

**AGENDA FOR
UNIVERSITY SENATE MEETING
(Meeting #8, 2016-2017)
April 27, 2017
4:00 p.m.
LB (Letterman Building) Room 125**

Approval of Senate Minutes of March 30, 2017

I. Announcements

- A. Faculty Athletics Representative to NCAA/Mac Report – Charlene Alexander (Enclosure #1)
- B. Academic Posting, 2016-2017, Volume XLVIII - 6&7 (Enclosure #2)
- C. Dissolution of the Center for International Development (CID)

II. Recognition of Deaths

II. Committee Reports

- A. Governance and Elections Committee – Karen Kessler, Chairperson
- B. Faculty Council – Tarek Mahfouz, Chairperson
- C. University Council – Lola Mauer, Chairperson
- D. Campus Council – Kathy Berryhill, Chairperson
- E. Student Government Association – James Wells, President

IV. Report by Chairperson of Senate – Kourtland Koch – GANTT chart (Enclosure #3 - Issues in the Senate System)

V. Questions Directed to the Interim President

VI. Question and Answer Period

VII. Unfinished Business

VIII. New Business

- A. Vote to dissolve the College of Applied Sciences and Technology (CAST)
- B. Vote to Approve the Realignment of CAST Programs (Enclosure #4)
- C. Library Budget Resolution (Enclosure #5)
- D. Contract Faculty Titles and Promotions (Enclosure #6)

(Attachment #1 added as an amendment on the floor 4/27/17)

IX. Other Items

X. Adjournment

/mw

MINUTES OF THE SEVENTH MEETING OF THE 2016-17 UNIVERSITY SENATE
March 30, 2017

Members Present: 38

Members Absent: 24

1. The meeting was called to order by the Chair of the University Senate, Kourtland Koch, at 4:00 p.m.
Roll Call was taken by initialing the roster located at the entrance to LB 125.

Members Present: S. Aegisdottir, E. Agnew, A. Batres, J. Becker, K. Berryhill, M. Buck, J. Christman, C. Dodd, J. Fitzgerald, B. Frankel, K. Gayes, J. Ghezzi, J. Griffith, L. Helms, J. Hopwood, J. Jacobson, J. Jemiolo, K. Kessler, T. King, K. Koch, M. Lee, B. Loughlin, T. Mahfouz, L. Mauer, K. McCauliff, S. McFadden, C. Pak, S. Pattison, N. Phillips, K. Ritchey, D. Roof, S. Shim, C. Thomas, D. Wheeler, R. Wijesinghe, S. Wu, A. Yen, E. Zymunt

Substitutes: M. Kovach for M. Baker, J. Helton for A. Crow, H. Hogue for M. Hill, R. Petts for R. Kraus, D. Rutherford for I. Livshits, M. Vercellotti for E. Riddle, G. Carbo for J. Wells, F. Suppe for S. Zhuk

Members Absent: J. Ballesteros, R. Bernot, C. Bohanan, J. Chapman, M. Chiuini, A. DeLong, L. Humphrey, T. Jitpaiboon, J. Khubchandani, R. Kovac, A. Kuban, C. Luchs, C. Marlow, N. Masson, J. McKinney, A. Moore, M. Moore, K. Nicholson, K. Rosenberger, A. Smith, J. Sponseller, H. Wang, K. Warren-Gordon, K. Webber

Substitutions were noted.

A motion was made and seconded to approve the minutes of February 23, 2017.

