AGENDA FOR
UNIVERSITY SENATE MEETING

(Meeting #2, 2017-18)

August 31, 2017
4:00 p.m.
LB (Letterman Building) Room 125

Approval of the Minutes of April 27, 2017

I. Announcements
   A. Reaffirmation of Standing Rules (Enclosure #1)
   B. Schedule of Meetings in University Governance System (Enclosure #2)
   C. Next Scheduled Meetings
      University Senate – Thursday, August 31, 4:00 p.m., Letterman Building (LB), Rm. 125
      Senate Agenda Committee – Monday, September 25, 2017 (LB 104)
   D. Overview of Senate System – Kourtland Koch, Chairperson
   E. Approval of Senate Actions
      Does not require Board of Trustees Approval:
      1. Remove Academic Advising Section from Faculty and Professional Personnel Handbook
      2. Revision of Incomplete Grades Policy for CR/NC Enrollments in Faculty and Professional Personnel Handbook
      3. Change to Academic Technology Committee Responsibilities in Faculty and Professional Personnel Handbook
      4. Bias Incident Reporting Procedure
      5. Library Budget Resolution
      Approved by Board of Trustees:
      1. HLC Policy on Minimum Faculty Qualifications
      2. Awarding of Posthumous Degrees and Certificates
      3. Stopping the Tenure Clock
      4. Dissolve the College of Applied Sciences and Technology (CAST)
      5. Realignment of College of Applied Sciences and Technology (CAST) programs
      6. Contract Faculty Titles and Promotions
   F. Centennial Package (Enclosure #3)

II. Recognition of Deaths
   Dr. Daryl B Adrian  
   Professor Emeritus English  
   Retired 1999  
   33 years of service
   Dr. Charles Greenwood  
   Assistant Dean of Undergraduate Programs & Continuing Education Emeritus  
   Retired 2013  
   52 years of service
Lou Ann Young  
Assistant Professor of Theatre and Dance  
Retired 2012  
25 years of service

Dr. John H Meiser  
Professor Emeritus Chemistry  
Retired 2015  
46 years of service

III. Committee Reports  
A. Governance and Elections Committee – Karen Kessler, Chairperson  
B. Faculty Council – Tarek Mahfouz, Chairperson  
C. University Council – Tiffany Peters, Chairperson  
D. Campus Council – Kathy Berryhill, Chairperson

IV. Report by Chairperson of Senate – Kourtland Koch – GANTT chart (Enclosure #4 - Issues in the Senate System)

V. Questions Directed to President Mearns

VI. Question and Answer Period

VII. Unfinished Business

VIII. New Business  
A. Membership of Councils/Committees in University Governance System (Enclosure #5)  
B. Needed Correction/Clarification of Policies for Annual Salary Adjustments: Faculty and Professional Personnel (Enclosure #6)

IX. Other Items

X. Adjournment

/ba
MINUTES OF THE FIRST MEETING OF THE 2017-18 UNIVERSITY SENATE
April 27, 2017

Members Present: 48
Members Absent: 14

1. The meeting was called to order by the Chair of the University Senate, Kourtland Koch, at 4:01 p.m.

Roll Call was taken by initialing the roster located at the entrance to LB 125.


Substitutions were noted.
A motion was made and seconded to approve the minutes of March 30, 2017.
Motion carried

2. Chairperson Koch thanked the representative from Unified Technology Support for running the console.

3. Announcements
   I.A. (Faculty Athletics Representative to NCAA-Mac Report – Charlene Alexander, Enclosure #1), I. B. (Academic Posting, 2016-2017 Volume XLVIII -6&7, Enclosure #2), and I.C. (Dissolution of the Center for International Development-CID) were reviewed by the Senate membership.

   In her report, Dr. Alexander highlighted BSU athletes’ high GPAs (67% above a 3.0, and 31% have a 4.0) and recognized women’s tennis for winning the MAC championship. Dr. Alexander was recognized by the Senate for her outstanding service as Faculty Athletics Representative.

4. Recognition of Deaths
   There were no deaths to recognize.

5. Committee Reports
   A. Governance and Elections Committee – K. Kessler reminded everyone that elections for 2017-18 Senate officers and Senate Agenda Committee positions would take place at the first meeting of 2017-18, scheduled immediately after the current meeting.
   B. Faculty Council – At its last meeting of 2016-17, the Council approved the Contract Faculty Titles and Promotion proposal. In its first meeting of 2017-18, the Council elected officers.
   C. University Council – At its first meeting of 2017-18, the Council elected Tiffany Peters as chair, Laura Helms as vice-chair, Lola Mauer as secretary, and Lola Mauer as the Council’s new representative to the Governance & Elections committee.
   D. Campus Council – No report.
   E. Student Government Association – James Wells thanked the Senate for its work with SGA and mentioned that the new SGA and Senate leaders have been selected. He mentioned legislation from SGA (dead week discussions) that will be ongoing in the coming year. The Senate recognized James for his outstanding service as SGA President.

6. Report by Chairperson of Senate – Kourtland Koch – GANTT chart (Enclosure #2) - Issues in the Senate System
   K. Koch reviewed each item briefly, highlighting the current location and ongoing nature of each. Some of these items include:
      a. Adding a question to course evaluations about diversity in the classroom
b. Responsible research policy  
c. The telecommuting issue is now in business affairs  
d. Titles and Promotions was approved by Faculty Council  
e. Senate restructuring

7. Questions Directed to the Interim President

Interim President King summarized BSU funding allocations recently approved by the governor:
- funding for phase 2 of the Cooper Science building replacement (87.5 million)  
- an increase in operation allocations: 2.2% for the first year and 1.7% the following year

He forecasted future events, such as the ground breaking for the health professions building, the arrival of President Mearns on May 15th, and a fundraising initiative to develop a Robert J. Morris Distinguished Lecture series.

Interim President King also reflected on accomplishments that attest to the Senate’s key role on campus: the creation of the College of Health, the realignment of programs in the College of Applied Sciences and Technology, and policy changes that align pay increases with merit and that more clearly define satisfactory performance. He praised the work of BSU’s contract faculty and voiced support for Contract Titles and Promotions, up for Senate review.

Interim President King clarified university practice for conducting internal vs. external searches for faculty and dean positions and touched on specific circumstances that may warrant internal searches.

The Senate recognized Interim President King for his service.

8. Question and Answer Period
There were no additional questions.

9. Unfinished Business
There was no unfinished business.

10. New Business
A. Vote to dissolve the College of Applied Sciences and Technology
   A motion was made and seconded to dissolve the College of Applied Sciences and Technology.  
   Motion carried

B. Vote to Approve the Realignment of CAST Programs (Enclosure #4)
   A motion was made and seconded to approve the realignment of CAST Programs, with the clarification that these changes will go into effect July 1st 2017.  
   Motion carried

C. Library Budget Resolution (Enclosure #5)
   The Senate reviewed the resolution, which originated out of Faculty Council but was postponed for a vote during its 4/20/17 meeting due to lack of time. K. Koch pointed out that the resolution was forwarded to Senate because it addresses time-sensitive budget decisions that require action before the school year ends.
   A motion was made and seconded to approve the resolution, with the editorial change that “physical holdings” be revised to say “scholarly holdings” and that references to the faculty’s request be replaced with the University Senate’s request.  
   Motion carried

D. Contract Faculty Titles and Promotions (Enclosure #6)
The chair reviewed the legislation. A motion was made and seconded (B. Frankel/K. Berryhill) to review an amendment proposed by B. Frankel (Attachment #1) that would remove the time increments used to assess promotion in the current proposal.

**Motion carried**

Discussion points related to the amendment:
- The degree of parallelism between promotion timelines/assessment/merit pay for tenure-track vs contract faculty in the current proposal
- The degree of autonomy within academic units to propose promotion timelines and salary/merit standards for contract faculty
- The specific charge of the ad hoc committee that developed the legislation
- Potentially removing the proposal’s strength by removing timeline guideposts

A motion was made and seconded to approve the amended legislation.

**Motion did not carry.**

The committee shifted its discussion on the original proposal.

Discussion points related to the original proposal:
- Clarification of the timeline for departments to write their policies for promotion
- The possibility for ushering in new contract faculty into promotions based on excellence at previous institutions
- Grandfathering current contract faculty into promotions
- The goal is for the policy to be implemented starting in the Fall of 2017 so people can apply for the first promotion for Fall 2018.

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

**Motion carried although it was not unanimous.**

11. **Other Items**
K. Koch recognized Interim President King’s service to the Senate and invited everyone to a small reception in his honor.

12. **Adjournment**
A motion was made and seconded to adjourn at 4:41 p.m.

**Motion carried**

Respectfully Submitted,

Rachel Kraus, Secretary
STANDING RULES FOR CONDUCTING SENATE BUSINESS

1. A member of the faculty, professional personnel, or a student who is not a senator may initiate an agenda item by having a senator sponsor that item or by presenting the item to the Agenda Committee.

2. Senators may submit new agenda items in writing to the Agenda Committee.

3. The Senate will be called to order on the hour with sessions limited to one hour and twenty minutes.

4. Roll will be taken by the members initialing a roster.

5. Senators will be seated in a designated section of the room. Special areas of the chamber will be reserved for the seating of visitors.

