UNIVERSITY SENATE

Meeting #3

Thursday, December 1st, 2022
4:00PM
Letterman Building, Room LB 125

AGENDA

Approval of the University Senate Minutes of September 29th, 2022.

I. Announcements
   A. Next Scheduled Meetings
      University Senate – Thursday, January 19th, 2023 4:00 p.m., LB125
      Senate Agenda Committee – Monday, January 9th, 2023 2:00 p.m., BC200

   B. Non-Tenure Line Changes- Voted on and approved by Faculty Council on November 3rd, 2022- (Enclosure #1)
   C. Joint Appointment Statement- Voted on and approved by Faculty Council on November 3rd, 2022- (Enclosure #2)

II. Recognition of Deaths
    Mr. Phillip M. Dunn
    Academic Advisor Emeritus
    Retired 2004
    31 years of Service

    Dr. Gerald “Jerry” Murray
    Academic Advisor/Associate Director Emeritus of Academic Advising and Associate Professor Emeritus of
    Academic Advising
    Retired 2013
    45 Years of Service

    Dr. Joseph A. Losco
    Director Emeritus Bowen Center for Public Affairs & Professor Emeritus of Political Science
    Retired 2017
    34 Years of Service

III. Questions Directed to President Mearns

IV. Committee Reports
   A. Governance and Elections Committee – Linda Taylor, Chairperson
   B. Faculty Council – Chris Van Hof, Chairperson
   C. Professional Personnel Council – Mike Gillilan, Chairperson
   D. Student Government Association- Tina Nguyen/Monet Lindstrand
V. Report by Chairperson of Senate – Nathan Bogert– GANTT chart (Enclosure #3 - Issues in the Senate System)

VI. Question and Answer Period

VII. Unfinished Business

VIII. New Business
   A. HR Language regarding Dual Employment- Enclosure #4

IX. Other Items

X. Adjournment
MINUTES OF THE SECOND MEETING OF THE 2022-2023 UNIVERSITY SENATE
September 29th, 2022

Members Present: 30
Members Absent: 11

I. The meeting was called to order by the 2022-2023 Chair of the University Senate, Nathan Bogert, at 4:02 p.m.

Substitutions were noted.


Members Absent: C. Bohanon, S. Fulton, A. Hildner, L. Taylor

Guests: J. Buckrop, R. Willard

A motion was made (Gillilan) and seconded (Wheeler) to approve the minutes of August 25th, 2022. No nays noted. No abstentions noted. Motion carried.

I. Announcements

A. Next Scheduled Meetings
   University Senate – Thursday, October 27th, 2022 4:00 p.m., LB125
   Senate Agenda Committee – Monday, October 17th, 2022 2:00 p.m., BC200

B. Introductions
   a. Dr. Rashida Willard, New Associate Vice President of Inclusive Excellence
      Located in Applied Technology building. Born and raised in Portland Oregon, very excited to work here at Ball State
   b. Jackson Onieal, New Executive Coordinator and Secretary for University Senate

C. Modifications to the Ex-Officio Membership of UCC- Voted on and approved by Faculty Council on September 1st, 2022- Jennifer Grouling (Enclosure #1)

II. Questions Directed to President Mearns

President wanted to expand on some things from last meeting. Regarding SB1, law became effective and then was stayed by a state court judge. How does this affect student healthcare? Student healthcare center is run with a contract with IU Health. Nothing in the law restricts their staff or Ball State employees from advising students about access to abortion care and referring them to providers. Continuing to provide specific guidance to employees that will help students with this issue.

With respect to the employee healthcare plan, coverage is provided under the healthcare plan as it stands. The new law doesn’t appear to change that. As with all services covered by the health plan, abortion is covered if it was legal to provide in the state where it was provided and as long as the doctor’s license extends to that care. Employee benefits office can provide more detailed information upon request.

Some Colleges have land acknowledgment statements, but there is a plan in place to create a university wide statement that can be used by all. Leadership will contact local indigenous tribes to ask for help in creating this statement. NAGRA compliance process is underway. Once complete, we will seek input from appropriate tribes to ask what they would prefer to be done with any remains.
Board of Trustees meeting is tomorrow. Two items of note. Ball State has 12 acres of farmland that the Administration intends to donate at no cost to the Muncie Redevelopment Commission. Also, a determination about healthcare premiums for the next calendar year. Recommendation is to not increase healthcare premium, pending board approval.

Gillilan asks a question about the land donation, will there be any conditions attached to the land donation? There will be no stipulations attached to the donation, Mayor has given the impression that it will not necessarily be affordable, but it will be potentially 35-40 homes. It was not really considered for the university to develop the land itself.

Gillilan requests representation on hiring for the future task force. Provost responds that every college is organizing how they’re going to be recruiting to be more comprehensive. Not necessarily a task force, and exclusively for faculty. Second question, is the university thinking systematically about how to be more competitive in hiring. President’s response: changing title of AVP for HR to People and Culture. Important to think comprehensively about the people we’re hiring and the culture we’re creating, and what those people can bring to the culture. There will be a much more holistic strategic approach to hiring as a part of this modified roles.

III. Committee Reports

A. Governance and Elections Committee – Linda Taylor, Chairperson
Bogert filling in, discussed a new proposal for a department of race, gender and ethnic studies. Committee will be creating the criteria that govern the vote of affected faculty.

B. Faculty Council – Chris Van Hof, Chairperson
UCC committee has met twice now, charge to committee includes a directive to make the reduction from 36 to 30 hours. Also directed to provide some suggestions as to where those 6 hours could be removed. That will be a discussion, not a vote. There are discussions about a writing coordinator across the core, as well as highlighting inclusive courses in the core. Ad hoc committee has been created to look at an ombudsperson role, has met and is waiting on some direction from the Provost which is coming. Non-tenure line proposal is also in the works.

