee

Curricular Recommendations

New Programs			
B.S. in Finance			
B.S. in Marketing			
B.S. in Management			
Master of Accountancy			
New Courses			
Dept.	No.	Title	Crs.
ACCT	640	Management Control Systems	3
ACCT	735	Applied Professional Research	3
ACCT	750	Accounting Theory	3
ACCT	755	Financial Statement Analysis	3
BUSN	730	Legal Aspects of Business	3
CDFS	710	Foundations of Youth Development	1
CDFS	711	Youth Development	3
CDFS	712	Community Youth Development	3
CDFS	713	Adolescents and Their Families	3
CDFS	714	Contemporary Youth Issues	3
CDFS	715	Youth in Cultural Contexts	3
CDFS	716	Youth Professionals as Consumers of Research	3
CDFS	717	Program Design, Implementation, and Evaluation	3
CDFS	718	Administration and Program Management	3
CDFS	719	Youth Policy	3
EMGT	261	Disaster Preparedness	3
EMGT	262	Disaster Mitigation	3
EMGT	263	Disaster Response	3
EMGT	264	Disaster Recovery	3
GEOL	210	Dinosaurs: Rulers of the Mesozoic	2
HIST	429/629	History of the American South to 1850	3
SPAN	443	Spanish American Women Writers	3
Course Deletions			
SAFE	486	Capstone Experience in Food Safety	2

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Changes in Course Prefix, Number, Title and Credits							
Dept.	No.	From	Crs.	Dept.	No.	To	Crs.
ACCT	411	Advanced Fraud Examination	3	ACCT	411/ 611	Advanced Fraud Examination	3
ANSC	730	Growth Biology	2	ANSC/ BIOL	730	Growth Biology	3
EMGT	201	Introduction to Emergency Management	3	EMGT	101	<i>Emergencies, Disasters, and Catastrophes</i>	3
PHRM	352L	Introductory Pharmacy Practice Experience	1	PHRM	352L	<i>Introductory Pharmacy Practice Experience I</i>	1
PHRM	451L	Introductory Pharmacy Practice Experience	1	PHRM	451L	<i>Introductory Pharmacy Practice Experience II</i>	1
PHRM	452L	Pharmaceutical Care Laboratory III	1	PHRM	452L	<i>Pharmaceutical Care Laboratory II</i>	1
PHRM	551L	Pharmaceutical Care Laboratory V	1	PHRM	551L	<i>Pharmaceutical Care Laboratory III</i>	1
PHRM	552L	Pharmaceutical Care Laboratory VI	1	PHRM	552L	<i>Pharmaceutical Care Laboratory IV</i>	1
SAFE/ MICR	484/684	Food Safety Practicum	2	SAFE	484/684	Food Safety Practicum	1-3
For Information Only: Changes in Description, Prerequisites/Corequisites, & Restrictions							
Dept.	No.	Title	Crs.	Restrictions			
CPM	472/672	Environmental and Chemical Industries	2	Change in Description; Add Prerequisite: Chem 121; Remove Prerequisite: Chem 341; Offered Fall term every two years			
CPM	473/673	Polymers Synthesis	3	Change in Description; Offered Fall term			
CPM	474/674	Coatings I	3	Change in Description; Offered Fall term			
CPM	475/675	Coatings II	3	Change in Description; Offered Spring term			
CPM	484/684	Coatings I Laboratory	2	Change in Description; Offered Fall term			
CPM	485/685	Coatings II Laboratory	2	Change in Description; Offered Spring term			
CPM	486/686	Corrosion and Its Control by Coatings	2	Change in Description; Offered Spring term every two years			
CPM	771	Modern Methods of Polymer Characterization	3	Change in Description; Offered Fall term every two years			
CPM	773	Organic Chemistry of Coatings	3	Change in Description; Offered Spring term every two years			
CPM	775	Color and Appearance	3	Change in Description; Offered Spring term every two years			
CPM	778	Physical Chemistry of Polymers	4	Change in Description; Offered Spring term every two years			

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CPM	782	Physical Chemistry of Coatings	3	Change in Description; Offered Fall term every two years
HNES	224	Event Management in Sport	3	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option
HNES	225	Camp Management and Outdoor Recreation Skills	3	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option
HNES	250	Nutrition Science	3	Prerequisites/Corequisites: CHEM 117 or CHEM 121
HNES	253	Motor Learning and Performance	3	Prerequisite: HNES major or minor, coaching minor
HNES	255	Professional Preparation in Middle School Physical Education	3	Prerequisites: HNES 110, 150, 154, 253, 256; HPE Professional Standing
HNES	256	Professional Preparation in High School Physical Education	3	Prerequisites: HNES 110, 150, 154, 253; HPE Professional Standing
HNES	261	Food Selection and Preparation Principles	3	Prerequisite: HNES 141
HNES	300	Curriculum, Standards and Assessment in Physical Education	3	Prerequisites: HNES 253, 255, 256; HPE Professional Standing
HNES	326	Recreation Programming	3	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option
HNES	350	Fitness Education Activities and Materials	3	Prerequisites: HNES 253, 255, 256, 300, 367; HPE Professional Standing
HNES	351	Metabolic Basis of Nutrition	4	Restricted to students in Professional Dietetics Program
HNES	352	Physical Education Activities and Materials	3	Prerequisites: HNES 253, 255, 256, 300, 367; HPE Professional Standing
HNES	354L	Introduction to Medical Nutrition Therapy Lab	2	Change in Description;
HNES	361L	Food Production Management Laboratory	2	Change in Description
HNES	382	Injury Recognition and Evaluation of the Head, Neck and Spine	3	Change in Description
HNES	426	Sport and Recreation Administration	3	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option
HNES	430	Socio-Cultural Dimension in Sport	3	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option
HNES	431	Governance in Sport	3	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option
HNES	436	Issues in Sport Management Economics	3	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option

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HNES	461	Administrative and Social Aspects of Physical Education and Athletics	3	Prerequisites: HNES 300, 350; 352, 367; Senior Standing; HPE Professional Standing
HNES	480	Dietetics Practicum (Capstone Experience)	12	Change in Description
HNES	491	Seminar	1-5	Restricted to students in Sport & Rec Studies, Physical Ed – Community Sports Option
NRM	225	Natural Resources and Agrosystems	3	Change in Description
PLSC	315, 315L	Genetics/Genetics Lab	3/1	Change in Description
PLSC	753	Action and Fate of Herbicides	2	Change in Description; Remove prerequisite: BIOC 460/660
PLSC	763	Laboratory Methods – Weed Science	2	Change in Description; Remove prerequisite: BIOC 460/660
RNG	456/656	Range Habitat Management	3	Change in Description
SOIL	210	Introduction to Soil Science	3	Change in Description
SOIL	433/633	Soil Physics	3	Change in Description; Offered Fall term; Repeatability
SOIL	447/647	Microclimatology	3	Change in Description; Offered Fall term every two years; Repeatability
SOIL	763	Advanced Soil Physics	3	Change in Description; Offered Spring term every two years; Repeatability