Motion carried

2. Chairperson Koch thanked the representative from Unified Technology Support for running the console.
3. Announcements
Items I. A. (Next Scheduled Meetings), I. B. (Notice of Change in Department/Office Name, Enclosure #1) were reviewed by the Senate membership. It was noted that the next scheduled University Senate meeting will be a double meeting for old and new University Senate members.
4. Recognition of Deaths
There was a moment of silence to recognize the deaths of Dr. Rodney E. Davis and Barbara N. Heifner.
5. Committee Reports
 - A. Governance and Elections Committee –The committee is compiling an executive slate for University Senate and encouraging multiple candidates to run so that seats do not go unopposed. G&E is also facilitating college-wide voting for the 5 colleges affected by the dissolution of CAST. K. Kessler will send a report on outcomes once the voting has been completed.
 - B. Faculty Council – Met last Thursday and offered an update about telecommuting. The Academic Technology Committee shared information about ebook options that was presented to them from Joel Whitesel from iLearn, who will be presenting this information at the upcoming Council meeting also. In the meantime, FC reps will gather questions for Joel from their departments about best options for ebooks and for making textbooks/course materials more affordable for students in general.
 - C. University Council – Discussed telecommuting’s move from Faculty Council to the Professional Personnel & Salary Benefits Committee in University Council. The Research Committee, which will meet Monday, April 3, continues to progress on Responsible Conduct of Research. The Council is also putting together an executive slate ahead of its next meeting, which will be a double meeting for old and new Council members, on April 6.
 - D. Campus Council – No report. The next meeting is scheduled for April 13.
 - E. Student Government Association – Greg Carbo, SGA president-elect, and Katie Wells, SGA vice-president-elect, introduced themselves and invited everyone to the SGA inauguration, in Cardinal Hall on April 19th.
6. Report by Chairperson of Senate – Kourtland Koch – GANTT chart (Enclosure #2) - Issues in the Senate System
 - Responsible Conduct of Research – The Research Committee has established contact with Jennifer Weaver in the office to determine the best avenues for pursuing this issue.
 - Telecommuting – Moved to University Council
 - ROA – The ad hoc committee met on March 27 and fleshed out the questions that will need to be addressed in order to pursue this item.

- Stopping the Tenure Clock – Up for Senate review
- Review of Senate System Structure – Currently researching governance structures in peer institutions that could inform Senate restructuring at Ball State
- Titles & Promotions – Up for review at Senate Agenda on April 17 and potentially progressing through Faculty Council and University Senate before the school year ends

7. Questions Directed to the Interim President

Interim President King followed up on a university communication he distributed earlier this month, in the wake of recent displays of intolerance on campus. He praised the campus community for its commitment to both honoring free speech and working actively to combat hate speech, while maintaining thoughtful dialogues about these issues. He encouraged the campus community to continue engaging these dialogues.

He summarized issues that are up for review by the Board: approving a Master's in Social Work, approving a Bachelor's in Architecture, and naming the Choral Hall in honor of the Hahn family. He also reported that the Board approved the parental leave policy, which will go into effect on July 1st.

Interim President King highlighted the value of the Titles and Promotions for Contract Faculty legislation as a means to recognize the hard work of dedicated contract faculty members and offer opportunities for growth.

Interim President King and Acting Provost Buck fielded questions about the practical implications of faculty losing the assistance of dedicated grant writers from the Center for International Development. They encouraged faculty to continue collaborative grant writing projects. Acting Provost Buck advised faculty to write project managers into the grant proposal process (as dedicated grant writers did in the past), and to take advantage of the resources in Sponsored Projects Administration as well.

Interim President King offered an overview of the timeline for replacing the Cooper Science building: the first phase of the replacement will be the Health Professions building and construction will begin this summer and continue through the next 18 mos. Negotiations are currently underway with the legislature about funding for the 2nd phase of the replacement. It's likely that Physics & Astronomy will remain in Cooper Science in renovated space.

8. Question and Answer Period

There were no additional questions.

9. Unfinished Business

There was no unfinished business.

10. New Business

A. Stopping the Tenure Clock (Enclosure #4)

The Senate reviewed the Stopping the Tenure Clock item, which revises the language in the handbook concerning conditions for extending the tenure evaluation period.

A motion was made and seconded to consider the language as presented.

Motion carried

The Chair opened the floor for discussion.

Questions/issues raised:

- The decision to omit an appeals process
- The rationale behind leaving out departmental P&T committees from the policy
- Ensuring confidentiality for faculty facing circumstances that necessitate requests to stop the tenure clock

- Resolving potential disputes between faculty and their chairs over what conditions warrant stopping the tenure clock
- The rationale behind omitting the word “partner”
- Clarification that stopping the tenure clock could extend the tenure review period from 7 to 9 yrs.
- Clarification that the Council of Deans is fine with this legislation

A motion was made and seconded to approve the revisions as presented.

