

Nueta Hidatsa Sahnish College



Office of the President
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Request for Proposal-College Faculty Salary Scale and Evaluation Review

Nueta Hidatsa Sahnish College (NHSC) is soliciting proposals from organizations or individuals to review our current Faculty Salary Scale and Faculty Evaluation Process. This Request for Proposal contains background information on NHSC and specific information that must be included in any proposal submitted. **The proposals must be submitted by no later than July 29, 2022**, directly to our office at the following address or via email:

Nueta Hidatsa Sahnish College
PO Box 490
Attn: BJ Rainbow
Vice President-Academics
New Town, ND 58763
rrainb@nhsc.edu

NHSC is a 501(c) (3) and the Tribal College for the Mandan, Hidatsa, Arikara Nation. It is located in New Town, North Dakota with satellites in White Shield, Parshall, Mandaree, and Twin Buttes. The mission of the College is to be “a unique educational community founded in culture and spirituality that nurtures holistic student success.” We currently have 21 full time faculty as well as 8-10 adjunct faculty most semesters. We offer Bachelor Degrees in Native American Studies, Environmental Science and Elementary Education. We also offer 14 Associate Degrees and 4 Certificates.

Scope of Services Required

- Conduct a broad review of the NHSC Faculty Compensation Package and how it compares with other Tribal Colleges in the state and other employers on Fort Berthold. This includes, but is not limited to, the following:
 - o Compensation/Salary
 - o 9-month versus 12-month arrangements
 - o Local Cost of Living
 - o Extra Duty Arrangements
 - o Non-financial benefits (Health insurance, 401k, etc.)
 - o Leave Policy
 - o Flexibility of Schedule
 - o Remote Work and On-line Teaching
 - o Field of Study

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- o Number of students in individual courses and in programs
 - o Research Output
 - o Community Involvement and other non-teaching contributions
 - o The allowability of doing outside work
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- Review the current system for Faculty Evaluation and provide recommendations for how to improve it
 - Provide training on Evaluation to Academic Department Chairs and Supervisors
 - Provide a Final Report on findings and recommendations, including a proposed updated Salary Scale.

Proposal Requirements

Please provide the following information as part of your proposal:

- Must have experience with Tribal Colleges
- A written proposal explaining how you would conduct this research and address each of the requirements. How would it benefit our organization?
- A resume or summary of qualifications related to the project

- Timing of services

Please provide an estimated timetable of how long it may take to deliver the requirements

- Fees

Please list an estimated cost for the project. Include a breakdown by service and estimate hours.

- A recent client listing, if applicable, and 3 references

Please direct any questions to BJ Rainbow, VP-Academics at 701-627-8082 or rrainb@nhsc.edu, or Jeremy Lewis, Comptroller, at 701-627-8033 or jlewis@nhsc.edu.