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General Education Recommendations

Outcomes Key:

1. Communicate effectively in a variety of contexts and formats.
2. Locate and use information for making appropriate personal and professional decisions.
3. Comprehend the concepts and perspectives needed to function in national and international societies.
4. Comprehend intrapersonal and interpersonal dynamics.
5. Comprehend concepts and methods of inquiry in science and technology, and their applications for society.
6. Integrate knowledge and ideas in a coherent and meaningful manner.
7. Comprehend the need for lifelong learning.

Courses Approved for General Education (New)

Course No.	Course Title	Recommended Categories	Recommended Outcomes
FREN 360	Studies in Language & Style	C	1, 6

Courses Withdrawn from General Education List of Approved Courses

Course No.	Course Title	Categories	Dept. or GE Request
POLS 215	Problems & Policies in American Government	B	Department
POLS 442	Global Policy Issues	B, G	Department
THEA 180	Dramatic Literature & Style	A	Department

Continued Approval (5-Year Renewal) for General Education with No Changes in Outcomes

Course No.	Course Title	Categories	Outcomes
ENGL 340	19 th Century American Novel	A, D	1, 6
ENGL 341	20 th -Century American Novel	A, D	1, 6
ENGL 345	Themes in American Culture	A, D	1, 2, 3
ENT 210	Humans, Insects, & the Environment	S (n)	2, 3, 5
PHIL 101	Introduction to Philosophy	A	3, 6

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Attachment 3

Appendix General Education

General Education Administrative Policy Change

The General Education Committee recommends a change to the General Education Administrative Policies as presently listed in the 2007-2008 *NDSU Bulletin*, page 22.

1. General education courses may be used to satisfy requirements for both general education requirements and the major, minor, and program emphases. ~~No more than two courses from any given department may be double counted in a curriculum.~~

**North Dakota
University System**

Creating a University System

For the 21st Century

REPORT OF THE STATE
BOARD OF HIGHER
EDUCATION'S COMMITTEE
ON EMPLOYEE
COMPENSATION



NORTH DAKOTA
UNIVERSITY SYSTEM

The Vital Link to a Brighter Future

COMPENSATION COMMITTEE

Faculty Compensation Committee, Council of College
Faculties:

Patti Heisler, MaSU

Shirley Wilson, BSC

Thomas Barnhart, NDSU

Jon Jackson, UND

Human Resources Council:

Joann Kitchens, LRSC

Wes Matthews, MiSU

Broc Lietz, NDSU

Staff and technical support provided by the NDUS
System Office

GOALS

- The primary goals for these recommendations are:
 - Enable NDUS institutions to compete more effectively for faculty and staff positions.
 - Bring salaries to regional averages in four years, by 2013.
 - Stabilize employment by reducing turnover

RECOMMENDATIONS

Based on the findings within this report, the following actions are recommended:

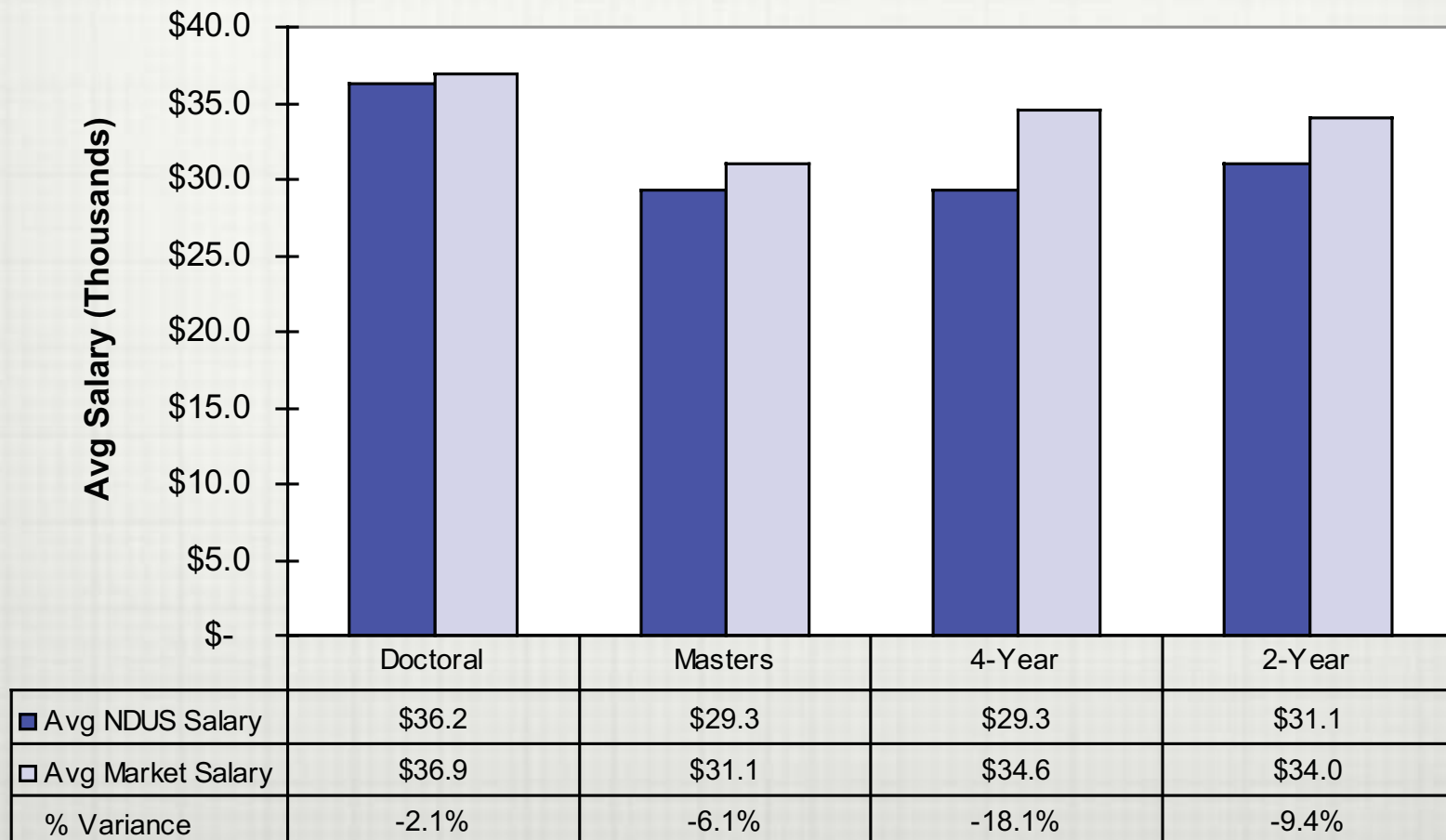
- 1. Support 6.5 percent salary increases for each of the next two years (2009-10 and 2010-11) for both faculty and staff, at a projected cost to the state general fund of approximately \$31 million.** This percentage provides for inflation increases at 3.5 percent (average for fiscal years 2006 and 2007) and market value increases at 3 percent.
- 2. Provide a pool of funds for individual campuses to primarily address faculty salary issues specific to that institution.**
 - a. A total of \$15 million in funds will enable individual institutions to address and resolve salary issues associated with changes in the local economy, gaps in pay for positions which are highly specialized, wage compression, and other pay differentials.
 - b. The pool of funds is to be used, primarily to address faculty salaries, but may also be used to address staff salary issues that are at least as critical as the faculty salaries at any of the campuses.
 - c. This pool of funds must be specifically earmarked for faculty salaries and cannot be applied to facilities, other infrastructure, or non-salary expenses.
- 3. Continue funding 100 percent of employee health insurance premiums with no changes to deductibles or co-payments.**
- 4. The long-term recommendation of the committee is to provide annual increases of at least 6.5 percent for the next two biennia, as well as a \$15 million salary equity pool in 2009-11, in order to close the regional gap by 2013.** This assumes regional average faculty salary increases continue at the previous 5-year average rate of 3 percent per year.