6. The distribution of the minutes by mail will substitute for the reading of the minutes.

7. Announcements must be limited to Senate business and must be cleared through the Chair.

8. Scheduled meetings will include, following committee reports, a question-and-answer period not to exceed ten minutes in length, during which senators may request information from other persons present on matters of concern to the University community as a whole. The Chair shall rule out of order questions that are personal, departmental, or collegiate in scope or that do not pertain to University affairs.

9. The first time they speak at a meeting, senators will stand and identify themselves when addressing the Chair or the Senate.

10. Senators may, as a prerogative, address the Senate from the lectern.

11. Senate committees and councils must send minutes, reports, and recommendations to the Agenda Committee.

12. Committee reports should be brief (no longer than five minutes), official statements of the conclusions formally adopted within the reporting body.

13. Proposals must be framed as resolutions or as motions. A lengthy resolution or motion should be submitted in writing prior to the call to order of the meeting.

14. All motions will be put on the floor for debate by a Senator first stating their name followed by a second with a Senator stating their name.

15. When a motion appears on the Senate agenda, the chair of the sponsoring committee, or a representative, or the person sponsoring the motion must be present in the Senate to present the motion.

16. The Senate may move to return a motion to committee, amend, or refer to another committee for matters of clarification. This will require an immediate second, a debate and a simple majority vote of the body of the Senate. A majority vote will send the item back to the appropriate committee for further work or clarification. If the motion fails, debate will continue on the original motion followed by a vote of the body.

17. Voting will be by voice vote unless there is a request for a division of the house or for a written ballot.
18. Voting procedures shall be “of the members present and voting” as defined in Robert’s Rules of Order. In this process, “yes” and “no” votes are counted, while abstentions are not counted in the total. Unless defined differently by the standing rules of the Senate or Robert’s Rules of Order, motions pass by a simple majority of the votes cast. Voting by proxy is disallowed in this process.

19. The Chairperson will appoint a parliamentarian for the Senate. The appointee may be a member of the Senate or from outside the body. An appointee from the body of the Senate will retain all privileges of a Senator, while an appointee from outside the body will have no voice or voting rights. It will be the responsibility of the parliamentarian to keep the Senate acting within the Standing Rules of the Senate and to interpret other issues by using Robert’s Rules of Order.

20. Any items remaining on the Agenda in the last meeting of the Spring will automatically be carried over to the Fall Agenda.

21. The Senate Agenda Committee will be empowered to act for the Senate during the summer on emergency items, pending acceptance by the Senate in the fall.

22. Timetables proposed by the Senate Agenda Committee will be subject to subsequent acceptance by the University Senate at their next meeting.

23. The Senate, the Agenda Committee and the Governance and Elections Committee may conduct official business electronically. This includes, but is not limited to, e-mail, electronic postings, websites, voting and meetings. However, the membership of the aforementioned groups must first develop policies and procedures for electronic voting and meetings within each group.

8/29/13
# University Governance Schedule of Meetings
## 2017-2018

### August 2017
- **21** Senate Agenda Committee
- **31** University Senate Governance & Elections

### September
- **7** Faculty Council
- **14** University Council
- **21** Campus Council
- **25** Senate Agenda Committee

### October
- **5** University Senate Governance & Elections
- **12** Faculty Council
- **19** University Council
- **23** Senate Agenda Committee
- **26** Campus Council

### November
- **2** University Senate Governance & Elections
- **9** Faculty Council
- **16** University Council
- **20** Senate Agenda Committee
- **30** University Senate

### December
- **7** Campus Council

### January 2018
- **8** Senate Agenda Committee
- **18** University Senate Governance & Elections
- **25** Faculty Council

### February
- **1** University Council Governance & Elections
- **8** Campus Council
- **12** Senate Agenda Committee
- **15** Faculty Council
- **22** University Senate

### March
- **1** University Council
- **15** Campus Council
- **19** Senate Agenda Committee
- **22** Faculty Council Governance & Elections**
- **29** University Senate

### April
- **5** University Council
- **12** Campus Council Governance & Elections**
- **16** Senate Agenda Committee
- **19** Faculty Council
- **26** University Senate

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University Senate, Faculty Council, and University Council meetings will take place @ 4:00 PM in LB 125. Campus Council meetings will take place @ 4:00 PM in the Student Center, Room 303. Senate Agenda Committee meetings will take place @ 2:00 PM in LB 104 Governance and Elections Committee meetings will take place @ 8:10 AM in BL 301  
**Optional meeting, depending upon the status of the Senate Executive slate.**
**Centennial Package**

As we reach Ball State's 100th anniversary, we propose to work this year on a series of university policy changes/additions that would help us meet the goals of our strategic plan, especially regarding becoming a model 21st century public research university. We plan to raise this issue at this year’s first Faculty Council meeting on 9/7, and ask members to solicit ideas from their constituents. The executive committee of the Council will, before the next meeting, decide on the most pressing matters to address in a way that would be: 1. manageable time wise, 2. help position Ball State better vis-a-vis comparable institutions in the Midwest and the country in general that compete with us for the best faculty talent (hence we will look for areas in which Ball State lags considerably behind its peers), and 3. most likely to succeed. We envision proposing changes to policies that have little to no effect on the university’s budget, as well as some that might require funding or re-appropriation of funds.

After determining what issues to tackle, we will assign them to the appropriate committee (if under Faculty Council) or raise them in the senate, which would then direct it to the relevant council (if the committee in question is not under Faculty Council). The executive committee of the Faculty Council will oversee the process, including delegating the collection of data and its analysis and discussion to committees, and/or discussions with administrators. Our oversight is necessary, given that we may be handling issues that fall under the purview of more than one committee. Our goal is to have recommendations for all policy changes/additions approved by committees in early spring so the councils and senate have a chance to debate and approve them this year.

The advantage of working on several issues at once is that we could potentially make the case that, while addressing one would bear a cost, reforming another would save money. As a package, our goal is to propose changes to the university that would have the greatest effect on our work as scholars and teachers (and thus help students too), but as little a financial impact as possible, or that require an investment that would pay off within a few years.

Another advantage of this approach is its ability to demonstrate that the governance system can get things done, and within a reasonable time frame. At the moment, many faculty believe serving in the Senate/Faculty Council is a waste of time. Some departments appoint delegates that have little interest in serving. By showing that our governance bodies can help move the university forward in meaningful ways, we can potentially engage faculty who may have a keen interest in administration, thus strengthening faculty involvement in the university at large.
### FACULTY COUNCIL

<table>
<thead>
<tr>
<th>Issues</th>
<th>Committee</th>
<th>Start</th>
<th>End</th>
</tr>
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<tbody>
<tr>
<td>Core Diversity Question</td>
<td>From TEC to SAC, FC (postponed)</td>
<td>4/17/17</td>
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<td>4/20/17</td>
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### UNIVERSITY COUNCIL

<table>
<thead>
<tr>
<th>Issues</th>
<th>Committee</th>
<th>Start</th>
<th>End</th>
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<tbody>
<tr>
<td>Responsible Conduct of Research</td>
<td>SAC to Research</td>
<td>9/15/14</td>
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<tr>
<td>Telecommuting (originated from University Council)</td>
<td>Salary &amp; Benefits, Business Affairs, Prof. Pers. S&amp;B</td>
<td>11/19/14, 3/19/13, 3/20/17</td>
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### CAMPUS COUNCIL

<table>
<thead>
<tr>
<th>Issues</th>
<th>Committee</th>
<th>Start</th>
<th>End</th>
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<tbody>
<tr>
<td>The ad hoc committee on Senate Restructuring</td>
<td>From UC, To G&amp;E, To SAC, To G&amp;E (Tabled), ad hoc committee</td>
<td>3/24/16, 10/6/16, 10/24/16, 11/3/16, 11/21/16</td>
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### SENATE AGENDA

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<th>Issues</th>
<th>Committee</th>
<th>Start</th>
<th>End</th>
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<tbody>
<tr>
<td>ROA (Reporting Outside Activities) Policy</td>
<td>Ad hoc committee on FPPH, then to FC and UC</td>
<td>Tabled, 4/28/16, Senate</td>
<td></td>
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<tr>
<td>Request to Discontinue the Institutional Effectiveness Committee</td>
<td>To SAC, To UC</td>
<td>8/21/17, 9/14/17</td>
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<tr>
<td>Correction/Clarification of Policies for Annual Salary Adjustments: Faculty and Professional Personnel</td>
<td>To SAC, To Senate</td>
<td>8/21/17, 8/31/17</td>
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### GOVERNANCE & ELECTIONS

<table>
<thead>
<tr>
<th>Issues</th>
<th>Committee</th>
<th>Start</th>
<th>End</th>
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<tbody>
<tr>
<td>Handbook Corrections – Other Ranks</td>
<td>SAC, To G&amp;E</td>
<td>8/21/17</td>
<td>8/31/17</td>
</tr>
</tbody>
</table>
1. **University Senate 2017-18**  
   (72 Members)

Chairperson: Kourtland Koch  
Vice Chairperson: Karen Kessler  
Secretary: Rachel Kraus  
Parliamentarian: David Pearson (Non-voting)  
Undersecretary: Bethany Allen (Non-voting)  
Voting Academic Dean: Jennifer Bott

Voting:
- Geoff Mearns, President
- Marilyn Buck
- Tarek Mahfouz
- Tiffany Peters
- Kathy Berryhill

Ex officio:
- Geoffrey Mearns, President
- Marilyn Buck
- Tarek Mahfouz
- Tiffany Peters
- Kathy Berryhill

