

**NDSU Faculty Senate Meeting Minutes  
September 14, 2020**

I. Call to Order—called to order at 3:00pm

II. Attendance (45 members; 38 in attendance at this meeting)

|                        |   |                     |   |
|------------------------|---|---------------------|---|
| Carlos Hawley          | x | Majura Selekwa      | x |
| Molly Secor-Turner     | x | Changhui Yan        | x |
| Florin Salajan         | x | Shannon Harriger    | x |
| Christopher Byrd       |   | Mary Larson         | x |
| Tom DeSutter           |   | Sharon Nelson       | x |
| Andrew Green           | x | Stephen O'Rourke    |   |
| Jeremy Jackson         | x | Sara Thompson       | x |
| Ryan Limb              | x | Amelia Asperin      | x |
| Birgit Pruess          | x | Katie Lyman         | x |
| David Ripplinger       | x | Kimberly Overton    | x |
| Guiping Yan            | x | Rebecca Woods       | x |
| Bakr Aly Ahmed         | x | Laura Aldrich-Wolfe | x |
| Anastassiya Andrianova | x | Josef Dorfmeister   | x |
| Lisa Arnold            | x | John Hershberger    |   |
| Sean Burt              | x | Ken Lepper          | x |
| John Creese            | x | Mark McCourt        | x |
| Pamela Emanuelson      | x | Kent Rodgers        | x |
| Kristen Fellows        | x | Abraham Ungar       |   |
| Holly Hassel           | x | Pinjing Zhao        | x |
| Dan Pemstein           | x | Ruilin Tian         | x |
| Onnolee Nordstrom      | x | Eric Asa            | x |
| Fred Riggins           | x | Long Jiang          |   |
| Zhibin Lin             |   |                     |   |

III. Adoption of Agenda—Salajan motion to approve, Aldrich-Wolfe second. Secor-Turner, remove policies under new business. Passed, unanimously.

IV. Approval of previous meeting minutes from July 8, 2020—Salajan move to approve, Apsarin second. –Approved unanimously.

V. Announcements

- a. Dean Bresciani, President—not present
- b. Margaret Fitzgerald, Interim Provost—thanked faculty and staff for attending open forums
- c. Carlos Hawley, Faculty Senate President—welcomed Senators and guests; introduction of the COVID ad-hoc committee

- d. Florin Salajan, Faculty Senate President-Elect—echoed sentiments of President Hawley
- e. Maggie Latterell, Staff Senate President—look forward to looking together; thanked Provost Search Committee
- f. Matthew Friedmann, Student Body President—not present

#### VI. Committee Reports

- a. Ad hoc COVID Committee—Presented by Dr. Tom Riley and Dr. Paul Homan (Faculty Emeritus); provided an introduction of intentions and work of the committee. Work has been focused on the issues around COVID and the university response. Suggestions for a resolution regarding Faculty Senate involvement in COVID planning and request for transparent metrics regarding decisions happening on campus be presented to faculty (see attached).

McCourt motioned to accept committee report, Rodgers seconded. Discussion from the floor/chat. Clarification requested regarding make up of members of the committee. Dr. Hawley clarified that it is an ad hoc committee established during the summer. Selekwa clarified that an ad hoc committee can be formed by the Senate President. Support for the committee work and report shared.

Called to question by Hassel. Unanimous vote to accept the report.

Salajan moved to approve the resolution. Andrianova second. Discussion. Called to question by Rodgers.

Green, Burt, Lyman, abstain. 33 yes, 0 no. Motion to approve the resolution passes.

#### VII. Consent Agenda—no items on the consent agenda for the meeting

#### VIII. Unfinished Business

- a. Policy 336—Burt move to approve; Aldrich-Wolfe second. Discussion. 25 no votes, 11 yes votes, Salajan abstain. Motion does not pass.
- b. Policy 352—Larson moved to approved, Selekwa second. Alan Denton provided overview of changes. Senators Berg and Larson left the meeting at 4:30. 33 yes, 1 no. Motion passes.

#### IX. New Business

- a. Confirmation of Faculty Senate Parliamentarian, Ali Amiri—confirmed by affirmation.
- b. Senate Resolution—Introduced by Burt. Burt moved to approve. Emanuelson second. 34 yes; 0 no; Lyman, Woods abstain. Resolution passes.

~~c. Policy 156.1~~

~~d. Policy 327~~

~~e. Policy 350.3~~

~~f. Policy 350.4~~

X. Discussion--none

XI. Adjourn— Andrianova motion to adjourn; Pruess second. Unanimously approved. Meeting adjourned at 4:47pm.

**NDSU Faculty Senate Agenda**  
**September 14, 2020**

- I. Call to Order
- II. Attendance
- III. Adoption of Agenda
- IV. Approval of previous meeting minutes from July 8, 2020
- V. Announcements
  - a. Dean Bresciani, President
  - b. Margaret Fitzgerald, Interim Provost
  - c. Carlos Hawley, Faculty Senate President
  - d. Florin Salajan, Faculty Senate President-Elect
  - e. Maggie Latterell, Staff Senate President
  - f. Matthew Friedmann, Student Body President
- VI. Committee Reports
  - a. Ad hoc COVID Committee
- VII. Consent Agenda
- VIII. Unfinished Business
  - a. Policy 336
  - b. Policy 352
- IX. New Business
  - a. Confirmation of Faculty Senate Parliamentarian, Ali Amiri
  - b. Senate Resolution—Holly Hassel
  - c. Policy 156.1
  - d. Policy 327
  - e. Policy 350.3
  - f. Policy 350.4
- X. Discussion
- XI. Adjourn

Recommendations from the Faculty Senate Emeritus Ad-Hoc COVID Committee  
Faculty Senate Response to Campus COVID Actions

In light of the increasing trend in positive cases of COVID on the NDSU campus since the beginning of the semester (from 4 reported cases on August 20 to 139 on September 11, 2020) and in the absence of any publicly available metrics by which the University administration is basing its decision to maintain or suspend face-to-face instruction, The Faculty Senate Emeritus Ad-hoc COVID Committee recommends that the Faculty Senate take action to request information from the President and his Cabinet and that the Faculty Senate request greater input into NDSU administration's future decision-making and planning process for COVID related actions on campus.