Motion carried

11. Other Items
There were no other items.
12. Adjournment
A motion was made and seconded to adjourn at 4:41 p.m.
Motion carried

Respectfully Submitted,

Mandy Watts for Rachel Kraus, Secretary

/mw



Report of the Faculty Athletics Representative to the University Senate

To: University Senate
Athletics Committee, Acting Provost and Acting Executive Vice President for Academic Affairs, Interim President King

Date: April 20, 2017

From: Charlene M. Alexander, Faculty Athletics Representative

Please accept the following report of activities important to the Mid American Conference (MAC), the NCAA, and our Athletic Department.

FAR:

- Served on the Mid American Conference Diversity & Inclusion Program committee. This committee started in 2016 under the direction and guidance of the MAC Council of Presidents and MAC Council of Directors of Athletics. The goals of the Program are to develop a pool of diverse candidates for collegiate job opportunities, provide educational opportunities for a diverse group of MAC athletics administrators and coaches, and promote diversity and inclusion in hiring within the Mid-American Conference. The committee developed a MAC statement on Diversity & Inclusion and requests that each member institution adopt the statement if one does not already exist on campus. Ball State University has a Statement on the Importance of Diversity and Inclusion.
- Continue to serve on the MAC executive committee for infractions.
- Attended the NCAA Division 1A FAR meeting in Dallas TX in September. The meeting focused on applying the new academic misconduct policy; the new Institutional Performance Program (IPP); the role of the FAR in inclusion efforts on campus; best use of NCAA research; and a review of the new governance structure.
- Continue to remind faculty of the Ball State University student travel guidelines and accommodations needed for completing exams and missed assignments due to athletic travel.

Student Athlete Support Services (SASS):

- Spring 2016, 65% of student athletes achieved a 3.0 term GPA and higher and 37 students had a perfect 4.0.
- There were also 152 named to the Dean's List last Spring.
- Fall 2016, 67% of student athletes achieved a 3.0 term GPA and higher and 31 students had a perfect 4.0
- There were also 140 named to the Dean's List.
- Women's Swimming and Men's Tennis had the highest Semester Team GPA both semesters
- SASS had a Learning Specialist position created and is in the process of hiring this position.
- SASS hired a Football Coordinator in July of 2016
- Applied for the NCAA Research and Innovations Grant for the ongoing Baseline Educational Program
- Applied for the MAC Student Development Grant to fund LASSI evaluations for student exploration and program efficiency measurements.

NCAA Topics:

- The NCAA priorities continue to be academics, student well-being and Fairness. Student-athlete graduation rates are the highest ever, with 80% of student athletes earning degrees. The NCAA continues to promote safety, excellence, and physical and mental well being for all student athletes. Additional focus on respect for student athletes, integrity and responsibility both on and off the field to prepare students for life are priorities.
- The NCAA again this year has focused on academic integrity and they are relying on institutions to review academic misconduct policies. The NCAA has articulated new guidelines for when academic integrity issues will be considered an NCAA violation.

MAC Topics:

- The MAC will host another MAC/NCAA Mental Health Summit initiated by the MAC Faculty Athletic Representatives, and will also host a Diversity Summit this year.

Ball State Topics:

- Ground breaking ceremonies were held in March for two new athletic facilities the Dr. Don Shondell Practice Center (volleyball and basketball) and the Yestingsmeier Golf Practice Facility.
- More than 35 athletic contests (and the Chirpies) were produced by Athletics and Sports Link via ESPN3.

Ball State Athletics Highlights – 2016-17**Baseball**

-- Rich Maloney picked up win No. 400 as Ball State head coach in the 6-0 victory over Dayton on March 18. He was Ball State's head coach from 1996-2002 and returned to Ball State in 2013.

Basketball (Men)

--The Cardinals won a share of the MAC West Division title and advanced to postseason play in the CollegenInsider.com Tournament (CIT) for the second consecutive year.

--This was the first back-to-back 20-win seasons for the Cardinals since 1991-92 and 1992-93.

Basketball (Women)

--Ball State made a postseason appearance in the Women's National Invitation Tournament (WNIT) for the fifth consecutive year.

--Three players reached 1,000 career points during the season and Moriah Monaco set the program's single-season record for three-pointers made (101)

Field Hockey

--The Cardinals qualified for the MAC Tournament for the first time since 2011. Ball State fell to eventual champion Kent State in the semifinals, 2-1.