LONG TERM RECOMMENDATION

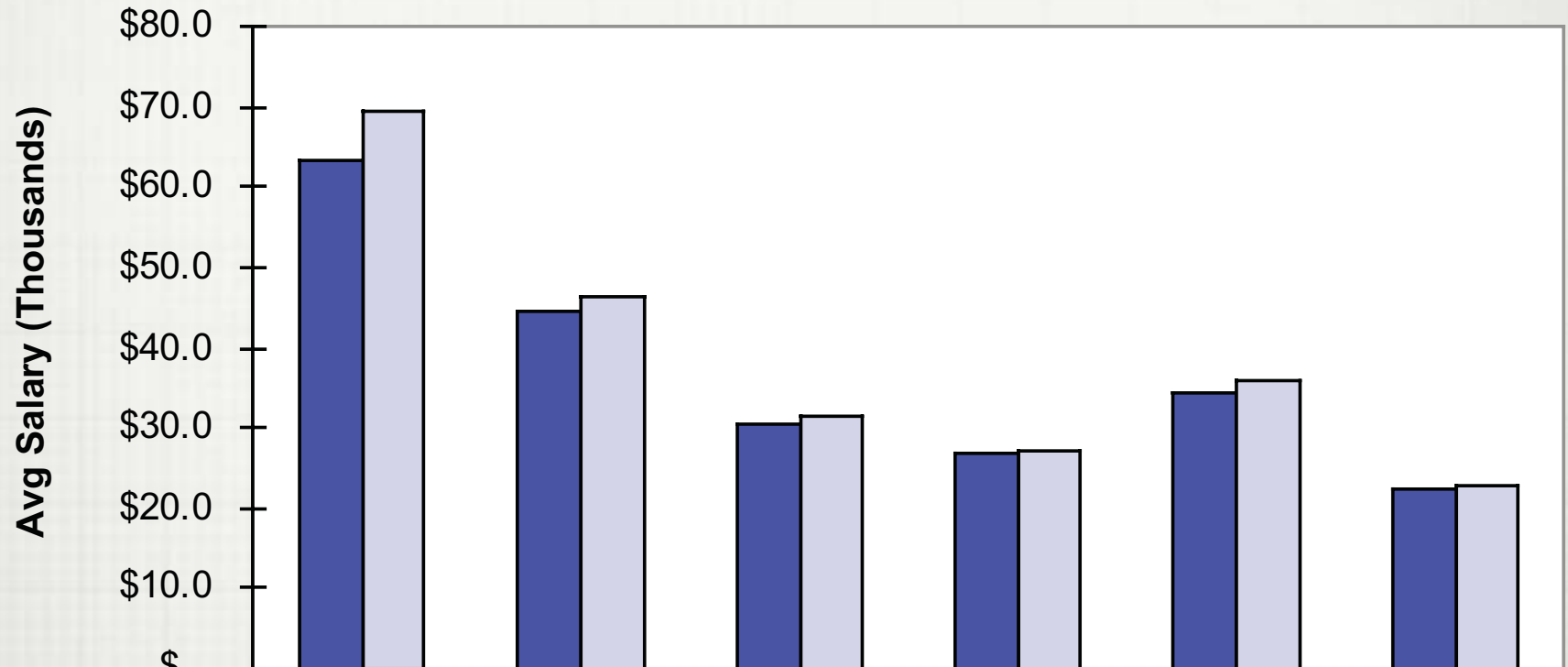
- Provide annual increases of at least 6.5 percent for the next two biennia, as well as a \$15 million salary equity pool in 2009-11, in order to close the regional gap by 2013.**