This recommendation is based on the Faculty Senate responsibilities specified in the Faculty Senate Constitution which grants the Faculty Senate oversight over all things academic and requires that the Faculty Senate review, recommend, and participate in the formulation and exercise of policy with regard to:

- a. Institutional priorities
- b. Allocation of institutional resources
- c. Academic organization
- d. Administrative procedures and organizational structure
- e. Appointment and promotion of administrators
- f. Issues related to intellectual property
- g. Honorary degrees
- h. Other matters of interest to the faculty

Recommended resolution from Faculty Senate:

- Whereas the Faculty Senate was not directly consulted regarding the University's decision to adopt the HyFlex model of instruction, this represents a breach of the Faculty Senate Constitution, which enshrines the principle of shared governance as the pillar of any academic decision-making process at NDSU and;
- Whereas decisions in all academic matters that affect the actions, activities, and lives of faculty members on campus should be taken with the consent and through the deliberations of the Faculty Senate, particularly during a pandemic that puts faculty directly at risk for contagion, prolonged sickness with unanticipated lasting side effects and, quite possibly, loss of life;

- Therefore, be it resolved that the Faculty Senate requests that the President, his Cabinet, and the corresponding administrative units make use of the governance mechanisms and policy-making levers afforded to them by the Faculty Senate as delineated by the Faculty Senate Constitution and consult directly with the Faculty Senate, as the representative body of campus faculty, on all matters related to consequential decisions regarding academic matters and other matters of interest to the faculty facing the university as a whole and;
- Therefore, be it resolved that the Faculty Senate has a strong expectation that the President, his Cabinet, and the corresponding administrative units will display transparency through the rapid publication of tangible metrics related to the various thresholds at which the following occur: instruction is moved to the online medium temporarily or for the remainder of the semester; residence halls are put on lockdown; students are removed from campus.

## Faculty Senate Resolution Regarding COVID-19 Planning

- Whereas the Faculty Senate was not directly consulted regarding the University's decision to adopt the HyFlex model of instruction, this represents a breach of the Faculty Senate Constitution, which enshrines the principle of shared governance as the pillar of any academic decision-making process at NDSU and;
- Whereas decisions in all academic matters that affect the actions, activities, and lives of faculty members on campus should be taken with the consent and through the deliberations of the Faculty Senate, particularly during a pandemic that puts faculty directly at risk for contagion, prolonged sickness with unanticipated lasting side effects and, quite possibly, loss of life;
- Therefore, be it resolved that the Faculty Senate requests that the President, his Cabinet, and the corresponding administrative units make use of the governance mechanisms and policy-making levers afforded to them by the Faculty Senate as delineated by the Faculty Senate Constitution and consult directly with the Faculty Senate, as the representative body of campus faculty, on all matters related to consequential decisions regarding academic matters and other matters of interest to the faculty facing the university as a whole and;
- Therefore, be it resolved that the Faculty Senate has a strong expectation that the President, his Cabinet, and the corresponding administrative units will display transparency through the rapid publication of tangible metrics related to the various thresholds at which the following occur: instruction is moved to the online medium temporarily or for the remainder of the semester; residence halls are put on lockdown; students are removed from campus.

## Policy Change Cover Sheet

This form must be attached to each policy presented. All areas in **red**, including the header, must be completed; if not, it will be sent back to you for completion.



If the changes you are requesting include housekeeping, please submit those changes to [ndsuscc@ndsu.edu](mailto:ndsuscc@ndsu.edu) first so that a clean policy can be presented to the committees.

### SECTION: **in 336, Examinations and Grading, Dead Week Policy**

1. **Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate?  Yes  No

**Describe change:** The dismissal of the Dead Week Policy as articulated in NDSU Policy Manual, Section 336

(Examinations and Grading), thusly: **Dead Week Policy** (adopted by Faculty Senate on February 14, 2005):

Only one exam or quiz per course may be given during the last two weeks of the semester (prorated accordingly for variable length courses), which includes finals week. Exceptions include summer classes, self-paced/correspondence courses, make-up exams, courses in which laboratory is incorporated with a lecture, one-credit courses, and quizzes that account for less than 5% of the students' overall grade. If a professor chooses to give an exam during the last week of classes, he/she is expected to make some instructional use of the final examination time.

**To be replaced with:** **Reading Days Policy:**

The penultimate week of Spring and Fall semesters, the week preceding Final Exam Week, shall consist of two Class Days, Monday and Tuesday, and three (3) Reading Days. Scheduled classes will meet on Class days and no classes shall meet during Reading Days. Exceptions may include self-paced/correspondence courses, and make-up exams.

2. **This policy change was originated by (individual, office or committee/organization):**

- Dead Week Policy Review Ad Hoc Committee, is composed of the following members: Carlos Hawley (Chair), Department of Modern Languages; Ann Burnett, Department of Communications; Anthony Flood, Department of History; Marcela Perett, Department of History; Anastassiya Andrianova, Department of English; and with assistance from Rhonda Kitch from the Office of Registration and Records. 4/IV/2019.
- Contact Carlos Hawley ([CarlosHawley@ndsu.edu](mailto:CarlosHawley@ndsu.edu)) for revisions.

*This portion will be completed by Heather Higgins-Dochtermann.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

3. **This policy has been reviewed/passed by the following (include dates of official action):**

**Senate Coordinating Committee:**

**Faculty Senate:**

**Staff Senate:**

**Student Government:**

**President's Cabinet:**

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## North Dakota State University Policy Manual

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### SECTION 336 EXAMINATIONS AND GRADING

SOURCE: NDSU Faculty Senate Policy

The giving of examinations, their type, and number is up to the individual instructor, in so far as it is consistent with Dead Week Policy (see below). However, results of some examinations or other methods of evaluation are to be provided to students before the last day to drop courses (coincides with last day to withdraw to zero credits) within a given term. This deadline is published on an annual basis and typically occurs in week 12 of the semester, which includes final examination week, for standard full-term courses. Deadlines for variable length courses are prorated based on the length of the class.

Examinations and grade lists are not to be posted by name, social security number or University-generated student identification number, and examination and term papers must have the grade denoted inside when they are made available for students to pick up, in order to maximize privacy of grades. (University Senate Policy, approved Feb. 21, 1972)

#### **Mid-Term Grades**

As an early intervention effort to improve retention and academic progress of students, mid-term grade rosters are generated prior to the 8th week of fall and spring semesters for all standard full-semester classes. Instructors are encouraged to enter deficient mid-term grades of D and F in undergraduate courses. Notifications are sent to students with reported deficient mid-term grades and to academic departments/advisers.

For all other courses, mid-term progress reports shall be made available to students upon request.

Mid-term grades are not considered official grades and do not appear on student academic transcripts.

Adviser holds may be placed on students who have one or more reported deficient mid-term grades.

#### **Final Examinations:**

The schedule for final examinations is determined and published by the Office of Registration and Records. Final examinations in one-credit courses are usually given during the last regular class period. Final examinations for summer classes and distance-delivered classes are arranged by the instructors. Classes scheduled outside the standard scheduling patterns do not have published final examination periods. Instructors are to make arrangements to administer examinations at times that are least disruptive to students' existing schedule of final exams. Final examinations for all other courses may not be rescheduled during the final examination period, or given prior to the start of final examination period. According to the State Board of Higher Education policy, the examination period is instructional time and, if a final examination is not given, some instructional use of this period is expected.