Golf (Men)

--Ball State won the Pinehurst Intercollegiate in mid-March, defeating 13 other teams.

Golf (Women)

--The Cardinals are still competing, but the team has already claimed two tournament titles. Ball State won Kingsmill Women's Intercollegiate on March 28, which featured 22 teams, and the ECU Colonel Classic on April 1, which featured 13 teams.

--Individually, senior Allison Lindley shared medalist honors at the Kingsmill Intercollegiate and sophomore Sydney Anderson claimed her first collegiate win at the Colonel Classic.

Gymnastics

--Ball State broke the school record on floor, scoring a 49.5 against Western Michigan on March 5.

Soccer

--Ball State won the MAC regular season championship for the fourth time in program history and second year in a row.

--The Cardinals reached as high as No. 40 in the NCAA Ratings Percentage Index (RPI), marking the best rating in program history.

--Lorina White was named the MAC Defensive Player of the Year for a second straight season. She was also named first team all-region.

Swimming & Diving (Women)

--Freshmen Rachel Bertram and Rachel Smallwood qualified for the 2017 NCAA Zone C Diving Championships in both the 1m and 3m diving events.

Tennis (Men)

--Senior Lucas Andersen became the first Cardinal in more than six years to earn an Intercollegiate Tennis Association (ITA) Division I national ranking after his victories over Gergely Madarasz of Purdue and Raheel Manji of Indiana in February.

Tennis (Women)

-- The Cardinals are still competing, but are currently riding a 13-match winning streak. Ball State is undefeated in MAC play (6-0) and seeking its second consecutive league title.

Track & Field

--Sophomore Jazmin Smith won the 60m hurdles at the MAC Indoor Championships, becoming Ball State's first individual champion at the championships since 2009.

--Sophomore Regan Lewis set a program indoor record by clearing 1.81m in the high jump.

Academic Posting, 2016-17, Volume XLVIII-3 (New and Revised Programs)

(*Click the hyperlinked title above for the complete, detailed listing.)

College of Communication, Information, and Media

Department of Communication Studies

Minor in Management and Organizational Communication

College of Fine Arts

Department of Art

Master of Fine Arts, Visual Arts (Animation, Glass, Ceramics, Metals, Sculpture)

School of Music

Major in Music Media Production

College of Sciences and Humanities

Department of Mathematical Sciences

Major in Actuarial Science

Master of Arts in Statistics

Master of Science in Statistics

Academic Posting, 2016-17, Volume XLVIII-4 (New and Revised Programs)

(*Click the hyperlinked title above for the complete, detailed listing.)

Academic Programs

(NEW) Certificate in Behavioral Studies (Pending ICHE Approval)

Interdepartmental Programs

Major in Legal Studies

Teachers College

Department of Special Education

(NEW) Major in Applied Behavior Analysis with an Emphasis in Autism (Pending ICHE Approval)

College of Sciences and Humanities

Department of Criminal Justice and Criminology

Associate in Arts – Criminal Justice and Criminology

Major in Criminal Justice and Criminology

Minor in Criminal Justice and Criminology

Department of Mathematical Sciences

License in Middle School/Junior High Mathematics

College of Health

Department of Nutrition and Health Science

Masters in Nutrition and Dietetics

Academic Posting, 2016-17, Volume XLVIII-5 (New and Revised Programs)

(*Click the hyperlinked title above for a complete, detailed listing.)