STAFF

**2007 NDUS Weighted Broadband Staff Salaries
Compared to Regional Job Market
By Type of Institution**



2007 NDUS Weighted Broadband Staff Salaries Compared to Regional Job Market By Broadband Category

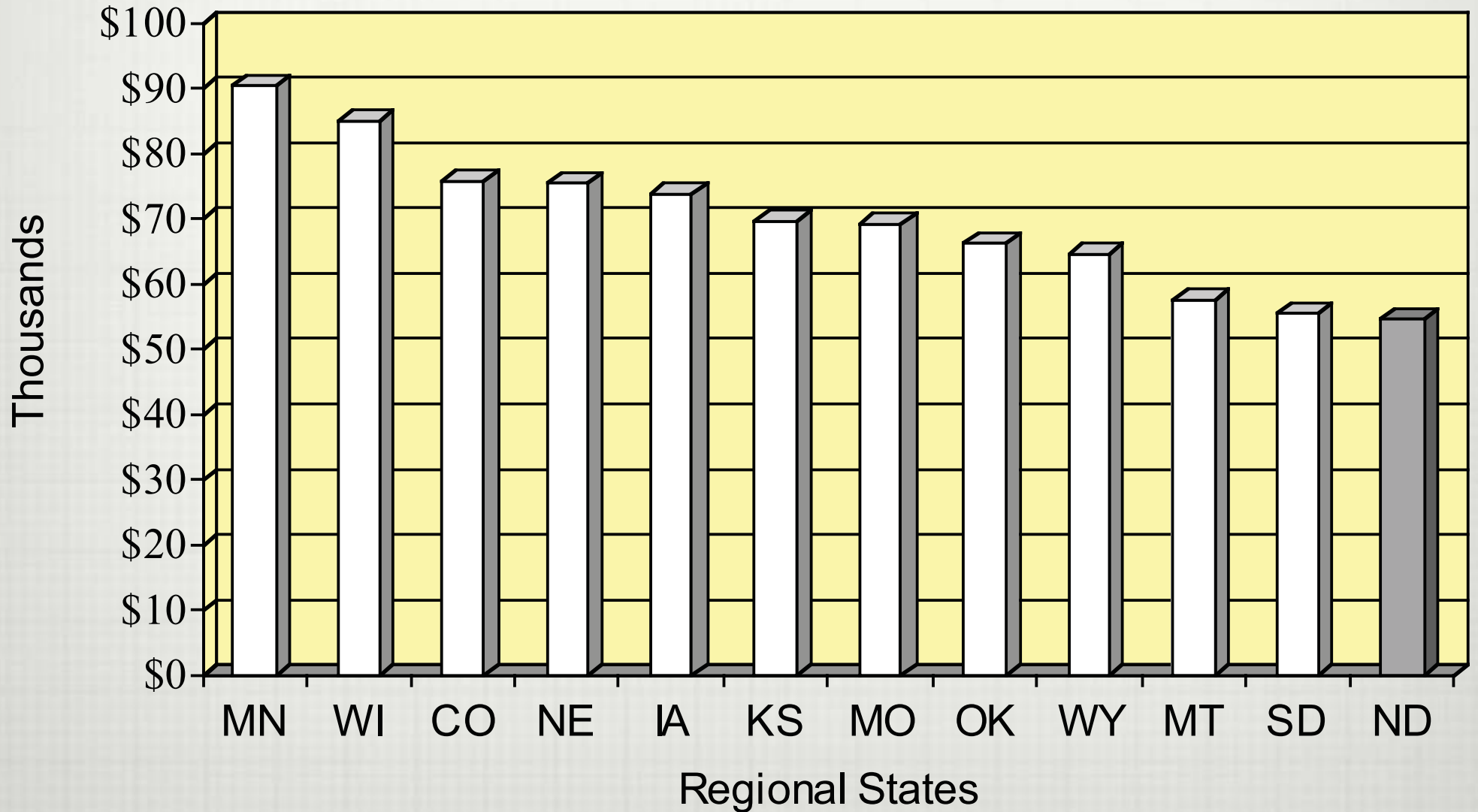


	Admin	Profess.	Tech/Para.	Office Supp.	Crafts/ Trades	Services
■ Avg NDUS Salary	\$63.5	\$44.4	\$30.5	\$26.7	\$34.3	\$22.3
□ Avg Market Salary	\$69.6	\$46.3	\$31.5	\$27.1	\$36.0	\$22.7
% Variance	-9.6%	-4.3%	-3.4%	-1.7%	-5.1%	-2.0%