No student shall be obligated to take more than three final examinations scheduled for the same calendar day. In the event that a student has four or more final examinations on the same calendar day, the student shall notify the instructor(s) from the highest numbered course(s) no later than two weeks before the last day of class to schedule a make-up examination to be administered at a mutually acceptable time.

Reading Days Policy: Wednesday, Thursday, and Friday of the penultimate week of Spring and Fall semesters shall be designated as Reading Days. The penultimate week of Spring and Fall semesters, the week preceding Final Exam Week, shall consist of two Class Days, Monday and Tuesday, and three (3) Reading Days. Scheduled classes shall not meet during Reading Days. Exceptions may include self-paced/correspondence courses, and make-up exams.

Upon request all instructors shall inform students directly of their approximate mid-term grades before the end of the eighth week of the semester. (University Senate Policy, approved Dec. 21, 1970)

Examinations and grade lists are not to be posted by name, social security number or student University generated identification number, and examination and term papers must have the grade denoted inside when they are made available for students to pick up, in order to maximize privacy of grades. (University Senate Policy, approved Feb. 21, 1972)

### Final Grades

Grades for all undergraduate, graduate and professional students in all courses must be entered by the grade loading deadline in order for important end-of-term academic and financial processes to run, and for timely academic standing notifications to be sent to students. Final grades are reported in the student information system by faculty and typically are due by the end of the second business day following the conclusion of finals week. Instructions and deadlines are provided each term by the Office of Registration and Records.

### Incomplete Grades

Under extraordinary circumstances and at the discretion of the instructor, a student may be assigned a grade of Incomplete (I). The following policies apply to Incomplete grades:

1. The grade of Incomplete is assigned to indicate that satisfactory work has been completed up to within five weeks of the semester end, and that circumstances beyond the student's control prevented completion of the work. The time period is proportional for variable length courses and summer session.
2. The grade of Incomplete is not to be given in any instance where the student has a deficiency of more than five weeks of work including final exam week. The time period is proportional for variable length courses and summer session.
3. Grades of Incomplete are initiated by student request. The student must contact the instructor, request an Incomplete grade, and, upon instructor approval, make arrangements to complete the work.
4. The grade of Incomplete (I) is an administrative grade that may only be entered by the Office of Registration and Records, except in courses designated as practicum, internship, individual study, field experience, or study abroad.

**Deleted: Dead Week Policy** (adopted by Faculty Senate on February 14, 2005): ↵

Only one exam or quiz per course may be given during the last two weeks of the semester (prorated accordingly for variable length courses), which includes finals week. Exceptions include summer classes, self-paced/correspondence courses, make-up exams, courses in which laboratory is incorporated with a lecture, one-credit courses, and quizzes that account for less than 5% of the students' overall grade. If a professor chooses to give an exam during the last week of classes, he/she is expected to make some instructional use of the final examination time.

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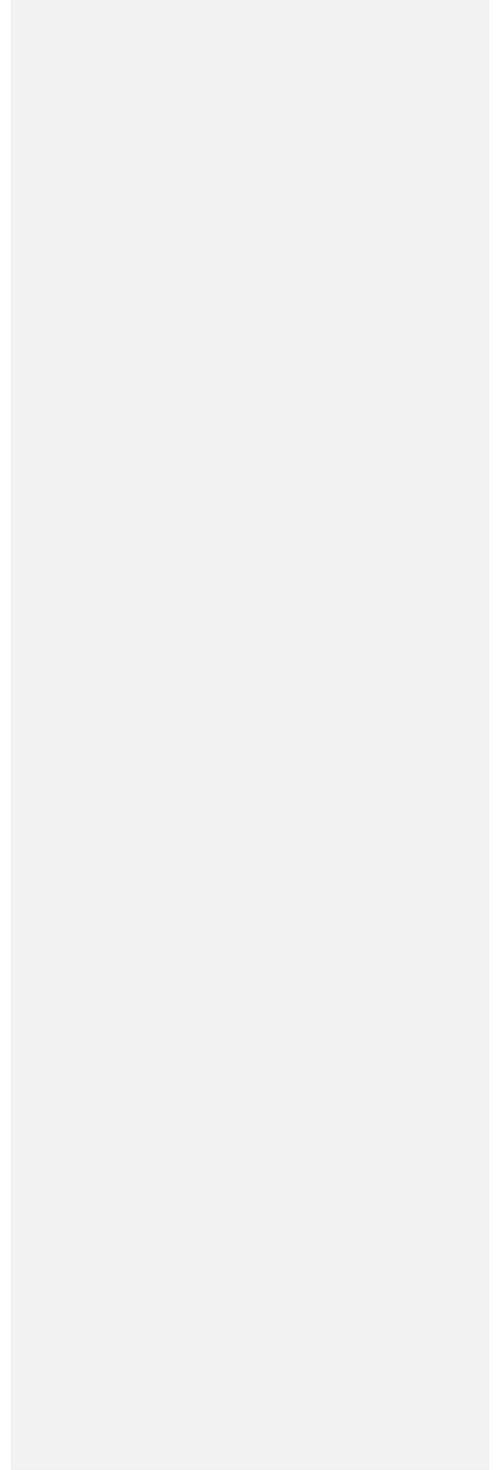
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5. An Incomplete Grade Reporting Form detailing the work to be completed, expected completion date, and grading standard is to be signed and dated by both the instructor and the student. The form is to be submitted to the Office of Registration and Records by the grade submission deadline in which the course was taken. It is advisable that the instructor, student and advisor retain copies of this form for their records as well.
6. Grades of Incomplete, including those for most course types identified in #4, must be removed no later than the end of the seventh week of the next full semester (fall or spring). The time period is proportional for variable length courses and summer session.
7. Grades of Incomplete are removed when the student has completed all course requirements and the instructor of the course files a Grade Reporting Form with the Office of Registration and Records.
8. All grades of Incomplete that are not removed within the specified time are automatically changed to F grades by the Office of Registration and Records.
9. Instructors may specify completion deadlines for remaining work on the Incomplete Grade Reporting Form earlier than the standard deadlines.
10. Requests for extensions beyond the seventh week of the next full semester require approval by both the instructor and the chair of the department offering the course. The extended deadline must be indicated on the Incomplete Grade Reporting Form and may not exceed two Incomplete conversion/deadline cycles. If a grade is not submitted by the specified deadline, the Incomplete grade will convert to a grade of F.
11. Grades of Incomplete, which convert to grades of F, earned in the last semester of attendance by a student who leaves the University for two or more years may be changed to Withdrawn (W) upon re-enrollment. Requests for this privilege must be filed with the Office of Registration and Records during the first term of re-entry.
12. An Incomplete grade may be converted to a letter grade (or P/F, S/U) according to the above guidelines, but may not be expunged from the record.
13. Students may not register in courses in which they currently hold grades of Incomplete, except for courses that are repeatable for credit.
14. Students are not allowed to graduate with unconverted Incomplete grades on their academic records. Upon graduation, unconverted Incomplete grades will convert to grades of F. If a course in which an Incomplete grade was assigned is required for graduation, the instructor may extend the deadline according to the above procedures and timelines, and graduation will be postponed.
15. Students who receive grades of Incomplete or converted grades of F may appeal disputed grades in accordance with NDSU Policy, Section 337: Grade Appeals Board.