**Faculty (by Department within Colleges):**

**Matt Wilson** 2019 Architecture  
**Malcolm Cairns** 2019 Landscape Architecture  
**Bruce Frankel** 2018 Urban Planning

(Tnihal Perera – Sub. For fall)

**Tarek Mahfouz** 2019 Technology  
**Ron Kovac** 2018 Center for Information and Communication Sciences  
**Kristen McCauliff** 2019 Communication Studies  
**Adam Kuban** 2018 Journalism  
**Michael Lee** 2019 Telecommunications

**Natalie Phillips** 2018 School of Art  
**Elizabeth Crawford** 2019 School of Music  
**Karen Kessler** 2018 Theatre and Dance

**Constance (Connie) McIntosh** 2019 School of Nursing  
**Henry (He) Wang** 2018 School of Kinesiology  
**Jean Marie Place** 2019 Health Science  
**Matt Moore** 2018 Social Work  
**Julie Griffith** 2018 Speech Pathology and Audiology  
**Justin Lehmler** 2019 Counseling Psychology, Social Psychology, COH

and Counseling

**Mark South** 2019 Military Science  
**Mark Hill** 2019 Anthropology  
**Randy Bernot** 2018 Biology  
**Jim Rybarczyk** 2019 Chemistry  
**Shaoen Wu** 2018 Computer Science  
**Dan Lytle** 2019 Criminal Justice and Criminology  
**Elizabeth Riddle** 2018 English  
**Chris Airriess** 2019 Geography  
**Kirsten Nicholson** 2018 Geological Sciences  
**Yaron Ayalon** 2019 History  
**Irene Livshits** 2018 Mathematical Sciences  
**Colleen Balukas** 2019 Modern Languages and Classics  
**Jessi Ghezzi** 2018 Natural Resources and Environmental Management  
**Jeffrey Fry** 2019 Philosophy and Religious Studies  
**Ranjith Wijesinghe** 2018 Physics and Astronomy  
**Darren Wheeler** 2018 Political Science

(Misa Nishikawa- Fall 17)
Mike Tagler 2019 Psychological Science CSH Department
Rachel Kraus 2019 Sociology CSH Department
Mark Myring 2019 Accounting MCOB Department
Cecil Bohanon 2018 Economics MCOB Department
John Fitzgerald 2019 Finance and Insurance MCOB Department
Thawatchai Jitpaiboon Operations Management
Sangwon Lee 2019 Marketing MCOB Department
Chih-Lun (Alan) Yen 2018 Management MCOB Department
Joseph McKinney 2018 Educational Leadership TC Department
Serena Shim 2019 Educational Psychology TC Department
David Roof 2018 Educational Studies TC Department
Kathleen Kreamelmeyer 2019 Elementary Education TC Department
Kourtland Koch 2018 Special Education TC Department
Judith Sponseller 2019 Burris Laboratory School Department
Jim Flowers 2019 FCTE TC Department

Contract Faculty:
Jennifer Christman 2018 Criminal Justice and Criminology Full-Time Contract Faculty
Kimberly Hennessee 2019 Sociology Full-Time Contract Faculty

Professional Personnel:
Laura Helms 2018 University College (Academic Affairs) Area
Julie Hopwood 2019 Business Affairs Area
Scott McFadden 2018 University Libraries (Information Technology) Area
Matt Kovach 2019 Housing and Residence Life Area
Kari Gayes 2018 Marketing and Communications Area
Kate Webber 2018 Alumni Program (Advancement Enterprise) Area
Delania Boyd 2019 Government Relations and Community Engagement Area

President, Student Government Association: Greg Carbo
President, Student Senate: Katy Volikas
President Pro Tempore Student Senate: Zoe Taylor
Undergraduate Students (6): Cat Anagnos, Ana Batres, Nathan Marriott, Theodore Hoffman, Linda White (1 more students needed)

Graduate Student (1): Joe Hemmelgarn (2018)
1.1 **Agenda Committee**  
(11 Members)

Chairperson: Kourtland Koch  
Vice Chairperson: Karen Kessler  
Secretary: Rachel Kraus  
Parliamentarian:  
Undersecretary: Bethany Allen (Non-voting)

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
<th>Senate</th>
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<tbody>
<tr>
<td>Kimberly Hennessee</td>
<td>2019</td>
<td>Sociology</td>
<td>CSH</td>
<td>Senate</td>
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<tr>
<td>Alan Yen</td>
<td>2019</td>
<td>Management</td>
<td>MCOB</td>
<td>Senate</td>
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<tr>
<td>Darren Wheeler</td>
<td>2018*</td>
<td>Political Science</td>
<td>CSH</td>
<td>Senate</td>
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<td>(Misa Nishikawa–Fall 17)</td>
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Chairperson, Faculty Council: Tarek Mahfouz  
Chairperson, University Council: Tiffany Peters  
Chairperson, Campus Council: Kathy Berryhill  
President Pro Tempore, Student Senate: Zoe Taylor  
(*Darren is completing Andrew Crow’s term, ending in 2018.)*

1.2 **Governance and Elections Committee**  
(14 Members)

Chairperson: Karen Kessler  
Secretary:  
Undersecretary: Bethany Allen (Non-voting)  
Parliamentarian:  

Academic Dean: Jennifer Bott

<table>
<thead>
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<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
<th>Senate</th>
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<tbody>
<tr>
<td>Tarek Mahfouz</td>
<td>2018</td>
<td>Technology</td>
<td>CAP</td>
<td>FC</td>
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<td>Mark Myring</td>
<td>2019</td>
<td>Accounting</td>
<td>MCOB</td>
<td>FC</td>
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<tr>
<td>Kristen McCauliff</td>
<td>2019</td>
<td>Communication Studies</td>
<td>CCIM</td>
<td>FC</td>
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<tr>
<td>Karen Kessler</td>
<td>2019</td>
<td>Theatre and Dance</td>
<td>CFA</td>
<td>FC</td>
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<tr>
<td>Bruce Frankel</td>
<td>2018</td>
<td>Urban Planning</td>
<td>CAP</td>
<td>FC</td>
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<td>(Nihal Perera – Sub. For fall)</td>
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<tr>
<td>Joseph McKinney</td>
<td>2019</td>
<td>Educational Leadership</td>
<td>TC</td>
<td>FC</td>
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<tr>
<td>Yaron Ayalon</td>
<td>2019</td>
<td>History</td>
<td>CSH</td>
<td>FC</td>
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<tr>
<td>Cindy Thomas</td>
<td>2018</td>
<td>School of Nursing</td>
<td>COH</td>
<td>FC</td>
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<tr>
<td>Laura Helms</td>
<td>2018</td>
<td>University College</td>
<td>UC</td>
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<tr>
<td>Lola Mauer</td>
<td>2019</td>
<td>Advancement Enterprise</td>
<td>UC</td>
<td></td>
</tr>
<tr>
<td>Bailey Loughlin</td>
<td>2017</td>
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<td>CC</td>
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2. **Campus Council**
   (20 Members)

- Chairperson: Kathy Berryhill
- Vice Chairperson:
- Secretary:
- Executive Secretary: Bethany Allen (non-voting)

Ex officio: Kay Bales
Ex officio: Bernard Hannon
Ex officio: Phil Repp
Ex officio: Joan Todd
Ex officio: Cheri’ O’Neill
Ex officio: Tiffany Peters
Ex officio: Tarek Mahfouz
Ex officio: Sue McDowell (Provost’s Designee)

Guillermo Gonzales 2018 Physics & Astronomy CSH FC
Michael Elliott 2019 Theatre and Dance CFA FC
Christopher Wilkey 2019 Housing & Residence Life UC
Michael Gillilan 2018 Student Rights and Community Standards UC

Student Government Association Students (7): Greg Carbo, Katy Volikas, Theodore Hoffman, Nathan Marriott, Lafayette Jordan (1 more student needed)

Residence Hall Association Representatives (2): Kathy Berryhill

2.1 **Events Programming and Scheduling Committee**
(18 Members)

- Chairperson:
- Secretary:

Ex officio: Steve Fulton
Ex officio: Robert Myers
Ex officio: Dan Byrnes
Ex officio: Kristi Chambers
Ex officio: Scott Truex

Rachel Kraus 2019 Sociology CSH FC
Roger McConnell 2018 School of Music CFA FC
Larry Markle 2017 Disabled Student Development CC
Christy Skeens 2019 BSU Foundation UC
Scott Carrico 2018 Student Center Programs UC

Students (2): Dan Smith (2018)

Campus Council Representative: Nancy Cronk (2017)

Community Representatives (4): Jeffrey Carter, Braydee Euliss, Charles Routh, Nancy Millard
2.2 Public Safety Committee
(11 Members)

Chairperson: Ex officio: Jim Duckham
Secretary: Ex officio: Sarah Newell
Ex officio: Allison Wynbissinger
Ex officio: Sue Weller

<table>
<thead>
<tr>
<th>Peggy Rice</th>
<th>2016</th>
<th>Elementary Education</th>
<th>TC</th>
<th>CC</th>
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<tbody>
<tr>
<td>Jennifer Ludy Grove</td>
<td>2019</td>
<td>Political Science</td>
<td>CSH</td>
<td>FC</td>
</tr>
<tr>
<td>Joel Braun</td>
<td>2018</td>
<td>School of Music</td>
<td>CFA</td>
<td>FC</td>
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<td>David Martin</td>
<td>2018</td>
<td>LaFollette Dining</td>
<td>UC</td>
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</tr>
<tr>
<td>Jim Hague</td>
<td>2019</td>
<td>Housing &amp; Residence Life</td>
<td>UC</td>
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</tr>
</tbody>
</table>