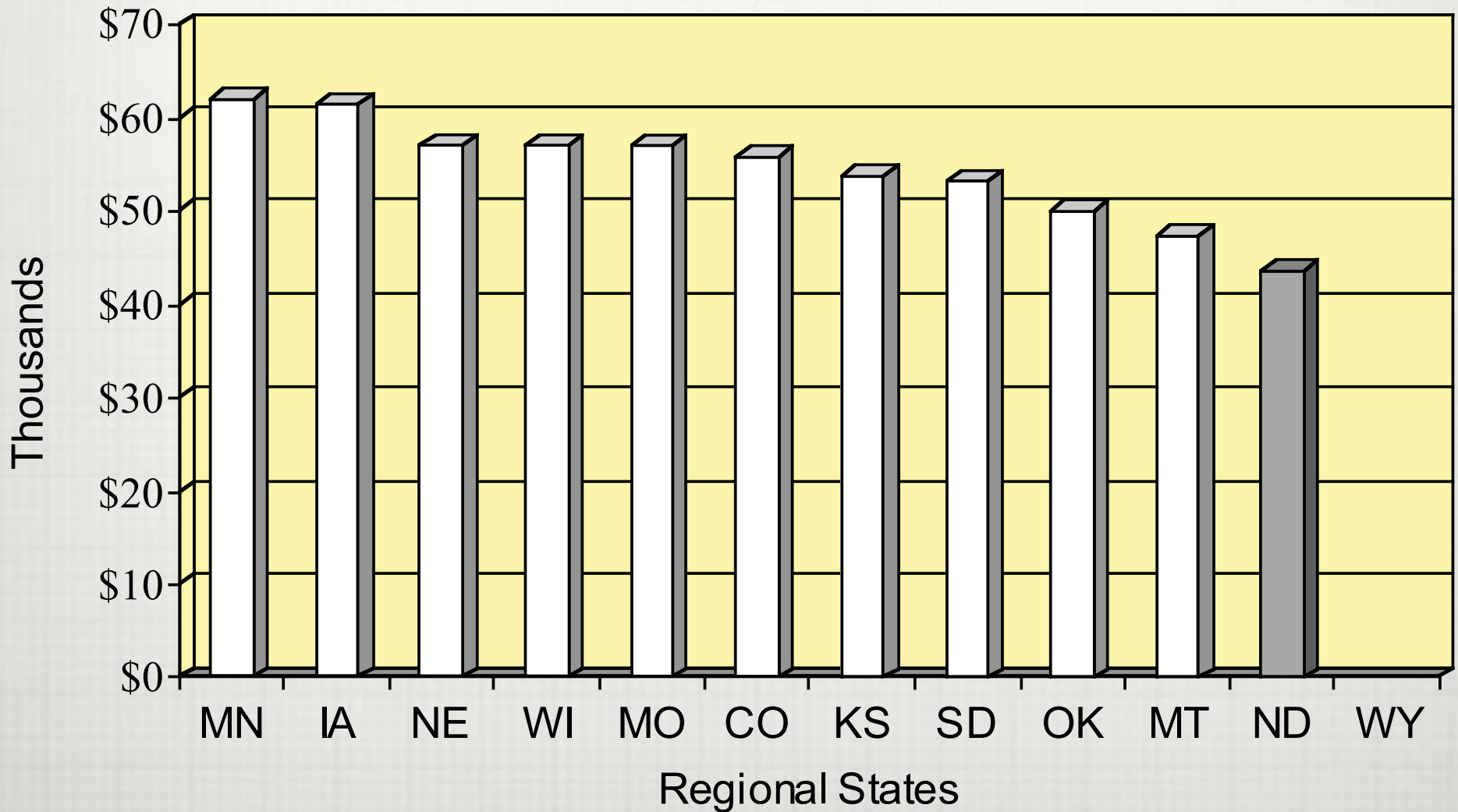
FACULTY

In 2005-06, ND ranked 50th nationally and 12th regionally out of 12 states in salaries among 9/10 month faculty at public universities.

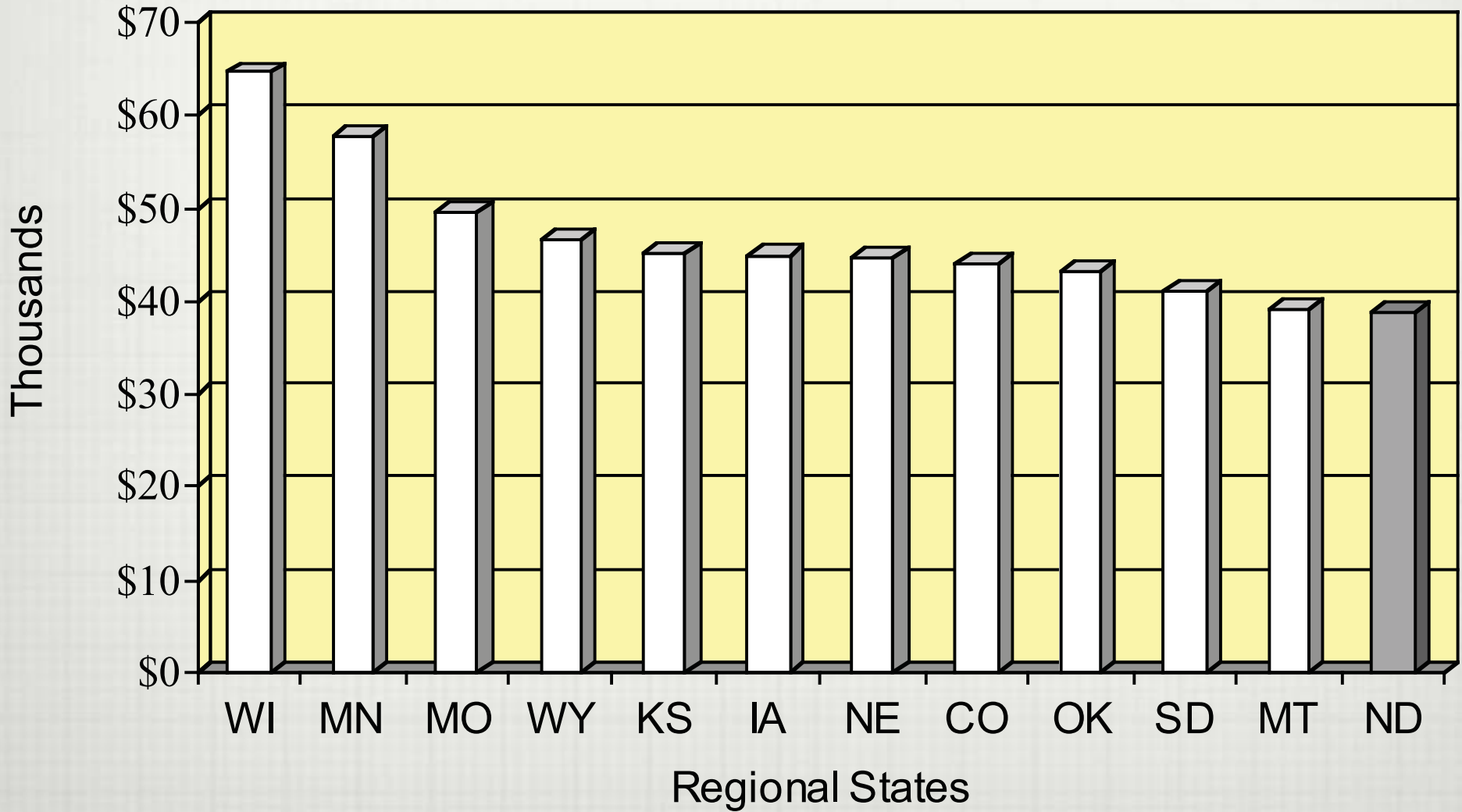
Average Faculty Salary Public Doctoral Universities - 2005-06



Average Faculty Salary Public 4-Year Institutions - 2005-06



Average Faculty Salary Public 2-Year Institutions - 2005-06



Where should North Dakota faculty salaries be ranked?

- North Dakota has the 31st highest cost of living index in the nation and is 5th highest in the 12 states in the central states region.
- The 2005-06 average faculty salaries of Ohio, the state that is ranked 31st for doctoral schools, is \$70,900 compared to \$54,446 in North Dakota.
- Indiana, who ranked 31st for four-year schools, had an average salary of \$56,132, compared to \$43,780 in North Dakota.
- The average salaries of Kansas, the state that is ranked 31st for two-year schools, was \$45,215 compared to \$38,853 in North Dakota.