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HISTORY:  
New January 19, 1970  
Amended April 1992  
Amended November 1992  
Amended May 2005

Amended October 2006  
Housekeeping February 14, 2011  
Amended January 28, 2014



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**SECTION:** Policy 352 – Promotion, Tenure and Evaluation

1. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).

- Is this a federal or state mandate?  Yes  No
- Sec. 5.6: Establishes a process for resolving situations if a "conflict of interest" leads to involuntary recusal of reviewers.
- Sec. 6.5. Clarifies timeline for suspension of the PTE process in cases of allegations of misconduct.

2. This policy change was originated by (individual, office or committee/organization):

- Ad Hoc Committee of the Faculty Senate for Review of Policy 352 – submitted 4-7-2020
- Email address of the person who should be contacted with revisions: [jeffrey.bumgarner@nds.edu](mailto:jeffrey.bumgarner@nds.edu)

*This portion will be completed by SCC Secretary (Heather Higgins-Dochtermann).  
Note: Items routed as information by SCC will have date that policy was routed listed below.*

3. This policy has been reviewed/passed by the following (include dates of official action):

Legal Review:

Responsible Office:

Senate Coordinating Committee:

Faculty Senate:

Staff Senate:

Student Government:

Provost:

President:

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# North Dakota State University

## Policy Manual

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### SECTION 352

#### PROMOTION, TENURE AND EVALUATION

SOURCE: NDSU President  
NDSU Faculty Senate

##### 1. INTRODUCTION

- 1.1 The promoting of faculty and awarding of tenure, and the prerequisite processes of evaluation and review, are of fundamental importance to the long-term ability of the University to carry out its mission. Promotion recognizes the quality of a faculty member's scholarship and contributions in the areas of teaching, research, and service. Promotion acknowledges that the faculty member's contribution to the university is of increasing value. Tenure assures academic freedom and enhances economic security for faculty members who show promise of sustained contributions in those three areas. Tenure aims to both recognize a candidate's potential long-term value to the institution as evidenced by professional performance and growth and to provide the expectation of continued employment. The decision to award tenure rests on criteria that reflect the potential long-term contribution of the faculty member to the purposes, priorities, and resources of the institution, unit, and program. With the individual autonomy derived from academic freedom and tenure comes the responsibility to create and/or maintain an ethical, respectful, and professional work climate for oneself, one's colleagues, one's students, and others with whom one relates professionally. Failure to meet this responsibility should be noted in periodic reviews of teaching, research, and service and may be addressed through the enforcement of other NDSU policies, such as Policy 151 Code of Conduct and Policy 326 Academic Misconduct. Due to the emphasis on institutional purposes and priorities, tenure recommendations should be reviewed at department, college, and university levels.
- 1.2 From the University's mission flows the expectation that each faculty member will make contributions of high quality to the areas of teaching, research, and service. "Teaching" includes all forms of instruction both on- and off-campus. "Research" includes basic and applied research and other creative activities. "Service" includes public service, service to the University, college, and department, and service to the profession. Because of the University's mission, the quality and quantity of contributions in all three areas will be considered at the times of promotion and tenure. But, because of variations among faculty in strengths and/or responsibilities, faculty members are not expected to exhibit equal levels of accomplishment in all areas. Moreover, disciplines will vary with respect to the kinds of evidence produced in support of quality of contributions.
- 1.3 Colleges are responsible for ensuring that promotion and tenure evaluation criteria be aligned with official position descriptions.
- 1.4 The policies and standards of each college should be congruent with the University's mission and its policies on promotion and tenure, and also should reflect the college's unique expectations of its faculty members. The policies and standards of academic units within each college should be consistent with the missions of the University and college and their

policies on promotion and tenure, and also should designate evidence of how faculty in the academic unit meet the expectations of the college and University.

## 2. UNIVERSITY PROMOTION, TENURE, POST-TENURE, AND EVALUATION: CRITERIA AND EVIDENCE

- 2.1 Promotion and granting tenure are not automatic. In addition to contributions in the areas of teaching, research, and service, consideration may be given to factors such as professional background and experience. Expectations for faculty in Professor of Practice and Research Professor positions may differ from those for tenure-line faculty.
- 2.2 The evaluation of a candidate's performance shall be based on the individual's contributions to teaching, research, and service, on- and off- campus, in regional, national, or international activities. Judgments will be based on evidence of both the quality and significance of the candidate's work.

### 2.2.1 TEACHING

- 2.2.1.1 CRITERIA In the areas of teaching (as defined above), the following criteria apply to evaluation of contributions by a candidate for promotion, tenure, and post-tenure review:
  - 2.2.1.1.1 the effective delivery of instruction to and the stimulation of learning by students and/or clients;
  - 2.2.1.1.2 the continuous improvement of courses or instructional programs;
  - 2.2.1.1.3 the effective advising and mentoring of undergraduate and/or graduate students.
- 2.2.1.2 EVIDENCE Consistent with NDSU Policy 332 Assessment of Teaching, a candidate demonstrates quality of teaching (encompassing both instruction and advising) by providing evidence and information from multiple sources such as:
  - 2.2.1.2.1 the receipt of awards or special recognition including certification or licensing for teaching;
  - 2.2.1.2.2 student, peer, and client evaluation of course materials, expertise, and ability to communicate knowledge (note that student ratings of instruction, by themselves, are insufficient evidence of teaching effectiveness);
  - 2.2.1.2.3 peer evaluation of an individual's contribution to the improvement of instructional programs through the development and/or implementation of new courses, curricula or innovative teaching methods;
  - 2.2.1.2.4 the dissemination of best practices in teaching;

- 2.2.1.2.5 evaluation by advisees of the quality of graduate and undergraduate advising.

## 2.2.2 RESEARCH

- 2.2.2.1 CRITERIA In the areas of research and creative activities (as defines above), the following criteria apply to evaluation of contributions by a candidate for promotion, tenure, and post-tenure review:
  - 2.2.2.1.1 contributions to knowledge, either by discovery or application, resulting from the candidate's research, and/or
  - 2.2.2.1.2 creative activities and productions that are related to the candidate's discipline.
- 2.2.2.2 EVIDENCE A candidate demonstrates quality of research by providing evidence of completed original work (i.e. published/in press, exhibited, or funded) from multiple sources such as:
  - 2.2.2.2.1 dissemination of scholarly or professional papers, and publication of books, book chapters or articles;
  - 2.2.2.2.2 juried or invited presentations or productions in the theater, music, or visual arts, design, and architecture;
  - 2.2.2.2.3 the development and public release of new products or varieties, research techniques, copyrights, and patents or other intellectual property;
  - 2.2.2.2.4 peer evaluation of research by colleagues from an individual's discipline or area of expertise;
  - 2.2.2.2.5 the receipt of awards or special recognition for research;
  - 2.2.2.2.6 the receipt of grants or other competitive awards.