Interdepartmental Programs

Real Estate Development

Minor in Real Estate Development

College of Health

School of Kinesiology

Major in Sport Administration

Department of Nutrition and Health Science

Master of Arts in Nutrition and Dietetics

College of Sciences and Humanities

Department of Biology

Major in Biology

Department of History

Master of Arts in History

Department of Mathematical Sciences

Master of Arts in Mathematics Education

Department of Physics and Astronomy

Major in Physics

Teachers College

Interdepartmental

Dual Major in Early Childhood/Early Childhood Special Education

Department of Elementary Education

Teaching Major in Early Childhood Education

Teaching Major in Elementary Education

Miller College of Business

Department of Accounting

Master of Science in Accounting: Professional and Accounting Concentration

Master of Science in Accounting: Research and Analytics Concentration

College of Fine Arts

Department of Music

Minor in Music: Jazz/Commercial

ISSUES IN THE SENATE SYSTEM, 2016-17

FACULTY COUNCIL				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
Core Diversity Question	From TEC to SAC FC (postponed)	4/17/17 4/20/17											
UNIVERSITY COUNCIL				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
Responsible Conduct of Research	SAC to Research	9/15/14											
Telecommuting (originated from University Council)	Salary & Benefits Business Affairs Prof. Pers. S&B	11/19/12 3/19/13 3/20/17											
CAMPUS COUNCIL				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
SENATE AGENDA				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
ROA (Reporting Outside Activities) Policy	Ad hoc committee on FPPH, then to FC and UC	Tabled, 4/28/16 Senate											
Titles and Promotions for Contract Faculty (ad hoc committee, chaired by (Tonya Skalon)	From SAC To ad hoc committee To G&E To SAC To FC	4/18/16 11/21/16 3/23/17 4/17/17 4/20/17											
GOVERNANCE & ELECTIONS				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
The ad hoc committee on Senate Restructuring	From UC To G&E To SAC To G&E (Tabled) ad hoc committee	3/24/16 10/6/16 10/24/16 11/3/16 11/21/16											

In March 2017, tenured, tenure-track, and full-time contract faculty within the College of Applied Sciences and Technology voted to realign CAST programs and departments with other colleges. In March and April 2017, tenured, tenure-track, and contract faculty within the prospective receiving colleges voted on whether or not to approve these recommendations. Each college, CAP, CFA, COH, MCOB, and TC, approved the CAST realignment recommendations with strong majorities.

The following realignment arrangements have been approved by faculty within CAST and by faculty in the prospective receiving colleges and now require a Senate vote.

College of Architecture and Planning
Interior Design Program
Construction Management

College of Fine Arts
Graphic Arts Management

College of Health
Department of Military Science

Miller College of Business
Residential Property Management Program
Hospitality and Food Management Program
Apparel Design and Fashion Merchandising
Master's Program for Career and Technical Education
Computer Technology

Teacher's College
Family & Consumer Sciences Education Program
Family & Consumer Sciences General
Family & Child Program
Industry & Technology
Technology and Engineering Teacher Education
Master's degree in Technology Education



The faculty of Ball State University requests that the administration and the Board of Trustees recognize that a healthy, thriving library is necessary to any university in the retention and recruitment of outstanding faculty, researchers, and students. To that end, the faculty requests that sufficient resources be allocated to the Ball State University Library to continue to build and maintain the physical holdings of the library in a manner that is worthy of the University's educational reputation.

Full-Time Contract Faculty Titles and Promotions

COMMITTEE

Dr. Adam Beach
Mr. Jonathan Becker
Ms. Jennifer Christman
Dr. Anthony Mahon
Ms. Robin Rufatto
Ms. Tonya Skalon
Dr. Murray Steib
Dr. James Stroud
Dr. Cynthia Thomas
Dr. Kiesha Warren-Gordon

CONTRACT FACULTY

Section II of the Faculty and Professional Personnel Handbook defines Contract Faculty:

1.2 Contract faculty are:

- 1.21 Selected to serve in specified temporary assignments on at least a semester, academic, or fiscal one-year, two-year, or three-year contractual basis;
- 1.22 Eligible to receive, but not entitled to expect, renewal of appointments following the expiration of their current appointments;
- 1.23 Given assignments which are recommended by department chairpersons or supervisors and which are in accordance with policies found in the Faculty and Professional Personnel Handbook and with the following:
 - 1.231 Contract faculty who have previously held full-time temporary assignments during each semester of three consecutive academic years or who have previously received temporary appointments of three or more contractual twelve-month assignments, may be reviewed by the Vice President and General Counsel who shall determine whether continued appointment on a temporary basis is consistent with Equal Opportunity and Affirmative Action regulations and goals.
 - 1.232 The Provost and Executive Vice President for Academic Affairs will approve or disapprove all such appointments before they are forwarded for further action.