NDUS Faculty Turnover Statistics 2002 through 2007

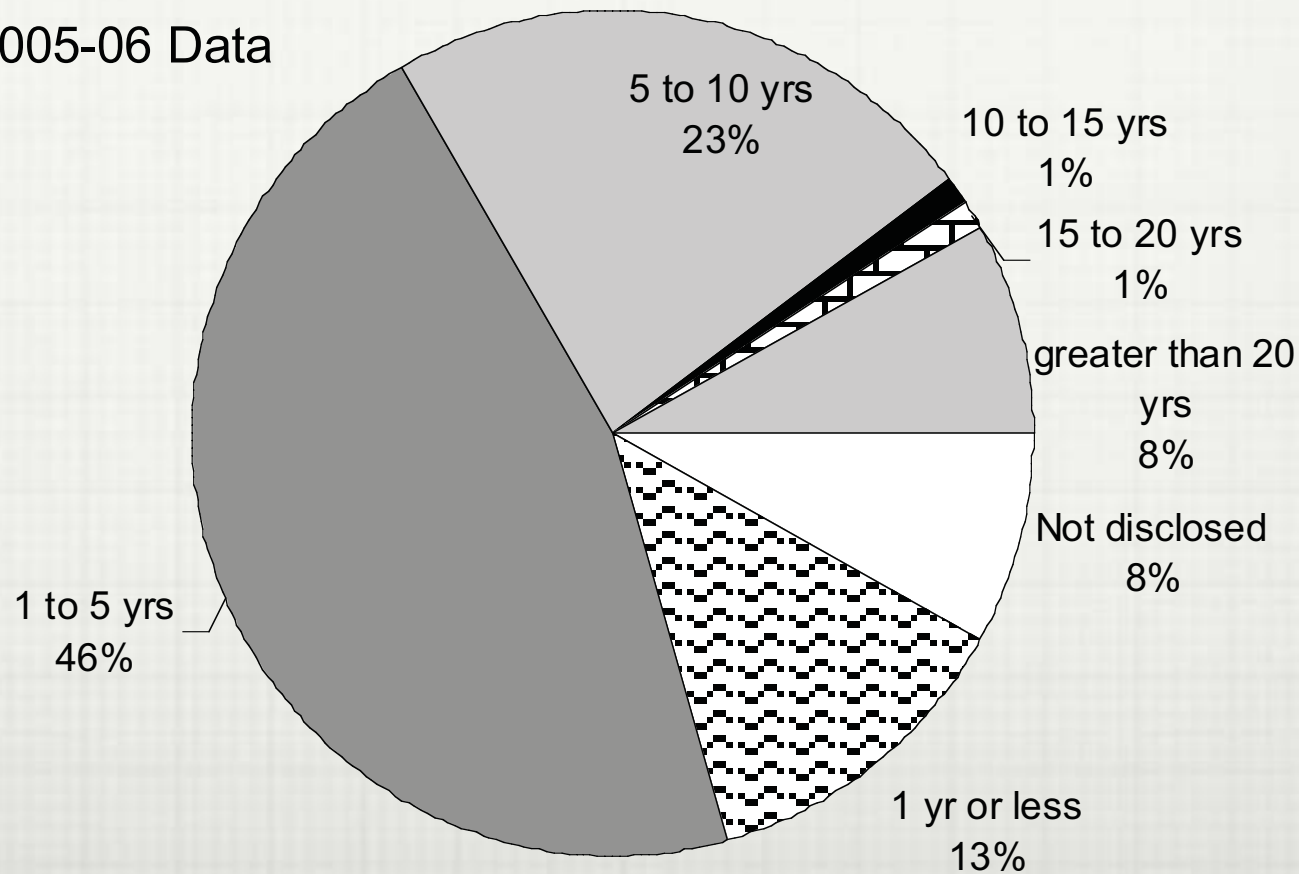


	2002	2003	2004	2005	2006	2007	6-yr Avg.
◆ Faculty	6.0%	6.7%	4.3%	6.4%	9.3%	10.2%	= 7.2%

NDUS EMPLOYEE EXIT SURVEY RESULTS

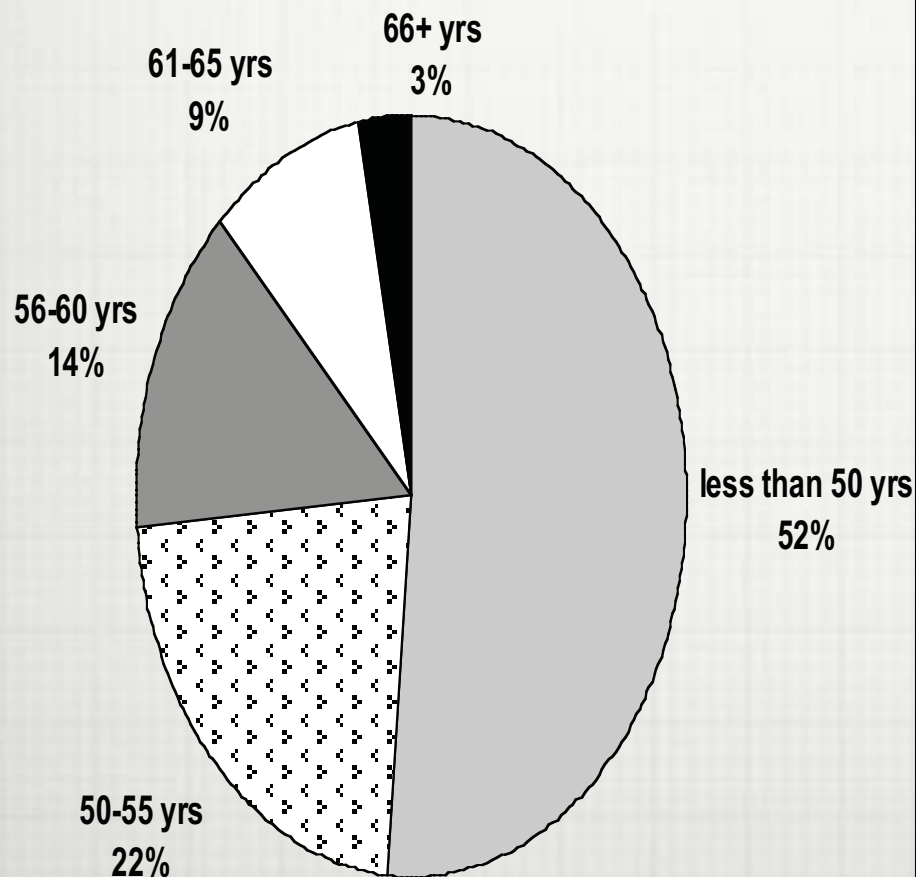
Years of Service of Respondent Prior to Leaving – Faculty

2005-06 Data



Higher Education Age Distribution Full-Time Faculty

November 2007



Nearly half of NDUS faculty members are 50 years of age or over. Twelve percent of faculty are older than 60 years of age. The high percentage of younger faculty leaving their institutions suggests fewer and fewer faculty will be available to follow more experienced employees into seniority.