## 2.2.3 SERVICE

- 2.2.3.1 CRITERIA In the areas of service (as defined above), the following criteria apply to evaluation of contributions by a candidate for promotion, tenure and post-tenure review:
  - 2.2.3.1.1 contributions to the welfare of the department, college, university, or profession, and/or
  - 2.2.3.1.2 contributions to the public that make use of the faculty member's academic or professional expertise.
- 2.2.3.2 EVIDENCE A candidate demonstrates quality of service by providing evidence and information from multiple sources such as:

- 2.2.3.2.1 the receipt of awards or special recognition for service;
- 2.2.3.2.2 evaluation of an individual's service contributions by peers, administrators, and constituents;
- 2.2.3.2.3 active participation in and leadership of societies which have as their primary objective the furtherance of scholarly or professional interests or achievements;
- 2.2.3.2.4 active participation and leadership in University governance and programs at the department, college, university and system levels;
- 2.2.3.2.5 contributions to fostering a campus climate that supports and respects faculty, staff, and students who have diverse cultures, backgrounds, and points of view;
- 2.2.3.2.6 contributions to the management or improvement of administrative procedures or programs;
- 2.2.3.2.7 contributions to knowledge as editors of scholarly publications, or service on editorial boards, juries, or panels;
- 2.2.3.2.8 contributions to the operation of public or private organizations, boards, and agencies;
- 2.2.3.2.9 contributions to NDSU's Land Grant mission.

2.3 The foregoing lists are not exhaustive, and other forms of information and evidence might be produced in support of the quality and significance of the candidate's work. The mission statements and specific promotion and tenure criteria of the individual academic units are important in defining the appropriate forms of evidence in the context of the candidate's discipline and distribution of responsibilities.

### 3. COLLEGE AND DEPARTMENTAL PROMOTION, TENURE, POST-TENURE, AND EVALUATION CRITERIA

- 3.1. Each academic unit is responsible for refining the University promotion, tenure, post-tenure, and evaluation criteria and applying those criteria within the special context of the unit. Thus, each academic unit will develop specific promotion, tenure, post-tenure, and evaluation criteria and designate the types of evidence to be used for evaluation of progress toward tenure, for renewal, promotion, and tenure decisions, and for post-tenure review. Within the framework of the University's promotion and tenure criteria, each academic unit shall specify the relative emphasis on teaching, research, and service, and the extent to which a faculty member's assigned responsibilities can be allocated among teaching, research, and service. Expectations for faculty in Professor of Practice and Research Professor positions may differ from those for tenure-line faculty.
- 3.2. A statement of promotion, tenure, post-tenure, and evaluation criteria specific to each college shall be developed by the Promotion, Tenure, and Evaluation (PTE) committee of the college in consultation with the Dean and approved by the faculty of the college. The faculty

of each department shall also develop a statement of criteria for promotion, tenure, post-tenure, and evaluation that shall be reviewed and approved by the college PTE committee and the Dean to assure consistency with the college promotion, tenure, post-tenure, and evaluation criteria. The college and departmental statements, and any subsequent changes, shall be reviewed and approved by the Provost assure consistency with University and State Board of Higher Education (SBHE) policies.

3.3. For probationary faculty, and for non-tenure-line faculty at the assistant rank, the basis for review of the candidate's portfolio and any recommendations on promotion and/or tenure shall be the promotion and tenure guidelines and criteria of the academic unit that were provided to the candidate at the time of the candidate's appointment to the position. The dean or director of the college or equivalent unit has the responsibility to provide to the appointee these documents, as well as a position description, contract, or other document that constitutes a tenure or work plan. Tenured and non-tenure-line candidates for promotion to the rank of full professor may choose to be evaluated by the criteria in effect at the time of the previous promotion, if the application is made within eight years of the previous promotion. Thereafter, candidates shall be evaluated by the criteria in effect at the time of application. Candidates applying for promotion to the rank of full professor more than eight years after the previous promotion may choose to be evaluated based on work completed in the eight years immediately prior to applying rather than on their entire post-promotion record.

3.4. Faculty Hired Without Previous, Relevant Experience

For a faculty member without previous academic-relevant experience, eligibility for tenure requires a probationary period of six years. Evaluations for promotion to Associate Professor and granting of tenure will ordinarily be conducted concurrently. However, exceptional academic accomplishments may warrant early promotion prior to the completion of the six years of the probationary period. Petitions for early promotion shall be initiated by department heads/chairs, and not by faculty members themselves.

3.5 Faculty Hired with Previous Relevant Experience

3.5.1 Individuals hired into a tenure-eligible position at a negotiable faculty rank may be hired with tenure and at a rank of Associate Professor or Professor when this is negotiated as a provision of the original contract. Decisions regarding tenure and advanced rank are made using the same process and standards as in the customary promotion and tenure process, although the timeline may be altered. The recommendation proceeds through the regular channels, including the respective Department and College PTE Committees, the Department Chair/Head, College Dean, Provost and President, prior to hire. The process of review is initiated by the Chair/Head of the unit in which the tenure line is housed.

3.5.2 A probationary faculty member with relevant professional/academic experience may be given credit toward tenure and promotion when this is negotiated as a provision in the original contract. The Department PTE Committee recommends to the Department Chair/Head the maximum number of years of tenure credit offered.

There are two options:

3.5.2.1 Faculty may be hired with one to three years of tenure credit. For each year of tenure credit awarded, one year shall be subtracted from the

tenure application deadline. For example, given one year of credit, promotion and tenure application would be due in the fifth year of service; given three years, the application would be due in the third year of service. Faculty accomplishments during the tenure credited years are included as accomplishments in the faculty member's promotion and tenure portfolio. Requirements for promotion and tenure shall be adjusted according to the years at NDSU to maintain productivity at the same rate as that expected for promotion and tenure without tenure credit; for example, if six quality publications are required in the six-year probationary period for promotion and tenure, then one quality publication shall be required for each year the faculty member is at NDSU.

3.5.2.2 Faculty may be allowed the full six-year probationary period with the option of applying for promotion and/or tenure at any time following three years of academic service. How prior work is considered must be specified in the appointment letter.

3.5.2.3 For either option, failure to achieve tenure will lead to a terminal year contract. 3.6 Extensions to Probationary Period, apply in all other cases.