Campus Council Representative (1):

Students (2):

2.21 Parking Subcommittee
(10 Members)

Chairperson: Ex officio: Alan Hargrave
Secretary: Ex officio: Jim Duckham
Ex officio: Reed Whittenburg

Campus Council Representatives (2): Alex DeLong (17), Michael Gillilan (17)
Faculty Council Representatives (2): Mark Hill (19), Cecil Bohanon (18)
University Council Representatives (2): Laura Helms (19), Stacey Grosh (18)

Students (2):
Community Representatives appointed by the President (2):

2.21 University Traffic Appeals Subcommittee
(10 Members)

Chairperson: Ex officio: Nancy Wray
Secretary: (Non-voting)

Campus Council Representatives (2): Alex DeLong (17), Nancy Cronk (18)
Faculty Council Representatives (2): Tarek Mahfouz (19), Kristen McCauliff (18)
University Council Representatives (2): Tiffany Peters (19), Laura Helms (18)

Staff/Service Personnel Representatives (2): (Service), Marta Stephens (Staff)

Students (2):
2.3 **Student Activities Committee**
(12 Members)

Chairperson: Ex officio: Melissa Ginotti
Secretary: Ex officio: Jason Adamowicz

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
<th>Center</th>
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<tbody>
<tr>
<td>James Helton</td>
<td>2016</td>
<td>School of Music</td>
<td>CFA</td>
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<tr>
<td>Natalie Phillips</td>
<td>2018</td>
<td>School of Art</td>
<td>CFA</td>
<td>FC</td>
</tr>
<tr>
<td>Colleen Balukas</td>
<td>2019</td>
<td>Modern Languages &amp; Classics</td>
<td>CSH</td>
<td>FC</td>
</tr>
<tr>
<td>Leslie Erlenbaugh</td>
<td>2019</td>
<td>RCIP</td>
<td>UC</td>
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</tr>
<tr>
<td>Robin Rufatto</td>
<td>2018</td>
<td>Mathematical Sciences</td>
<td>CSH</td>
<td>UC</td>
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Campus Council Representative (1): Alex DeLong (17) Guillermo Gonzales (18)

Students (3):

2.4 **Student Center Committee**
(14 Members)

Chairperson: Ex officio: Bruce Morgan
Secretary: Ex officio: Associate VP, Student Affairs
Ex officio: Robert Myers

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
<th>Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laura Montoye</td>
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<td>Student Life</td>
<td>CC</td>
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<tr>
<td>Jason Dunham</td>
<td>2018</td>
<td>Chemistry</td>
<td>CSH</td>
<td>FC</td>
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<tr>
<td>Braham Dembar</td>
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<td>Music</td>
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<tr>
<td>Nicole Carlen</td>
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<td>CSH</td>
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<tr>
<td>Colten Ingram</td>
<td>2018</td>
<td>Housing and Residence Life</td>
<td>UC</td>
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Campus Council Representative (1):
Students (4 appointed by SGA):
Student (1 appointed by UPB):

2.5 **Student Financial Assistance Committee**
(9 Members)

Chairperson: Ex officio: John McPherson
Secretary:

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
<th>Center</th>
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<tbody>
<tr>
<td>Jacquelyn Buckrop</td>
<td>2018</td>
<td>Office of the Provost</td>
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<tr>
<td>Marie Kelly-Worden</td>
<td>2019</td>
<td>Biology</td>
<td>CSH</td>
<td>FC</td>
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<tr>
<td>Shireen Kanakri</td>
<td>2018</td>
<td>Family and Consumer Sciences</td>
<td>CAP</td>
<td>FC</td>
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<tr>
<td>Jasmine Jennings</td>
<td>2019</td>
<td>Housing &amp; Residence Life</td>
<td>UC</td>
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<tr>
<td>Barbara Branon</td>
<td>2018</td>
<td>Academic Advising</td>
<td>UC</td>
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Campus Council Representative (1): Nancy Cronk (17)
2.6 Ethics and Standards Committee
(11 Members)

Chairperson: Ex officio: Katy Volikas
Secretary: Ex officio: Michael Gillilan
Ex officio: Mark Parkison
Ex officio: VP, Enr., Mktg., Mgmt.

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
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<tr>
<td>Jim Mills</td>
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<tr>
<td>Richard Petts</td>
<td>2018</td>
<td>Sociology</td>
<td>CSH</td>
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<tr>
<td>Adrienne Bliss</td>
<td>2019</td>
<td>English</td>
<td>CSH</td>
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<tr>
<td>Jackie Buckrop</td>
<td>2019</td>
<td>Provost Office</td>
<td>CSH</td>
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<tr>
<td>Rita Wiley</td>
<td>2019</td>
<td>Housing and Residence Life</td>
<td>UC</td>
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Campus Council Representative (1): (15)
3. **Faculty Council**  
(54 Members)

- **Chairperson:** Tarek Mahfouz  
  Ex officio: Marilyn Buck  
- **Vice Chairperson:** Yaron Ayalon  
  Ex officio: Tiffany Peters  
- **Secretary:** Kristen McCauliff  
  Ex officio: Kathy Berryhill  
- **Parliamentarian:**  
- **Undersecretary:** Bethany Allen (Non-voting)

**Faculty, by College:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
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<tbody>
<tr>
<td>Matt Wilson</td>
<td>2019</td>
<td>Architecture</td>
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<tr>
<td>Malcolm Cairns</td>
<td>2019</td>
<td>Landscape Architecture</td>
</tr>
<tr>
<td>Bruce Frankel</td>
<td>2018</td>
<td>Urban Planning</td>
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<tr>
<td>Tarek Mahfouz</td>
<td>2019</td>
<td>Technology</td>
</tr>
<tr>
<td>Ron Kovac</td>
<td>2018</td>
<td>Center for Information and</td>
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<tr>
<td></td>
<td></td>
<td>Communication Sciences</td>
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<tr>
<td>Kristen McCauliff</td>
<td>2019</td>
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<tr>
<td>Adam Kuban</td>
<td>2018</td>
<td>Journalism</td>
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<tr>
<td>Michael Lee</td>
<td>2019</td>
<td>Telecommunications</td>
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<tr>
<td>Natalie Phillips</td>
<td>2018</td>
<td>School of Art</td>
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<tr>
<td>Elizabeth Crawford</td>
<td>2019</td>
<td>School of Music</td>
</tr>
<tr>
<td>Karen Kessler</td>
<td>2018</td>
<td>Theatre and Dance</td>
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<tr>
<td>Constance (Connie) McIntosh</td>
<td>2019</td>
<td>School of Nursing</td>
</tr>
<tr>
<td>Henry (He) Wang</td>
<td>2018</td>
<td>School of Kinesiology</td>
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<tr>
<td>Jean Marie Place</td>
<td>2019</td>
<td>Nutrition and Health</td>
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<tr>
<td>Matt Moore</td>
<td>2018</td>
<td>Social Work</td>
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<tr>
<td>Julie Griffith</td>
<td>2018</td>
<td>Speech Pathology and Audiology</td>
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<tr>
<td>Justin Lehmler</td>
<td>2019</td>
<td>Counseling Psychology, Social</td>
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<tr>
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<td></td>
<td>Psychology, Social Psychology and</td>
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<tr>
<td></td>
<td></td>
<td>Counseling</td>
</tr>
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<td>Mark South</td>
<td>2019</td>
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<td>Mark Hill</td>
<td>2019</td>
<td>Anthropology</td>
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<td>Randy Bernot</td>
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<td>Biology</td>
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<td>Jim Rybarczyk</td>
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<td>Chemistry</td>
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<tr>
<td>Shaoen Wu</td>
<td>2018</td>
<td>Computer Science</td>
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<tr>
<td>Dan Lytle</td>
<td>2019</td>
<td>Criminal Justice and Criminology</td>
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<tr>
<td>Elizabeth Riddle</td>
<td>2018</td>
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<td>Chris Airriess</td>
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<td>Geography</td>
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<td>Kirsten Nicholson</td>
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<td>Geological Sciences</td>
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<td>Yaron Ayalon</td>
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<td>History</td>
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<tr>
<td>Irene Livshits</td>
<td>2018</td>
<td>Mathematical Sciences</td>
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<tr>
<td>Colleen Balukas</td>
<td>2019</td>
<td>Modern Languages and Classics</td>
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<tr>
<td>Jessi Ghezzi</td>
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<td>Natural Resources and</td>
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<td></td>
<td></td>
<td>Environmental Management</td>
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<td>Jeffrey Fry</td>
<td>2019</td>
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<tr>
<td>Ranjit Wijesinghe</td>
<td>2018</td>
<td>Physics and Astronomy</td>
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<tr>
<td>Darren Wheeler</td>
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<td>Political Science</td>
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<tr>
<td>Mike Tagler</td>
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<td>Psychological Science</td>
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<tr>
<td>Rachel Kraus</td>
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<tr>
<td>Mark Myring</td>
<td>2019</td>
<td>Accounting</td>
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(Misa Nishikawa - Fall 17)
<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Field</th>
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<tbody>
<tr>
<td>Cecil Bohanon</td>
<td>2018</td>
<td>Economics</td>
<td>MCOB Department</td>
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<tr>
<td>John Fitzgerald</td>
<td>2019</td>
<td>Finance and Insurance</td>
<td>MCOB Department</td>
</tr>
<tr>
<td>Thawatchai Jitpaiboon</td>
<td>2018</td>
<td>Information Systems and Operations Management</td>
<td>MCOB Department</td>
</tr>
<tr>
<td>Sangwon Lee</td>
<td>2019</td>
<td>Marketing</td>
<td>MCOB Department</td>
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<tr>
<td>Chih-Lun (Alan) Yen</td>
<td>2018</td>
<td>Management</td>
<td>MCOB Department</td>
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<tr>
<td>Joseph McKinney</td>
<td>2018</td>
<td>Educational Leadership</td>
<td>TC Department</td>
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<tr>
<td>Serena Shim</td>
<td>2019</td>
<td>Educational Psychology</td>
<td>TC Department</td>
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<tr>
<td>David Roof</td>
<td>2018</td>
<td>Educational Studies</td>
<td>TC Department</td>
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<tr>
<td>Kathleen Kreamelmeyer</td>
<td>2019</td>
<td>Elementary Education</td>
<td>TC Department</td>
</tr>
<tr>
<td>Kourtland Koch</td>
<td>2018</td>
<td>Special Education</td>
<td>TC Department</td>
</tr>
<tr>
<td>Judith Sponseller</td>
<td>2019</td>
<td>Burris Laboratory School</td>
<td>Department</td>
</tr>
<tr>
<td><strong>Contract Faculty:</strong></td>
<td></td>
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</tr>
<tr>
<td>Jennifer Christman</td>
<td>2018</td>
<td>Criminal Justice and Criminology</td>
<td>Full-Time Contract Faculty</td>
</tr>
<tr>
<td>Kimberly Hennessee</td>
<td>2019</td>
<td>Sociology</td>
<td>Full-Time Contract Faculty</td>
</tr>
</tbody>
</table>
3.1 Academic Freedom and Ethics Committee
(10 Members)