CONTRACT FACULTY TITLES AND PROMOTIONS

PREAMBLE

Ball State University is committed to all faculty who aspire to teach and prepare the next generation of the workforce. Ball State University faculty include tenured, tenure-track, and contract faculty. In the 2015-2016 academic year, Ball State employed 1,017 faculty including 351 contract faculty. Many contract faculty at Ball State make extraordinary contributions. They have won awards of distinction at the university, local and national levels, and many are also known and respected for their work internationally. They regularly demonstrate outstanding achievements in the areas of teaching, research, scholarship, creative endeavors, and service. Many contract faculty have been employed by the University for extended periods of time, often on one-year contracts. Forty percent (40%) of Ball State University's contract faculty have worked for the university for seven (7) or more years; nine percent (9%) have dedicated twenty (20) or more years of service.

CHARGE

Our committee was tasked with recommending new titles associated with each contract faculty position and to give all contract faculty a path to promotion. We were given a tight deadline to provide a recommendation for implementation in Fall Semester of 2017.

TITLE AND PROMOTION POLICY RECOMMENDATION

Contract faculty currently employed by Ball State may have their titles reassigned based on the criteria listed in the proposed titles and promotions chart (see below) and may be eligible to apply for the appropriate promotion level based on demonstration of excellence in their area of specialization. Contract faculty may be eligible to apply for a first promotion no earlier than their seventh (7th) year of full-time service (not necessarily continuous) and a second promotion no earlier than five (5) years (not necessarily continuous) of service after their first promotion. Salary increments may be awarded at each promotion along with a three-year contract and five-year contract, respectively.

Documentation of excellence may vary depending on the area of specialization. Departments will create their own policies, procedures, and expectations of excellence for promotion of contract faculty. These policies will be included in each department's contract faculty merit document and will be approved by the University Faculty Salary and Benefits Committee.

All promotion decisions will be handled at the department level and approved by the College Dean, the Provost and Vice President for Academic Affairs, Office of the President, and the Board of Trustees. Decisions on promotions are a separate process from and will have no bearing on the annual review of contract faculty performance and decisions about contract renewals. The first line of appeal for a negative promotion decision should be heard by an ad hoc committee comprised of contract faculty members from that college and a representative of the dean's office. The second line of appeal should be heard by the University Contract Faculty Affairs Committee and a representative of the Provost's Office.

TITLES AND PROMOTION CHART

Specialization/Timing	Rank/Title: Non-terminal Degree	Rank/Title: Terminal Degree with Specialization
<i>Teaching</i>		
At hire	Lecturer	Assistant Teaching Professor
First promotion	Associate Lecturer	Associate Teaching Professor
Second promotion	Senior Lecturer	Teaching Professor
<i>Research</i>		
At hire	Researcher	Assistant Research Professor
First promotion	Associate Researcher	Associate Research Professor
Second promotion	Senior Researcher	Research Professor
<i>Clinical</i>		
At hire	Clinical Lecturer	Assistant Clinical Professor
First promotion	Associate Clinical Lecturer	Associate Clinical Professor
Second promotion	Senior Clinical Lecturer	Clinical Professor
<i>Other</i>		
At hire	Lecturer of Practice	Assistant Professor of Practice
First promotion	Associate Lecturer of Practice	Associate Professor of Practice
Second promotion	Senior Lecturer of Practice	Professor of Practice

CURRENT CONTRACT FACULTY

Questions may arise concerning current contract faculty on campus, and how the change in titles affect those who currently hold Assistant Professor rank and those individuals who have been employed for a minimum of (7) or more years with meritorious rating.

- Contract faculty currently employed by Ball State will have their titles reassigned based on the criteria of the Titles and Promotion chart and will be eligible to apply for the appropriate promotion level based on the faculty member's documented demonstration of excellence if they have completed the requisite number of years of service.
- During the initiation year for titles and promotion, a department committee holds the discretion of awarding titles to contract faculty who have shown excellence with meritorious ratings and have been employed by Ball State University a minimum of seven (7) years to the first promotion according to the Titles and Promotion Chart.
- During the initiation year for titles and promotion, a department committee holds the discretion of awarding titles to contract faculty who have shown excellence with meritorious ratings and have been employed by Ball State University for a minimum of twelve (12) years to the second promotion according to the Titles and Promotion Chart.
- Contract faculty who received the first promotion during the initiation year and have served twelve (12) or more years may apply for second promotion after three (3) years.
- Contract faculty who currently carry the title of Assistant Professor may elect to maintain the title of Assistant Professor but will negate their ability to be promoted. Final decisions on maintaining the title or moving to the promotable titles has to be made and discussed with the department chair within one (1) year of initiation of the contract faculty titles and promotions policy.