3.5.3 Any exceptions to Section 3.5 must be approved by the President.

### 3.6 Extension of Probationary Period

At any time during the probationary period but prior to the sixth year (or prior to the year in which the portfolio is due), a faculty member may request an extension of the probationary period not to exceed a total of three years based on institutional, personal or family (pertaining to a child, spouse/partner or parent, as described in NDSU Policy 320) circumstances, personal illness or disability, which, according to reasonable expectations, impede satisfactory progress towards promotion and tenure. Faculty given promotion and tenure credit are also eligible for this extension. Faculty members are encouraged to request probationary period extension as soon as they recognize the need for extension. Written notification to the Provost must be submitted within one year of the beginning of the event for which the extension is requested and approved prior to July 1 of the year in which the tenure/promotion portfolio is due. A faculty member who submits an extension request during the academic year in which they are to undergo third year review must successfully undergo third-year review and renewal before any extension can take effect. The request must be in writing and will be submitted to the Provost who will review the request and will approve or deny the request. Denial of an extension may be appealed under NDSU Policy 350.4, however, appeals will not be granted for requests that are submitted outside the required timeline for extension.

#### 3.6.1 Extension of Probationary Period for Childbirth or Adoption

A probationary faculty member who becomes the parent of a child (or children in case of twins, triplets, etc.) by birth or adoption, prior to the year in which the portfolio is due, will automatically be granted a one-year extension of the probationary period upon written notification to the Provost. While NDSU supports the use of the extension, the probationary faculty member has the option at any time after the birth or adoption to return to the original schedule of review. Any additional extensions beyond the one year (per birth/adoption occurrence, not to exceed three years total extension) must be requested under the provisions of 3.6 above.

### 3.6.2 Extension of Probationary Period for Personal Illness or Disability

A probationary faculty member who experiences a personal illness or disability may request an extension of his/her probationary appointment. Medical documentation of the personal illness or disability is required. Such documentation shall be collected and housed by the Office of Human Resources/Payroll following guidelines provided in NDSU Policy 168. However, the Office of Human Resources/Payroll shall not make recommendations to the Provost pertaining to probationary period extension requests. The faculty member will grant the Provost access to Human Resources records relevant to the request. The Provost shall maintain strict confidentiality of such documentation. Written notification of the request for an extension, along with supporting documentation, must be provided to the Provost.

### 3.6.3 Extension of Probationary Period for Institutional Circumstances

A probationary faculty member may be granted an extension of probationary period due to institutional circumstances, such as major disruption of work or faculty's ability to perform their duties beyond the reasonable control (e.g., natural or human-caused disaster, or lab-space unavailability) of the faculty member. Written notification of the request, along with supporting documentation, for an extension must be provided to the Provost.

### 3.6.4 Procedures for Initiating, Reviewing, and Approving Notifications/Requests for Extension of the Probationary Period

- 3.6.4.1 Notification of extension of the probationary period due to childbirth or adoption may be initiated by the faculty member, the Department Chair/Head, or the Dean of the college.
- 3.6.4.2 Request for extension of the probationary period due to personal or family circumstances, personal illness or disability shall be initiated by the faculty member. In the case of requests involving disability or illness, it is the responsibility of the faculty member to provide appropriate documentation to adequately demonstrate why the request should be granted.
- 3.6.4.3 Request for extension of the probationary period due to institutional circumstances may be initiated by the faculty member, the Department Chair/Head, or the Dean of the college.
- 3.6.4.4 Faculty members may inform their Department Chair/Head and/or Dean of the college of their request if they wish to do so, but they are not required to do so.
- 3.6.4.5 Extension of the probationary period requests shall be submitted to the Provost using the Request for Probationary Period Extension form.
- 3.6.4.6 Once an extension of the probationary period request is approved, the faculty member, Department Chair/Head, and the Dean of the college will be notified in writing by the Provost. If the request is denied, the faculty member will be notified in writing by the Provost.

### 3.6.5 Confidentiality

Individuals involved in the extension of the probationary period process (which may include the supervisor, the Department Chair/Head, the Dean of the college, the Provost, and/or the Office of Human Resources/Payroll) have the responsibility of keeping information pertaining to the request confidential and not sharing such information with individuals not involved in the process. Medical documentation provided by a faculty member requesting extension of the probationary period shall be maintained in a confidential file separate from the employee's official personnel file in the Office of Human Resources/Payroll. Other written documentation and forms pertaining to the request/notification of extension of the probationary period shall be maintained in a confidential file separate from the employee's official personnel file in the Office of the Provost. It is understood that some information provided pursuant to this policy may be subject to disclosure pursuant to North Dakota open records laws.

- 3.6.6 Granting of an extension does not increase expectations for performance. For instance if the department requires at least five refereed journal articles in the standard six year probationary period, and a faculty member receives an extension of the probationary period, then the department will still only require at least five refereed journal articles for that faculty member's probationary period.

#### Related Policies and Procedures:

Policy 156. Discrimination, harassment, and retaliation complaint procedures (<http://www.ndsu.edu/fileadmin/policy/156.pdf>)

Policy 168. Reasonable accommodation on the basis of disability - guidelines for employee requests (<http://www.ndsu.edu/fileadmin/policy/168.pdf>)

Policy 320. Faculty obligations and time requirements (<http://www.ndsu.edu/fileadmin/policy/320.pdf>).

- 3.7 As part of its statement on promotion, tenure, post-tenure review, and evaluation, each academic unit shall establish the criteria for promotion and tenure, including early promotion, and shall establish the minimum timeline for promotion from Associate Professor to Professor.

## 4. PERIODIC REVIEW

- 4.1 Periodic reviews of faculty serve multiple functions. The reviews assist faculty members in assessing their professional performance, assist the administration in delineating areas to which particular effort should be directed to aid in improving the professional achievement of the faculty members, and contribute to the cumulative base upon which decisions about renewal, promotion, and tenure are made. In addition, periodic reviews may result in changes in responsibilities, modified expectations, and/or altered goals for performance.
- 4.2 The procedures for periodic review that are developed by each academic unit shall be reviewed and approved by the college PTE committee and the Dean.
- 4.3 All full-time faculty will be reviewed annually. Unless college or department procedures provide otherwise, annual reviews of non-tenured faculty shall be conducted so that decisions and notifications can be made in accord with the deadlines listed in Section

350.3.