Chairperson: Ex officio: Melinda Messineo
Secretary: Bruce Frankel 2019 Urban Planning CAP FC
(Nihal Perera – Sub. For Fall)
Elizabeth Crawford 2019 School of Music CFA FC
Marina Guntsche 2019 Modern Languages & Classics CSH FC
Diana Saiki 2017 Family & Consumer Sciences MCOB FC
Thomas Harris 2018 Information Systems &
Information Management MCOB FC
Cathy Siebert 2018 Educational Studies TC FC
Jennifer Popp 2018 School of Kinesiology COH FC
Richard Leigh 2019 University Libraries UC
Joseph LoPilato 2018 Medical Education UC

Faculty Council Representative: Dom Caristi (CCIM) (19)

3.2 Academic Technology Committee
(11 Members)

Chairperson: Ex officio: Jacquelyn Buckrop (or designee)
Secretary: Ex officio: Loren Malm
Malcom Cairns 2019 Landscape Architecture CAP FC
Russ Wahlers 2018 Marketing and Management MCOB FC
Joel Braun 2018 School of Music CFA FC
David Largent 2019 Computer Science CSH FC
Amanda Latz 2018 Educational Studies TC FC
Jean Marie Place 2019 Nutrition and Health COH FC
James Hammons 2019 University Libraries UC
Sarah Aldridge 2018 iLearn UC
Scott Reinke 2019 Ball State Achievements UC

Faculty Council Representative: Ron Kovac (CICS) (2019)

Student (1):
3.3 Contract Faculty Committee
(11 Members)

Chairperson: 
Secretary: 
Ex officio: Maureen McCarthy

Holly Dicken 2019 Mathematical Sciences CSH College
Paula Sampson 2018 Family and Consumer Sciences TC College
Janet Fick 2019 Construction Management CAP College
Marc Pendel 2018 Marketing & Management MCOB College
Brian Hayes 2019 Journalism CCAIM College
Jonathan Becker 2018 School of Music CFA College
Jennifer Cooper 2018 Elementary Education TC College
Tonya Skalon 2018 School of Kinesiology COH College

Faculty Council Representative: Jennifer Christman (2018)
Faculty Council Appointment: Paul Coan
Undergraduate Student (1):
Graduate Student (1): Nick Prokai (2018)

3.4 Creative Arts Committee
(10 Members)

Chairperson: 
Secretary: 
Ex officio: Michael O’Hara
Ex officio: Justin Miller

Michael Prater 2019 School of Art CFA FC
Jinhee Nam 2018 Family & Consumer Sciences TC FC
Sviatoslav Dmitriev 2018 History CSH FC
Jayne Beilke 2019 Educational Studies TC FC
VACANT 2019 MCOB FC
Justin Lehmiller 2019 Counseling, Psych, Social Psych COH FC
Lohren Deeg 2018 Urban Planning CAP FC

Faculty Council Representative: Kristin McCauliff (CCIM) (2019)
Graduate Student (1): Molly Boylan (2018)
3.5 Creative Teaching Committee
(9 Members)

Chairperson: 
Secretary: Ex officio: Gary Pavlechko

Faculty Council Representatives:
Matt Wilson 2019 Architecture CAP FC
Thawatchai Jitpaiboon 2018 Information Systems/ MCOb FC
Operations Management
Kristen McCauliff 2019 Communication Studies CCIM FC
Elizabeth Riddle 2019 English CSH FC
Serena Shim 2018 Educational Psychology TC FC
Karen Kessler 2018 Theatre and Dance CFA FC
Henry Wang 2018 School of Kinesiology COH FC

Graduate Student (1): Amy Crouch, PhD (2018)

3.6 Faculty Salary and Benefits Committee
(9+ Members)

Chairperson: 
Secretary: Ex officio: Robert Kvam
Ex officio: Kevin Kenyon
Ex officio: (Chair, PP S&B)
Ex officio: F&B Rep.

Bruce Frankel 2018 Urban Planning CAP FC
(Nihal Perera – Sub. For fall)
Connie McIntosh 2019 School of Nursing COH FC
Mark Myring 2019 CICS MCOB FC
Natalie Phillips 2018 School of Art CFA FC
Ron Kovac 2019 CICS CCIM FC
Dan Lytle 2019 Criminal Justice/Criminology CSH FC
David Roof 2019 Educational Studies TC FC
Alan Yen 2018 Management MCOB FC
3.7 Graduate Education Committee

(27 Members)

Chairperson: Linda Pohly Ex officio: Staci Davis
Vice Chairperson: Walter Grondzik Ex officio: Jackie Buckrop
Secretary: Marilynn Quick Ex officio: Debbie Mix
Executive Secretary: Michelle Miller (Non-voting)

Graduate Faculty Representatives (by College):

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
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<tbody>
<tr>
<td>Alan Yen</td>
<td>2018</td>
<td>Management</td>
<td>MCOB</td>
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<tr>
<td>Chris Marlow</td>
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<td>Landscape Architecture</td>
<td>CAP</td>
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<tr>
<td>Mark Myring</td>
<td>2018</td>
<td>Accounting</td>
<td>MCOB</td>
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<tr>
<td>Kathy Denker</td>
<td>2019</td>
<td>Communication Studies</td>
<td>CCIM</td>
</tr>
<tr>
<td>Jennifer Halvorson</td>
<td>2018</td>
<td>School of Art</td>
<td>CFA</td>
</tr>
<tr>
<td>Kristin Perron McGovern</td>
<td>2018</td>
<td>Counseling Psychology and Guidance Services</td>
<td>COH</td>
</tr>
<tr>
<td>Jennifer Erickson</td>
<td>2019</td>
<td>Anthropology</td>
<td>CSH</td>
</tr>
<tr>
<td>Nathan Hitchens</td>
<td>2019</td>
<td>Geography</td>
<td>CSH</td>
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<td>Lan Lin</td>
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<td>Computer Science</td>
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<tr>
<td>Steve Hall</td>
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<td>Political Science</td>
<td>CSH</td>
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<tr>
<td>Linda Martin</td>
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<td>Educational Psychology</td>
<td>TC</td>
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<tr>
<td>David McIntosh</td>
<td>2018</td>
<td>Elementary Education</td>
<td>TC</td>
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</tbody>
</table>

Faculty Council Representatives recommended by Dean of Graduate School (3):

Graduate Students (7): (CAP), (MCOB)- Mitchell Dudley (2018), (CCIM), (CFA), (CSH), (TC), (COH)

3.8 Library Committee

(14 Members)

Chairperson: Ex officio: Matthew Shaw
Secretary: Tom Spotts 2018 Technology CFA FC
Brett Clement 2019 School of Art CFA FC
Renee Flasher 2018 Accounting MCOB FC
Robin Blom 2018 Journalism CCIM FC
Joyce Huff 2018 English CSH FC
Amanda Latz 2019 Educational Studies TC FC
Deanna Pucciarelli 2019 Nutrition and Health Sciences COH FC
Justin Miller 2019 SPA UC
James Bradley 2018 University Libraries UC

Faculty Council Representative: Bruce Frankel (Nihal Perera – Sub. For fall) (CAP) (2019)
Member of Undergraduate Education Committee (1):
Member of Graduate Education Committee (1):
3.9 **Professional Education Committee**

(30 members)

Chairperson: Ex officio: Roy Weaver
Secretary: Ex officio: Sheryl Stump
Ex officio: Shawn Sriver
Ex officio: Jon Dee