Attachment #1
Amended document proposed by Bruce Frankel on 4/27/17

COMMITTEE

Dr. Adam Beach
Mr. Jonathan Becker
Ms. Jennifer Christman
Dr. Anthony Mahon
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CONTRACT FACULTY TITLES AND PROMOTIONS

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CHARGE

Our committee was tasked with recommending new titles associated with each contract faculty position and to give all contract faculty a path to promotion. We were given a tight deadline to provide a recommendation for implementation in Fall Semester of 2017.

TITLE AND PROMOTION POLICY RECOMMENDATION

Contract faculty currently employed by Ball State may have their titles reassigned based on the criteria listed in the proposed titles and promotions chart (see below) and may be eligible to apply for the appropriate promotion level based on demonstration of excellence in their area of specialization. ~~Contract faculty may be eligible to apply for a first promotion no earlier than their seventh (7th) year [FB1] of full-time service (not necessarily continuous) and a second promotion no earlier than five (5) years [FB2] (not necessarily continuous) of service after their first promotion.~~ Salary increments may be awarded at each promotion along with a three-year contract and five-year contract, respectively.

Documentation of excellence may vary depending on the area of specialization. Departments will create their own policies, procedures, and expectations of excellence for promotion of contract faculty. These policies will be included in each department's contract faculty merit document and will be approved by the University Faculty Salary and Benefits Committee.

All promotion decisions will be handled at the department level and approved by the College Dean, the Provost and Vice President for Academic Affairs, Office of the President, and the Board of Trustees. Decisions on promotions are a separate process from and will have no bearing on the annual review of contract faculty performance and decisions about contract renewals. The first line of appeal for a negative promotion decision should be heard by an ad hoc committee comprised of contract faculty members from that college and a representative of the dean's office. The second line of appeal should be heard by the University Contract Faculty Affairs Committee and a representative of the Provost's Office.

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At hire	Researcher	Assistant Research Professor
First promotion	Associate Researcher	Associate Research Professor
Second promotion	Senior Researcher	Research Professor
<i>Clinical</i>		
At hire	Clinical Lecturer	Assistant Clinical Professor
First promotion	Associate Clinical Lecturer	Associate Clinical Professor
Second promotion	Senior Clinical Lecturer	Clinical Professor
<i>Other</i>		
At hire	Lecturer of Practice	Assistant Professor of Practice
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Second promotion	Senior Lecturer of Practice	Professor of Practice

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Questions may arise concerning current contract faculty on campus, and how the change in titles affect those who currently hold Assistant Professor rank and those individuals who have been employed for a minimum of (7) or more years with meritorious rating.

- Contract faculty currently employed by Ball State will have their titles reassigned based on the criteria of the Titles and Promotion chart and will be eligible to apply for the appropriate promotion level based on the faculty member's documented demonstration of excellence if they have completed the requisite number of years of service.
 - ~~During the initiation year for titles and promotion, a department committee holds the discretion of awarding titles to contract faculty who have shown excellence with meritorious ratings and have been employed by Ball State University a minimum of seven (7) years to the first promotion according to the Titles and Promotion Chart.~~
 - ~~During the initiation year for titles and promotion, a department committee holds the discretion of awarding titles to contract faculty who have shown excellence with meritorious ratings and have been employed by Ball State University for a minimum of twelve (12) years to the second promotion according to the Titles and Promotion Chart.~~
 - ~~Contract faculty who received the first promotion during the initiation year and have served twelve (12) or more years may apply for second promotion after three (3) years^[FB3].~~
- Contract faculty who currently carry the title of Assistant Professor may elect to maintain the title of Assistant Professor but will negate their ability to be promoted. Final decisions on maintaining the title or moving to the promotable titles has to be made and discussed with the department chair within one (1) year of initiation of the contract faculty titles and promotions policy.