- 4.4 Probationary faculty hired into tenure-track positions must receive special review during their third year of service to the institution. This third-year review shall recognize and reinforce areas of strength as well as point out areas of weakness that could jeopardize the case for promotion and tenure. Specific formative evaluations shall be provided to help candidates prepare their strongest case for promotion and tenure. Any extension granted prior to the third year review will delay the review by an equal period.
  - 4.5 While faculty in Professor of Practice and Research Professor positions are not eligible for tenure, promotion through ranks is encouraged and is based on time in rank and satisfactory evaluations of assigned responsibilities. An application for promotion is initiated via a departmental recommendation and follows the same procedure and submission deadlines as for tenure-line faculty. Faculty in such positions are eligible to apply for promotion from assistant to associate after the completion of five years in rank.
  - 4.6 Unless college or department procedures provide otherwise, the department chair or head of the academic unit will be responsible for the conduct of the reviews and the communication of their results. Periodic reviews shall result in a written report to the faculty member being reviewed. The report shall state expectations and goals for the coming review period. For probationary faculty, the report shall include an assessment of the faculty member's progress toward tenure and recommendations for improvement. Should the periodic reviews indicate that a faculty member is not making satisfactory progress toward tenure, the report may include a recommendation for nonrenewal. In making a judgment on satisfactory progress toward tenure, due consideration shall be given to the candidate's academic record, performance of assigned responsibilities, and potential to meet the criteria for promotion and tenure at the end of the probationary period.
  - 4.7 Colleges and departments shall develop specific post-tenure review policies appropriate to their faculty. Annual reviews of tenured faculty shall include an evaluation of the faculty member's performance relative to the current position description. For Associate Professors, annual reviews must include specific recommendations to strengthen the case for promotion. Annual reviews of Professors must recognize and reinforce areas of strength, as well as discuss areas of weakness and recommend improvements. Should the annual reviews indicate that performance of a faculty member is unsatisfactory under the standards for post-tenure review, the report shall include a recommendation for appropriate remedial action.
  - 4.8 The faculty member being reviewed shall have 14 days to respond in writing to the written report if the faculty member wishes to do so. The written report, and any written response from the faculty member, shall become part of the faculty member's official personnel file.
5. COMPOSITION OF PTE COMMITTEES
- 5.1 Each college shall have a PTE Committee consisting of at least three faculty members elected by the faculty of the college. The college PTE committee shall be as reflective as possible of the college's breadth of disciplines and fields of expertise. Ordinarily, at least three departments or sub-units of a college will be represented on the committee, and usually no more than one member of the same department may serve on the committee at one time.

- 5.2 Only tenured faculty members who have completed three years of full-time appointment with the University and who have attained the rank of associate professor or above are eligible for service with full voting rights on a college or department PTE Committee. When reviewing applications for promotion of Professors of Practice or Research Professors, PTE committees are encouraged to solicit advisory input from Associate/Full Professors of Practice or Research Professors. If allowed by department and college policies, PTE committees may include representation from Associate/Full Professors of Practice or Research Professors holding terminal degrees. Voting rights for Professors of Practice or Research Professors on applications for promotion shall be determined by the respective colleges or departments. Only in cases where unit policy allows can Professors of Practice or Research Professors who hold positions in the evaluating unit have voting rights on applications for promotion of Professors of Practice or Research Professors, respectively.
- 5.3 Prior to commencement of deliberations, the chair of any PTE committee must have received PTE committee training within the last three years, provided through the Office of the Provost. Nonadministrative faculty members who have applied for promotion and/or tenure may not be involved in the review and recommendation process of any candidate. Administrators who have applied for promotion may not be involved in the review and recommendation process of any candidate where there may be an actual or apparent conflict of interest. A candidate may provide input concerning selection of external reviewers if allowed by department and college policies.
- 5.4 The department and college PTE committees' reviews and recommendations are part of a process of peer review. Thus, faculty holding academic administrative appointments, including those with interim status, are not eligible to serve. ("Academic administrative appointment" includes appointments as President, Provost, Vice President or Provost, Associate or Assistant Vice President or Provost, Dean, Associate or Assistant Dean, Department Chair or Head, Associate, Assistant or Vice Chair or Head, and any other administrators who supervise and/or evaluate other faculty.) Center or Program Directors who do not supervise and/or evaluate other faculty are eligible to serve.
- 5.5 A college PTE committee member who has voted on the promotion/tenure of a candidate in the department PTE committee shall be recused from the vote by the college PTE committee. In such a case, college policy shall determine whether the committee member may or may not deliberate with the committee on the candidate.
- 5.6 Faculty members, including administrators, who participate in the PTE process shall be recused from deliberations and decisions regarding a candidate if there is a past or current relationship that compromises, or could have the appearance of compromising, a faculty member's judgment with regard to the candidate. The following list, while not exhaustive, illustrates the types of relationships that constitute a conflict of interest:
- A family relationship
  - A marital, life partner or dating/romantic/intimate relationship
  - An advising relationship (e.g., the faculty member having served as the candidate's PhD or postdoctoral advisor)
  - A direct financial interest and/or relationship
  - Any other relationship that would prevent a sound, unbiased decision

Recusal due to a conflict of interest with one candidate does not prevent a faculty member from participating in deliberations and decisions regarding other candidates.

Conflicts of interest must be identified and resolved as soon as they are recognized, but no later than the start of the departmental PTE committee's review of a candidate's portfolio. Conflicts of interest may be identified by the candidate or anyone participating in the PTE review process for that candidate. Any individuals evaluating that candidate may voluntarily recuse themselves from the PTE process. A conflict of interest that would lead to involuntary recusal will be resolved by the Standing Committee on Faculty Rights (SCOFR). In such a case, the PTE process will be suspended until the conflict of interest is resolved. Every effort will be made to complete the review in the same academic year that the portfolio was submitted. If a delay exceeds 60 days, the candidate may request an altered timeline for consideration and approval by the Provost.

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## 6. PTE PROCEDURES

- 6.1 The candidate shall ensure that the electronically submitted portfolio is current, accurate and complete for review at the department level using procedures consistent with department and college policies. The chair or head must forward the electronic portfolio together with the department's recommendations, and an explanation of the basis for them, to the College Dean and the College's PTE Committee according to the PTE Timeline published by the Office of the Provost:  
[https://www.ndsu.edu/fileadmin/provost/PTE/PTE\\_Timeline.pdf](https://www.ndsu.edu/fileadmin/provost/PTE/PTE_Timeline.pdf)
- 6.2 In the absence of an approved extension, faculty who do not submit a tenure portfolio during their final probationary year, or who withdraw a submitted tenure portfolio, shall receive a one-year terminal contract for the following year. Only the candidate may withdraw a submitted tenure or promotion portfolio.
  - 6.2.1 After the deadline for submission of the portfolio to the Dean's office, as stated on the PTE timeline, the information that may be added to the portfolio is limited to:
    - a) Recommendations by the evaluating units considering the portfolio at that time;
    - b) the candidate's response to those recommendations;
    - c) any materials requested by the evaluators.
  - 6.2.2 Candidates may petition the college Dean and PTE committee to add additional materials after the deadline. The Dean and PTE committee must both agree to the addition in order for additional material to be added.
  - 6.2.3 Any additional materials added to the portfolio must pertain to information or material already in the portfolio, such as pending publications or grant proposals.
- 6.3 Unsolicited individual faculty input is limited to the department level of review.
- 6.4 Recommendations and any other materials collected as part of the evaluation process at the department, college, and university levels must be added to the candidate's portfolio before being sent forward to the next level of review. At the time that any written materials are added to the candidate's portfolio, copies of the added material must be sent to the candidate for review. The candidate shall have 14 calendar days to respond in writing to the additional materials. Any response from the candidate to such materials must be in writing and must be included in the portfolio for review at the next level.
- 6.5 Allegations of misconduct discovered after the deadline for submission of the portfolio to the Dean's Office that could be detrimental to a candidate's case (e.g. academic misconduct) shall be handled through the appropriate University policy and mechanisms. In such cases,