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Program</th>
<th>TC Program</th>
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</thead>
<tbody>
<tr>
<td>Pam Stigall</td>
<td>2019</td>
<td>FCTE</td>
<td>TC Program</td>
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<tr>
<td>Karen Ford</td>
<td>2019</td>
<td>Educational Studies</td>
<td>TC Program</td>
</tr>
<tr>
<td>Jon Clausen</td>
<td>2019</td>
<td>Educational Studies</td>
<td>TC Program</td>
</tr>
<tr>
<td>Azar Hadadian</td>
<td>2019</td>
<td>Special Education</td>
<td>TC Program</td>
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<tr>
<td>David McIntosh</td>
<td>2019</td>
<td>Special Education</td>
<td>TC Program</td>
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<tr>
<td>Courtland Koch</td>
<td>2019</td>
<td>Special Education</td>
<td>TC Program</td>
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<tr>
<td>Renae Mayes</td>
<td>2019</td>
<td>Educational Leadership</td>
<td>TC Program</td>
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<tr>
<td>Lisa Pufpaff</td>
<td>2019</td>
<td>Special Education</td>
<td>TC Program</td>
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<tr>
<td>Lisa Rubenstein</td>
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<td>Kendra Lowrey</td>
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<td>Nina Yssel</td>
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<td>Linda Taylor</td>
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<td>Dixie Denton</td>
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<tr>
<td>Scott Popplewell</td>
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<td>TC Program</td>
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<tr>
<td>Diane Bottomley</td>
<td>2019</td>
<td>Elementary Education</td>
<td>TC Program</td>
</tr>
<tr>
<td>Pamela Hartman</td>
<td>2018</td>
<td>English</td>
<td>CSH Program</td>
</tr>
<tr>
<td>Joel Bryan</td>
<td>2018</td>
<td>Physics</td>
<td>CSH Program</td>
</tr>
<tr>
<td>Sarah Drake Brown</td>
<td>2018</td>
<td>History</td>
<td>CSH Program</td>
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<tr>
<td>Jeffrey Pavlik</td>
<td>2018</td>
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<td>CSH Program</td>
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<tr>
<td>Shireen DeSouza</td>
<td>2018</td>
<td>Biology</td>
<td>CSH Program</td>
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<tr>
<td>Lynne Stallings</td>
<td>2018</td>
<td>English</td>
<td>CSH Program</td>
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<tr>
<td>Jerry Woodward</td>
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<td>Mathematics</td>
<td>CSH Program</td>
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<tr>
<td>Christopher Luke</td>
<td>2018</td>
<td>World Language</td>
<td>CSH Program</td>
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<tr>
<td>Denise Seabert</td>
<td>2018</td>
<td>Health/Kinesiology</td>
<td>COH Program</td>
</tr>
<tr>
<td>Edward Lazaros</td>
<td>2018</td>
<td>Technology</td>
<td>MCOB Program</td>
</tr>
<tr>
<td>Richard Seymour</td>
<td>2018</td>
<td>Technology</td>
<td>TC Program</td>
</tr>
<tr>
<td>Mary Carter</td>
<td>2018</td>
<td>Visual Arts (All-Grade)</td>
<td>CFA Program</td>
</tr>
<tr>
<td>Don Ester</td>
<td>2018</td>
<td>Music Education</td>
<td>CFA Program</td>
</tr>
<tr>
<td>Michael Daehn</td>
<td>2018</td>
<td>Theatre and Dance</td>
<td>CFA Program</td>
</tr>
<tr>
<td>Brian Hayes</td>
<td>2019</td>
<td>Journalism</td>
<td>CCIM Program</td>
</tr>
<tr>
<td>Allen Truell</td>
<td>2019</td>
<td>Information Systems/</td>
<td>MCOB Program</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Operations Management</td>
<td></td>
</tr>
</tbody>
</table>

**Voting Members Not Representing a Program and Elected to Serve the Entire EPU:**

- Cathy Siebert (Educational Studies)
- Lisa Rubenstein (Educational Psychology)

**K-12 Public Education Representatives (3):**
- Graduate Student selected by PEC (1): Michelle Reichart
- Undergraduate Student selected by PEC (1): Jacob Durnen
3.10 Special Leave Committee
(8 Members)

Chairperson: Ex officio: Phil Repp
Secretary: Stacy Walker

Olon Dotson 2019 Architecture CAP College
Wes Gehring 2019 Telecommunications CCIM College
Eva Patton 2018 Theatre and Dance CFA College
Amy Harden 2018 Family and Consumer Sciences MCOB College
Stacy Walker 2018 School of Kinesiology COH College
Lisa Pellerin 2019 Sociology CSH College
W. Holmes Finch 2018 Educational Psychology TC College

Faculty Council Representative: Chris Luchs (2018) (MCOB)

3.11 Teaching Evaluation Committee
(11 Members)

Chairperson: Ex officio: Gary Pavlechko
Secretary: Ex officio: Laura Petty
Ex officio: James A. Jones

Michael Lee 2019 Telecommunications CCIM FC
Malcolm Cairns 2019 Landscape Architecture CAP FC
John Fitzgerald 2019 Finance and Insurance MCOB FC
C. Drew Vidal 2018 School of Art CFA FC
Jason Dunham 2019 Chemistry CSH FC
Jennifer Popp 2018 School of Kinesiology COH FC
Jackie Sydnor 2018 Elementary Education TC FC
Staci Davis 2018 Online Distance Education UC
Karen Morgan 2019 Office of Institutional Effectiveness UC

Faculty Council Representative: Michael Lee (2019)
Graduate Student (1):
Online Distance Education Committee representative (1):

3.12 Undergraduate Education Committee
(18 Members)

Chairperson: Ex officio: Kecia Thompson
Secretary: Ex officio: Laura Helms
Recording Secretary: (Non-voting) Ex officio: Carma Shawger
Jeff Green 2018 Economics MCOB College
Bill Moser 2018 Marketing & Management MCOB College
Scott Truex 2019 Urban Planning CAP College
Kristin Barry 2019 Architecture CAP College
Lisa Kuriscak 2019 Modern Languages & Classics CSH College
Melody Bernot 2019 Biology CSH College
Jackie Sydnor 2018 Elementary Education TC College
Linda Taylor 2018 Elementary Education TC College
Hannah Barnes 2018 School of Art CFA College
Kevin Gerrity 2018 School of Music CFA College
Richard Seymour 2018 Technology TC College
Scott Hall 2018 Family and Consumer Sciences TC College
Dan Waechter 2019 Journalism CCIM College
Mike Gerhard 2018 Telecommunications CCIM College
Lawrence Judge 2018 School of Kinesiology COH College
Ellen Edmonds 2018 Physiology and Health Science COH College

Faculty Council Representative (1): Tarek Mahfouz (2019)

Undergraduate Students (3):

3.13 University Core Curriculum Subcommittee
(8 Members)

Chairperson: Ex officio: Kecia Thompson
Secretary: Ex officio: Laura Helms
Recording Secretary: (non-voting)

Bill Rogers 2019 Biology CSH College
David Hua 2018 ISOM MCOB College
Glen Stamp 2018 Telecommunication CCIM College
Les Smith 2017 Landscape Architecture CAP College
Sheron Fraser-Burgess 2019 Educational Studies TC College
Mihoko Watanabe 2019 School of Music CFA College
Rebecca Brey 2018 Nutrition and Health Science COH College
Cecil Bohanon 2019 Economics MCOB College

Faculty Council Representative: Yaron Ayalon (2019)
UEC Representative: (1):
Undergraduate Student (1):

3.14 University Grade Appeals Committee
(14 Members)

Scott Pattison 2018 Chemistry CSH College
Jonathan Spodek 2019 Architecture CAP College
Shaheen Borna 2018 Marketing and Management MCOB College
Dom Caristi 2018 Telecommunications CCIM College
Undergraduate Students (Appointed by College): Ana Low (CFA), Brittany Moran (TC), Rachel Biasi, (Becky Cooper (MCOB), Garrett Fuelling (CSH), Mick Tidrow (CCIM), Lindsey Heuvelman (CAP), Lauren King (COH)

Graduate Students (Appointed by College): Ben Fulcher (CFA), Natalie Schelling (TC), Cale Rauch, Mitchell Dudley (MCOB), Daryen Scrivener (CSH), Jason Phillips (CCIM), CAP, Allison Manwell (COH)

### 3.15 University Promotion and Tenure Committee
(7 Members)

Chairperson: Jennifer Palilonis
Secretary: Murray Steib

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shaheen Borna</td>
<td>2019</td>
<td>Marketing and Management</td>
<td>MCOB</td>
</tr>
<tr>
<td>Jocelyn Bolin</td>
<td>2020</td>
<td>Educational Psychology</td>
<td>TC</td>
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<tr>
<td>Jill Coleman</td>
<td>2018</td>
<td>Geography</td>
<td>CSH</td>
</tr>
<tr>
<td>Jennifer Palilonis</td>
<td>2018</td>
<td>Ctr. For Emer. Media Des. &amp; Dev.</td>
<td>CCIM</td>
</tr>
<tr>
<td>Murray Steib</td>
<td>2019</td>
<td>School of Music</td>
<td>CFA</td>
</tr>
<tr>
<td>Rod Underwood</td>
<td>2018</td>
<td>Architecture</td>
<td>CAP</td>
</tr>
<tr>
<td>Jagdish Khubchandani</td>
<td>2019</td>
<td>Physiology and Health Science</td>
<td>COH</td>
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</table>
4.0 University Council
(38 members)