BASED ON REGIONAL AVERAGE SALARY (TO NORMALIZE BENEFITS)



State	Salary Rank ⁴	Average Faculty Salary (9 months)	Hourly Faculty Salary (9 months)	Normalized Benefits Per Hour ¹								Benefits Rank
				Holidays	Health Insurance ²	Life Insurance ²	Dental Insurance ²	Retirement ²	Social Security	Medicare	Total Benefits	
Wyoming	9	\$64,563	\$ 41.39	\$ 1.55	\$ 8.72	\$ 0.112	\$ 0.19	\$ 5.03	\$ 2.77	\$ 0.65	\$ 19.02	1
Missouri	7	69,339	44.45	2.07	7.53	0.079	0.04	5.75	2.77	0.65	18.89	2
Wisconsin	2	85,082	54.54	1.55	8.52	0.083	-	4.83	2.77	0.65	18.41	3
Nebraska	4	75,506	48.40	2.07	9.01	0.021	-	3.35	2.77	0.65	17.87	4
Iowa	5	73,669	47.22	1.89	8.39	0.017	0.25	2.71	2.77	0.65	16.68	5
Minnesota	1	90,410	57.96	1.89	8.25	-	0.36	1.79	2.77	0.65	15.72	6
Colorado	3	75,782	48.58	1.72	4.36	-	0.32	5.15	2.77	0.65	14.97	7
North Dakota	12	54,446	34.90	1.81	5.07	0.001	-	4.25	2.77	0.65	14.55	8
Oklahoma	8	66,219	42.45	1.72	3.65	0.031	-	5.59	2.77	0.65	14.42	9
Montana	10	57,448	36.83	1.81	4.28	0.189	0.35	3.09	2.77	0.65	13.13	10
South Dakota	11	55,484	35.57	1.98	3.47	0.040	-	2.68	2.77	0.65	11.59	11
Kansas	6	69,719	44.69	1.72	2.04	-	0.37	2.58	2.77	0.65	10.14	12
Regional Average		\$69,806	\$44.75	\$1.81	\$6.11	\$0.048	\$ 0.27	\$3.90	\$2.77	\$0.65	\$15.45	

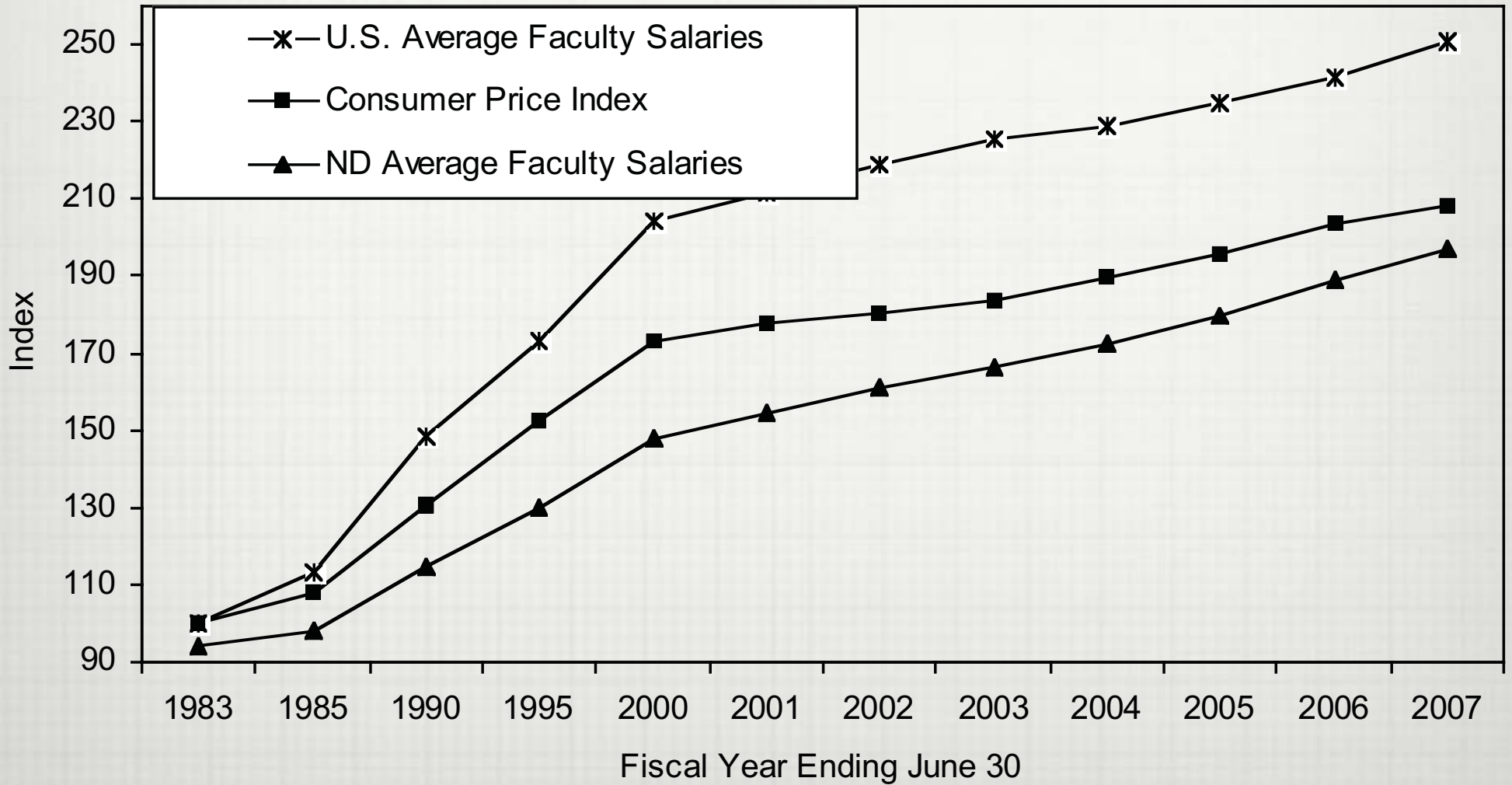
BASED ON EACH STATES ACTUAL AVERAGE SALARY