the PTE process will be suspended by the Provost (or designee). Once the allegations are resolved, the PTE process will resume, using the version of the candidate's portfolio under consideration immediately prior to the allegations. The Provost (or designee) will apprise the PTE committee of any outcomes of a misconduct inquiry or investigation that may impact the evaluation of the portfolio. Any delays in resolving misconduct allegations will not adversely affect the candidate's evaluation. If a delay exceeds 60 days, the candidate may request an altered timeline, consistent with NDSU Policy 352, Section 3.6, for consideration and approval by the Provost (or designee). Once the PTE process resumes, the candidate may update the portfolio.

**Deleted:** until the allegations are resolved.

- 6.6 Colleges and departments shall document that they have followed all procedures; e.g., by a comprehensive checklist of the steps in the PTE process. The documentation must be included in the portfolio.
- 6.7 The College PTE Committee and the College Dean shall separately and independently review and evaluate the candidate's portfolio without discussion or communication.
- 6.8 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 according to the PTE Timeline. A copy shall be sent to the Dean, the chair or head of the academic unit, and the candidate.
- 6.9 The College Dean shall also 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 according to the PTE Timeline. A copy of the Dean's report shall be sent to the College PTE committee, the chair or head of the academic unit, and the candidate.
- 6.10 The Provost shall review the candidate's materials and the recommendations of the Department, College PTE Committee, and College Dean, and shall solicit input from a nonvoting advisory committee consisting of a faculty representative from each College PTE Committee, selected by the Provost with attention to diversity. The Provost shall submit a recommendation to the President in writing, including an explanation of the basis for it, by the deadline established in the PTE guidelines. Copies of the Provost's written recommendation shall be sent to the candidate, the Department Chair/Head, the College Dean, and the Department and College PTE Committees.
- 6.11 When appropriate, the President shall then make the final recommendation to the SBHE for tenure. When appropriate, the President shall notify the candidate of promotion or denial of promotion.
- 6.12 In the case of joint appointments, the primary responsibility for the review rests with the department and the college that hold the majority or plurality of the appointments. Such department or college shall solicit input from the other units holding the remainder of the appointment as appropriate to the allocation of effort. This input from other units which shall be included in the portfolio.
- 6.13 When evaluating faculty participating in interdisciplinary programs, the primary department may solicit input from the director of the interdisciplinary program as appropriate to the allocation of effort.

## 7. APPEALS

- 7.1. Appeals of periodic reviews are made by requesting a reconsideration by the evaluating party. If not satisfied, the faculty member may initiate the grievance process pursuant to Section 353.
- 7.2. Appeals of nonrenewal and nonpromotion decisions shall be pursuant to Policy 350.3.

8. DOCUMENT RETENTION

Electronic copies of portfolios shall be maintained by the appropriate college for the length of time specified by the university records management policy. Disposal of these documents, as well as filing of archival copies, will also conform to the university records management policy.

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HISTORY:

- Amended May 13, 1974
- Amended February 10, 1975
- Amended December 12, 1988
- Amended May 14, 1990
- Amended April 1992
- Amended December 12, 1994 (Effective date July 1, 1995)
- Amended June 1997
- Amended November 2000
- Amended October 2001
- Amended October 2007
- Amended July 2008
- Housekeeping February 14, 2011
- Amended October 11, 2011
- Amended June 19, 2014
- Amended October 19, 2015
- Amended January 27, 2016
- Amended April 11, 2016
- Amended September 8, 2016
- Amended April 12, 2017
- Housekeeping April 19, 2017
- Amended March 29, 2018
- Amended February 27, 2019
- Amended June 18, 2019

**NDSU Senate Resolution on Bison Football Games held with Spectators, Fall  
2020  
September 11, 2020**

Whereas the positivity rate of COVID-19 is increasing in Cass County and throughout the state of North Dakota, with today's positivity rate at 5.45% for North Dakota<sup>1</sup> and in a September 10 campus update, President Bresciani wrote that an estimated 7% of the campus community are asymptomatic spreaders of COVID-19.

Whereas, if that number is accurate and does not increase, it's likely that as many as 700 asymptomatic carriers will be in the Fargodome at the same time (as [10,000 fans are expected](#)), and in an environment where spectators will be engaging in activities that heighten the risk of spreading COVID-19 (loud speaking, frequent bathroom use, and eating and drinking, including use of alcohol before the game).

Whereas President Bresciani has recommended that members of our campus community avoid large gatherings in order to reduce further spread of COVID-19 (in both 9/4/20 and 9/10/2020 email communications),

Whereas the Office of the Governor of North Dakota has recommended that, under the [Smart Restart](#) plan, gatherings should be no more than 500 persons at the Green level and no more than 250 at the Yellow level (and that Concession and bar lines should be managed to ensure proper 6 feet physical distancing),

Whereas other Land Grant universities have responded to rising positivity rates by, among other measures, restricting attendance to athletic events (e.g., Iowa State—which has an outdoor stadium—has agreed to play their opening game without spectators in the stands<sup>2</sup>)

Whereas NDSU faculty, staff, and students have gone to great lengths to ensure an on-campus education option using a [HyFlex approach](#), which would be jeopardized if rates and/or cases continue to increase,

Whereas, NDSU has repeatedly expressed appreciation to students and employees for their efforts in minimizing the spread of COVID-19,

Whereas, the plan to encourage 10,000 people (whose COVID status would be untested) to congregate in the Fargodome (an indoor space with tight quarters at

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<sup>1</sup> <https://www.health.nd.gov/diseases-conditions/coronavirus/north-dakota-coronavirus-cases>

<sup>2</sup> [Iowa State football stadium won't have fans for season opener](#)

entryways, concession stands, and restrooms) undermines the efforts staff, faculty, and students have put into maintaining operations at the university.

Therefore, the NDSU Faculty Senate resolves that NDSU should open the Fargodome to no more than 250 spectators for the scheduled October 5 football game against University of Central Arkansas, with an option to go to 500 spectators if Green level conditions hold.