Chairperson: Tiffany Peters
Vice Chairperson: Laura Helms
Secretary: Lola Mauer
Executive Secretary: (Non-voting)

Ex officio: Kay Bales
Ex officio: VP for Govt. Relations, ex officio, or designee
Ex officio: Bernard Hannon
Ex officio: Phil Repp
Ex officio: Cheri O’Neill
Ex officio: Joan Todd
Ex officio: Delaina Boyd (Provost’s Designee)
Ex officio: Tarek Mahfouz
Ex officio: Kathy Berryhill, Chair, Campus

Council

Academic Affairs
Laura Helms  2018 University College Senate
Nancy Cronk  2018 Registrar & Enrollment Services Area
Sarah Lee  2018 SPA Area

Business Affairs
Julie Hopwood  2019 Business Affairs Senate
Matt Hawkins  2019 Business Affairs Area
Kevin Kenyon  2019 Business Affairs Area

Information Technology
Scott McFadden  2018 University Libraries Senate
Diane Calvin  2018 University Libraries Area
Marchal Hudson  2018 Unified Technology Support Area

Advancement Enterprise
Kate Webber  2018 Alumni Programs Senate
Steve Fulton  2018 Alumni Programs Area
Lola Mauer  2018 BSU Foundation Area

Student Affairs & Enrollment Management
Matt Kovach  2019 Housing and Residence Life Senate
Tiffany Peters  2019 Student Affairs Area
Abby Haworth  2019 Admissions Area

Strategic Communications
Kari Gaye  2018 Strategic Communication Senate
Stacey Grosh  2018 Strategic Communication Area
Tim Keating  2018 Strategic Communication Area

Government Relations and Community Engagement
Delania Boyd  2019 Government Relations Senate
Kelly Favory  2019 Government Relations Area
Justin Tobyas  2019 E.B. & Bertha C. Ball Center Area

Faculty (by College):
Matt Moore  2018 Social Work and Counseling COH FC
Tarek Mahfouz  2018 Construction Management CAP FC
Sheila Smith  2018 Information Systems/Operations Management MCOB FC

Adam Kuban  2018 Journalism CCIM FC
Michael Daehn  2018 Theatre and Dance CFA FC
Mark Hill  2019 Mathematical Sciences CSH FC
Teresa Rishel  2018 Elementary Education TC FC

Students (5):
4.1 Admissions and Credits Committee
(19 Members)

Chairperson: Ex officio: Laura Helms
Secretary: Ex officio: Nancy Cronk
Ex officio: Chris Munchel

Faculty Council Representatives (7)

<table>
<thead>
<tr>
<th>VACANT</th>
<th>2018</th>
<th>MCOB</th>
<th>FC</th>
</tr>
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<tbody>
<tr>
<td>Dom Caristi</td>
<td>2019</td>
<td>TCOM</td>
<td>CCIM</td>
</tr>
<tr>
<td>Kourtland Koch</td>
<td>2018</td>
<td>Special Education</td>
<td>TC</td>
</tr>
<tr>
<td>Johnathan Forbey</td>
<td>2019</td>
<td>Psychological Science</td>
<td>CSH</td>
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<tr>
<td>Joel Braun</td>
<td>2018</td>
<td>School of Music</td>
<td>CFA</td>
</tr>
<tr>
<td>Scott Hall</td>
<td>2018</td>
<td>Family and Consumer Sciences</td>
<td>TC</td>
</tr>
<tr>
<td>Lisa Dunaway</td>
<td>2019</td>
<td>Urban Planning</td>
<td>CAP</td>
</tr>
<tr>
<td>Renee Twibell</td>
<td>2019</td>
<td>Nursing</td>
<td>COH</td>
</tr>
</tbody>
</table>

University Council Representatives (5)

| Daniel Miller | 2018 | Chemistry | CSH | UC  |
| Gloria Pavlik | 2019 | Student Affairs | CSH | UC  |
| Jacquelyn Buckrop | 2018 | Academic Affairs | CSH | UC  |
| Melanie Turner | 2019 | Academic Advising | CSH | UC  |
| Hondo Tamez   | 2018 | Unified Communications | CSH | UC  |

University Council Representative: Kari Gayes (2018)
Undergraduate Student (1): Paige Lundy (2018)
Graduate Student (1):

4.2 Athletics Committee
(21 Members)

Chairperson: Travis Peters Ex officio: Geoffrey Mearns, President
Secretary: Thalia Mulvihill Ex officio: Mark Sandy
Ex officio: Pat Quinn
Ex officio: Senior Woman Administrator
Ex officio: Dan Byrnes
Ex officio:
Ex officio: Megan Walters

| Lawrence Judge | 2018 | School of Kinesiology | COH | FC  |
| Howard Hammer  | 2019 | Finance & Insurance   | MCOB| FC  |
| Caroline Hand  | 2019 | Music                | CFA | FC  |
| Mohammad Maqbool | 2018 | Physics and Astronomy | CSH | FC  |
| Serena Shin    | 2019 | Educational Psychology | TC | FC  |
| Kristen McCauliff | 2019 | Communication Studies | CCIM| FC  |
| Joe Blalock    | 2018 | Landscape Architecture | CAP | FC  |
| Matt Kovach    | 2019 | Housing and Residence Life | UC |
Students (5):
  NCAA/MAC Representative:

### 4.3 Financial and Budgetary Affairs Committee
(11 Members)

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
<th>University Council Representative</th>
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<tbody>
<tr>
<td>Sue Weller</td>
<td>2019</td>
<td>Facilities Planning</td>
<td>UC</td>
<td></td>
</tr>
<tr>
<td>John Burton</td>
<td>2018</td>
<td>Online Distance Education</td>
<td>UC</td>
<td></td>
</tr>
<tr>
<td>Jill Coleman</td>
<td>2018</td>
<td>Geography</td>
<td>CSH</td>
<td></td>
</tr>
<tr>
<td>Yaron Ayalon</td>
<td>2019</td>
<td>History</td>
<td>CSH</td>
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</table>

Faculty Council Representative: Cecil Bohanon (2019)
Graduate Student (1): Julie Bilsland (2018)

### 4.4 Institutional Effectiveness Committee
(14 Members)

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>College</th>
<th>University Council Representative</th>
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</thead>
<tbody>
<tr>
<td>Karen Ford</td>
<td>2018</td>
<td>Educational Studies</td>
<td>TC</td>
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<tr>
<td>Gene Berger</td>
<td>2018</td>
<td>School of Music</td>
<td>CFA</td>
<td></td>
</tr>
<tr>
<td>Jason Webber</td>
<td>2019</td>
<td>MBA and Certificate Programs</td>
<td>MCOB</td>
<td></td>
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<tr>
<td>Beth Messner</td>
<td>2019</td>
<td>Communication Studies</td>
<td>CCIM</td>
<td></td>
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<tr>
<td>Ann Blakey</td>
<td>2018</td>
<td>Biology</td>
<td>CSH</td>
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<tr>
<td>James W. Jones</td>
<td>2019</td>
<td>CMID</td>
<td>CAP</td>
<td></td>
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<tr>
<td>Matt Moore</td>
<td>2019</td>
<td>Social Work</td>
<td>COH</td>
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<tr>
<td>Nancy Prater</td>
<td>2019</td>
<td>Online and Distance Education</td>
<td>UC</td>
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<tr>
<td>Jennifer Haley</td>
<td>2019</td>
<td>Learning Center</td>
<td>UC</td>
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</table>

University Council faculty representative: (2018)
University Council professional personnel representative: Stacey Grosh (2018)
Undergraduate Student (1):
Graduate Student (1):
## 4.5 International Programs Committee

(14 Members)

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>Area</th>
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<tbody>
<tr>
<td>Scott Truex</td>
<td>2018</td>
<td>Urban Planning</td>
<td>CAP</td>
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<tr>
<td>Sangwon Lee</td>
<td>2019</td>
<td>Marketing</td>
<td>MCOB</td>
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<tr>
<td>Ryan Sparrow</td>
<td>2018</td>
<td>Journalism</td>
<td>CCIM</td>
</tr>
<tr>
<td>C. Michael Palmer</td>
<td>2019</td>
<td>Music Education</td>
<td>CFA</td>
</tr>
<tr>
<td>Kazumi Matsumoto</td>
<td>2018</td>
<td>Modern Languages and Classics</td>
<td>CSH</td>
</tr>
<tr>
<td>Michael Ndemanu</td>
<td>2019</td>
<td>Educational Studies</td>
<td>TC</td>
</tr>
<tr>
<td>Sheila Abebe</td>
<td>2019</td>
<td>School of Nursing</td>
<td>COH</td>
</tr>
<tr>
<td>Vickie Barton</td>
<td>2019</td>
<td>Executive Director of Indiana Academy</td>
<td>UC</td>
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</table>

Chairperson: Ex officio: Chris Munchel
Secretary: Ex officio: John Jensen
Ex officio: Mary Theresa Seig
Ex officio: Laurie Lindberg

University Council Representative: (1): Diane Calvin (2018)
Undergraduate Student (1):
Graduate Student (1): Kera Fenimore (2018)

## 4.6 Judicial Committee

(12 Members)