State	Salary Rank ⁴	Average Faculty Salary (9 months)	Hourly Faculty Salary (9 months)	Actual Paid Benefits Per Hour ³								Benefits Rank
				Holidays	Health Insurance ²	Life Insurance ²	Dental Insurance ²	Retirement ²	Social Security	Medicare	Total Benefits	
Wisconsin	2	\$ 85,082	\$ 54.54	\$ 1.89	\$ 8.52	\$ 0.083	-	\$ 5.89	\$ 3.38	\$ 0.79	\$ 20.55	1
Missouri	7	69,339	44.45	2.05	7.53	0.079	0.04	5.71	2.76	0.64	18.81	2
Nebraska	4	75,506	48.40	2.23	9.01	0.021	-	3.63	3.00	0.70	18.60	3
Wyoming	9	64,563	41.39	1.43	8.72	0.112	0.19	4.66	2.57	0.60	18.27	4
Minnesota	1	90,410	57.96	2.45	8.25	-	0.36	2.32	3.59	0.84	17.82	5
Iowa	5	73,669	47.22	2.00	8.39	0.017	0.25	2.86	2.93	0.68	17.12	6
Colorado	3	75,782	48.58	1.87	4.36	-	0.32	5.59	3.01	0.70	15.85	7
Oklahoma	8	66,219	42.45	1.63	3.65	0.031	-	5.31	2.63	0.62	13.87	8
North Dakota	12	54,446	34.90	1.41	5.07	0.001	-	3.32	2.16	0.51	12.46	9
Montana	10	57,448	36.83	1.49	4.28	0.189	0.35	2.54	2.28	0.53	11.66	10
Kansas	6	69,719	44.69	1.72	2.04	-	0.37	2.58	2.77	0.65	10.13	11
South Dakota	11	55,484	35.57	1.57	3.47	0.040	-	2.13	2.21	0.52	9.93	12

STANDARD OF LIVING

	Regional Avg. Faculty Salary Factor (2005-06)¹	National Composite Cost of Living Factor (2nd Qtr 2007)²	Regional Composite Cost of Living Factor (2nd Qtr 2007)³	Regional Standard of Living Index⁴	Std of Living Rank
Minnesota	133.1	100.8	106.3	125.2	1
Wisconsin	125.2	95.0	100.2	125.0	2
Nebraska	111.1	90.5	95.4	116.5	3
Iowa	108.4	92.8	97.9	110.8	4
Missouri	102.1	90.1	95.0	107.4	5
Kansas	102.6	91.5	96.5	106.4	6
Colorado	111.6	102.2	107.8	103.5	7
Oklahoma	97.5	94.1	99.2	98.2	8
Wyoming	95.0	96.0	101.2	93.9	9
South Dakota	81.7	93.7	98.8	82.7	10
North Dakota	80.1	95.4	100.6	79.7	11
Montana	84.6	101.9	107.4	78.7	12
Average	100.0	94.8	100.0	100.0	

FACULTY SALARIES 1983-2007



RESEARCH CONTRIBUTIONS

ACCORDING TO THE *2007 ACCOUNTABILITY MEASURE REPORT* PUBLISHED BY THE NORTH DAKOTA STATE BOARD OF HIGHER EDUCATION RESEARCH HAS GROWN BY 27 PERCENT FROM \$92 MILLION IN FY 2003 TO \$116.76 MILLION IN FY 2007.

STAFF

- Average salaries for NDUS staff employees lag their respective market rates (by type of institution) by 6.9 percent to 20.3 percent

THE GOAL IS TO BE **31st**

31

While the cost of living is not the only factor that influences average salaries around the nation, it seems reasonable that North Dakota faculty salaries should be ranked much closer to 31st instead of 50th in the nation.

TO BE 31st

- North Dakota faculty salaries lag the states that are ranked 31st in average faculty salaries by:

23.2 percent for doctoral

22 percent for four-year

14.1 percent for two-year

THE TARGET GOAL



31st

Rationale:

1. Inadvertently, the elimination of the sentence “To ensure independence, neither the Dean nor the PTE committee . . .” fundamentally changed the PTE review process at the college level. The current reading suggests the loss of independence and the subordination of the peer review process to the Dean’s administrative review.
2. PTE is part of a process of peer review.
3. At the college level, there are separate, parallel administrative and faculty peer reviews.
4. To preserve the transparency of the process and ensure the integrity of the peer review process, the committee recommends the adoption of the language proposed.

POLICY 352 as approved by the Senate on March 10, 2008:

G. The college PTE Committee and the college Dean shall separately and independently review and evaluate the candidate's portfolio. ~~To ensure independence, neither the Dean nor the PTE committee shall have access to the other party's evaluation prior to submission of their reports to the Provost/VPAA.~~

H. The college PTE Committee shall prepare a written report, including recommendations and an explanation of the basis for them, that shall be added to the candidate's portfolio by January 15. A copy shall be sent to the Dean, the chair or head of the academic unit, and the candidate.

I. The College Dean shall prepare a separate written report, including recommendations and an explanation of the basis for them, that shall be included in the candidate's portfolio. The Dean shall forward the report and recommendations, and the portfolio of the candidate, to the Provost/VPAA by January 15. A copy of the Dean's report shall be sent to the PTE committee, the chair or head of the academic unit, and the candidate.

POLICY 352 with the committee's proposal for additional language underlined and omission struck through:

G. The college PTE Committee and the college Dean shall separately and independently review and evaluate the candidate's portfolio.

H. The college PTE Committee shall prepare a written report, including recommendations and an explanation of the basis for them, that shall be included in the candidate's portfolio. The report and recommendations shall be submitted to the Provost/VPAA by January 15. ~~added to the candidate's portfolio by January 15.~~ A copy shall be sent to the Dean, the chair or head of the academic unit, and the candidate.

I. The College Dean shall prepare a separate written report, including recommendations and an explanation of the basis for them, that shall be included in the candidate's portfolio. The Dean shall forward the report and recommendations, and the portfolio of the candidate, to the Provost/VPAA by January 15. A copy of the Dean's report shall be sent to the PTE committee, the chair or head of the academic unit, and the candidate.

POLICY 352 before 2007-08 revision by 352 committee:

6.3

The college PTE Committee and the college Dean will independently review and evaluate the candidate's dossier. The PTE Committee will prepare a written report, including recommendations and an explanation of the basis for them, that will be included in the candidate's dossier. The report and recommendations shall be submitted to the Provost and Vice President for Academic Affairs by January 15. A copy shall be sent to the Dean, the chair or head of the academic unit, and the candidate.

6.4

The College Dean will prepare a separate written report, including recommendations and an explanation of the basis for them, that will be included in the candidate's dossier. The Dean will forward the report and recommendations, and the dossier of the candidate, to the Provost and Vice President for Academic Affairs by January 15. A copy of the Dean's report shall be sent to the PTE committee, the chair or head of the academic unit, and the candidate.