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>Area</th>
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</thead>
<tbody>
<tr>
<td>Lisa Renze-Rhodes</td>
<td>2018</td>
<td>Media Strategy (Strategic Communication)</td>
<td>Area</td>
</tr>
<tr>
<td>Brian Pickerill</td>
<td>2018</td>
<td>Institutional Effectiveness (Academic Affairs)</td>
<td>Area</td>
</tr>
<tr>
<td>Melissa Rubrecht</td>
<td>2019</td>
<td>Business Affairs (Business Affairs)</td>
<td>Area</td>
</tr>
<tr>
<td>Victor Replogle</td>
<td>2018</td>
<td>University Libraries (Information Technology)</td>
<td>Area</td>
</tr>
<tr>
<td>Candy Dodd</td>
<td>2019</td>
<td>Government Relations &amp; Community Engagement</td>
<td>Area</td>
</tr>
<tr>
<td>Kelsey Dumoulin Kelly</td>
<td>2018</td>
<td>BSU Foundation (Advancement Enterprise)</td>
<td>Area</td>
</tr>
<tr>
<td>Ro-Anne Royer Engle</td>
<td>2019</td>
<td>(Student Affairs/Enrollment Management)</td>
<td>Area</td>
</tr>
<tr>
<td>Tim Gray</td>
<td>2019</td>
<td>Landscape Architecture</td>
<td>CAP</td>
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<tr>
<td>Ron Groeber</td>
<td>2017</td>
<td>Finance/Insurance</td>
<td>MCOB</td>
</tr>
<tr>
<td>Barry Umansky</td>
<td>2019</td>
<td>Telecommunications</td>
<td>CCIM</td>
</tr>
<tr>
<td>Johanna Tavianini</td>
<td>2019</td>
<td>Theatre and Dance</td>
<td>CFA</td>
</tr>
<tr>
<td>Mellisa Holtzman</td>
<td>2019</td>
<td>Sociology</td>
<td>CSH</td>
</tr>
<tr>
<td>Diana Bantz</td>
<td>2019</td>
<td>Nursing</td>
<td>COH</td>
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<tr>
<td>Michael Ndemanu</td>
<td>2019</td>
<td>Educational Studies</td>
<td>TC</td>
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</tbody>
</table>

Barry Umansky
Mellisa Holtzman
Diana Bantz
Michael Ndemanu
4.7  **Master Planning and Facilities Committee**  
(13 Members)

Chairperson:  
Secretary: 

Ex officio:  
Phil Repp 
Jim Lowe 
Mitchell Whaley 
Larry Markle 
Lohren Deeg 

Doug Droste  
2018  
School of Music  
CFA  
FC  

Jayne Beilke  
2019  
Educational Studies  
TC  
FC  

Richard Leigh  
2018  
University Libraries  
UC  

Christopher Wilkey  
2019  
Housing & Residence Life  
UC  

Faculty Council Representative:  Malcom Cairns (2019)  
University Council Representative:  Kelly Favory (2018)  
Undergraduate Student (1):  
Graduate Student (1):  Derek Tulowitzky (2018)

4.8  **Online Distance Education Committee**  
(14 Members)

Chairperson:  Suzy Smith (2016-17)  
Secretary: 

Ex officio:  Trudi Weyermann  
Matthew Shaw 

Carla Earhart  
2018  
Management  
MCOB  
FC  

Michelle Duran  
2018  
School of Art  
CFA  
FC  

Susan Tancock  
2018  
Elementary Education  
TC  
FC  

Ranjith Wijesinghe  
2019  
Physics  
CSH  
FC  

Suzy Smith  
2019  
Telecommunications  
CCIM  
FC  

Sherif Attallah  
2019  
Construction Management  
CAP  
FC  

Renee Twibell  
2019  
Nursing  
COH  
FC  

Michelle Thomas  
2019  
Academic Advising  
UC  

Craig Meinhart  
2018  
Digital Marketing  
UC  

University Council Representative (1):  Candy Dodd (2019)  
Undergraduate Student (1):  
Graduate Student (1):  Amanda Henderson (2018)
### 4.9 Professional Personnel Salary and Benefits Committee

(10 Members)

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairperson:</td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>Julie Hopwood</td>
</tr>
<tr>
<td>Secretary:</td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>Chair, F&amp;BA</td>
</tr>
<tr>
<td></td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>David Roof, Chair, Faculty S&amp;B</td>
</tr>
<tr>
<td>Lola Mauer</td>
<td>2019</td>
<td></td>
<td>△</td>
<td>Foundation</td>
</tr>
<tr>
<td>Candy Dodd</td>
<td>2018</td>
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<td>△</td>
<td>Governmental Relations</td>
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<tr>
<td>Tim Keating</td>
<td>2018</td>
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<td>△</td>
<td>Strategic Communications</td>
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<tr>
<td>Marchal Hudson</td>
<td>2018</td>
<td></td>
<td>△</td>
<td>Unified Technology Support</td>
</tr>
<tr>
<td>Nancy Cronk</td>
<td>2019</td>
<td></td>
<td>△</td>
<td>Office of the Registrar</td>
</tr>
<tr>
<td>Abby Haworth</td>
<td>2019</td>
<td></td>
<td>△</td>
<td>Student Affairs</td>
</tr>
<tr>
<td>Julie Hopwood</td>
<td>2019</td>
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<td>Business Affairs</td>
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### 4.10 Publications and Intellectual Properties Committee

(13 Members)

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Year</th>
<th>Department</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairperson:</td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>Jackie Sydnor</td>
</tr>
<tr>
<td>Secretary:</td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>Joyce Huff</td>
</tr>
<tr>
<td></td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>Michael Szajewski</td>
</tr>
<tr>
<td></td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>Sarah Lee (Provost’s Designee)</td>
</tr>
<tr>
<td></td>
<td>Ex officio:</td>
<td></td>
<td>△</td>
<td>Alan Gordon</td>
</tr>
<tr>
<td>Ken Hall</td>
<td>2019</td>
<td></td>
<td>△</td>
<td>History</td>
</tr>
<tr>
<td>Jayne Beilke</td>
<td>2019</td>
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<td>△</td>
<td>Educational Studies</td>
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<td>Sergei Zhuk</td>
<td>2018</td>
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<td>History</td>
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<td>Maureen Baker</td>
<td>2018</td>
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<td>Student Center Programs</td>
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<td>Jerry Winans</td>
<td>2019</td>
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<td>UHRS/Learning &amp; Development</td>
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Undergraduate Student (1): Nuha Alsalem (2018)

Graduate Student (1): Carolyn Kawada (2018)
4.11 Research Committee
(15+ Members)

Chairperson: Ex officio: Justin Miller
Secretary: Ex officio: Stephanie Simon-Dack
Ex officio: Jackie Sydnor, Chair of PIPC

Sherif Attallah 2019 Construction Management CAP FC
Maoyong Fan 2018 Economics MCOB FC
Adam Kuban 2019 Journalism CCIM FC
Kristin Cipollone 2018 Elementary Education TC FC
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Jagdish Khubchandani 2019 Nutrition and Health Science COH FC
Robert Bennington 2018 Physics and Astronomy CSH FC
Randy Bernot 2018 Biology CSH FC
Emil Khisamutdinov 2018 Chemistry CSH FC
Richard Edwards 2018 iLearn Research UC
Amy Edmonds 2019 University Libraries UC

Faculty Council Representative: Adam Kuban (2019)
University Council Representative: Scott McFadden (2018)
Graduate Student (1): Amory Orchard (2018)

Revised 8.29.17
TO: SENATE AGENDA COMMITTEE
FR: MARILYN BUCK, INTERIM PROVOST
DATE: JUNE 23, 2017
RE: NEEDED CORRECTION/CLARIFICATION OF POLICIES FOR ANNUAL SALARY ADJUSTMENTS: FACULTY AND PROFESSIONAL PERSONNEL

The current Faculty and Professional Personnel Handbook language regarding salary adjustments needs to be corrected to reflect that the policies also pertain to contract faculty. Currently, the handbook notes in 4.5

All subunits must, however, award no less than seventy percent (70%) of their total increment funds for meritorious service in accordance with the subunit criteria. These "merit" funds cannot be distributed on an "across the board" basis. Meritorious service must be determined annually.

The implication, and the intention, when the policy was passed was for this to apply to all full-time faculty (tenured, tenure-track, and contract). However, the definition included in the policy and which precedes the 70% instruction notes:

2.1 University salary administration guidelines for faculty and professional personnel apply to all continuing professional personnel employees and those currently tenured or on tenure track or continuing contract appointment classified as follows:
   2.11. Faculty employed on academic or fiscal year contract;
   2.12. Professional personnel employed on academic or fiscal year contract (including professional personnel holding rank in academic departments);
   2.13. Faculty and professional personnel returning from approved leave of absence during present or next fiscal year.

Whereas the university has an (old) employment classification of continuing contract and whereas most contract faculty members are NOT classified as such, I recommend the following change to clarify the policy and make it clear that the 70% merit pertains to all full-time faculty members.

2.1 University salary administration guidelines for faculty and professional personnel apply to all continuing professional personnel employees and those faculty members who are currently tenured, on tenure track, or who are hired on a full-time contract basis.
   2.11. Faculty employed on academic or fiscal year contract;
   2.12. Professional personnel employed on academic or fiscal year contract (including professional personnel holding rank in academic departments);
   2.13. Faculty and professional personnel returning from approved leave of absence during present or next fiscal year.