C. Professional Personnel Council – Mike Gillilan, Chairperson
Did not have quorum at most recent meeting, electronic vote was done to approve standing rules and officers. Next meeting October 13th. Professional Personnel Technology committee is going to meet to further define their role and determine whether there is enough work to keep things going.

D. Student Government Association- Tina Nguyen/Monet Lindstrand
Recently passed budget. Plan to expand Take Back the Night, perhaps including prominent voices from the Muncie Community. The fair wages commission is meeting, trying to expand the number of hours students can work per pay period to increase student incomes. Will work closely with Career Center to track data from wage hikes at departments around campus. Expanding free feminine hygiene products program around campus.

IV. Report by Chairperson of Senate – Nathan Bogert– GANTT chart (Enclosure #2 - Issues in the Senate System)

Almost everything is exactly the same as last meeting, with the exception of the announced changes to the membership of the UCC committee. If there are any questions about the GANTT chart or specific items on it, this time can be used to ask.

V. Question and Answer Period

VI. Unfinished Business

VII. New Business

VIII. Other Items

IX. Adjournment

Motion made by Prater, Wheeler seconded
Motion carried unanimously
MEMO

To: Nathan Bogert, Senate Chair, Senate Agenda Committee

From: Elizabeth Truitt, Chair Non-Tenure Line Faculty Committee

Date: October 3, 2022

RE: Revisions to proposal put forward to Faculty Council on 4/14/22

Below reflect proposed changes the NTLFC have made to the original proposed changes brought before the Faculty Council at the 4/14/22 Meeting:

Current Handbook Language:
21.4.1.4 As a rule, non-tenure-line faculty will be assigned to teaching and not to other responsibilities such as research, service, and administration. Non-tenure-line faculty members whose assignments include responsibilities other than teaching will receive assigned time, additional salary, or other compensation to be determined by their department chairperson.

Proposed changes to the Handbook 4/14/22:
21.4.1.4. As a rule, non-tenure-line faculty will be assigned to a load that is primarily teaching. Scholarship, service, and administrative responsibilities can be included and will be determined by the department chair annually or at time of offer or contract renewal, and not to other responsibilities such as research, service, and administration. Non-tenure-line faculty members whose assignments include responsibilities other than teaching will receive assigned time, additional salary, or other compensation to be determined by their department chairperson. Any other responsibilities may be subject to additional salary or other compensation to be determined by their department chairperson.

16.1.3.1.4. Salary increments may be awarded at each promotion along with a three-year contract and a five-year contract, respectively. Contract extensions due to promotion will run concurrently with any prior multi-year contract.

NTLFC PROPOSED CHANGES:
21.4.1.4. As a rule, non-tenure-line faculty will be assigned to a load that is primarily teaching. Scholarship, service, and administrative responsibilities can be included and will be negotiated with the department chair and approved by the dean annually or at time of offer or contract renewal. Non-tenure-line faculty members whose assignments include responsibilities other than teaching will receive assigned time, additional salary, or other compensation to be negotiated with their department chairperson and approved by the Dean.
Joint Appointment Statement to be added to the Faculty and Professional Personnel Handbook

16.1.4.1.6

Joint Appointments are created via a Memorandum of Understanding (MOU) between two or more units and the faculty member at the time of appointment. The MOU, which will be approved by the leadership of the units (including chairs/directors, deans, and the provost), will define the home unit, describe the role and responsibilities of the joint appointment, agree upon the employment resources and expectations, and specify the evaluation procedures. Promotion and Tenure and Salary and Merit review must be clearly described and respective committee membership must be defined. The MOU will be reviewed at least annually.
## Issues in the Senate System, 2022-2023 (11.15.22)

### FACULTY COUNCIL

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<td>TEC revisions proposals</td>
<td>FC, To SAC</td>
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<td>UCC- Reduction of Core Curriculum Hours-Reversal</td>
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### STUDENT GOVERNMENT ASSOCIATION

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### SENATE AGENDA

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**GOVERNANCE & ELECTIONS**

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November 14, 2022

Draft of Language HR is proposing to add to the Faculty & Professional Handbook re: Dual Employment:

The University recognizes that faculty members and professional personnel may wish to engage in employment opportunities outside of the University. These outside employment opportunities, however, must not conflict with their duties, responsibilities, research, and/or regularly assigned periods of work, as employment at the University is considered to be their primary appointment. In addition, faculty members and professional personnel may not use BSU personnel—including graduate assistants (GAS), University facilities, equipment, resources, or materials, including course materials created and used for work at the University, when performing work for another employer. Faculty members and professional personnel must obtain approval, in writing, from their department chair or unit head prior to performance of any outside employment. If outside employment presents an actual or perceived conflict of interest and/or conflict of commitment as defined in Section 38, Policy on Conflict of Interest and Conflict of Commitment of this Handbook, that Policy will govern the University's response, including matters related to management plans, administrative actions, and recommendations for disciplinary action(s) and/or termination of the outside employment. Furthermore, faculty members and professional personnel must adhere to all requirements regarding the ownership, distribution, and commercial development of intellectual property and technology developed by faculty, staff, students, and others participating in University programs as defined in the Policy Concerning the Ownership, Distribution, and Commercial Development of Ball State University Intellectual Property and Technology.

Substitutes: S. Anderson for M. Lorsung


Guests: K. Denker, J. Gassensmith, L. Kuykendall, K. McCauliff, R. Wert, K. Zenisek

The Chairperson of the 2022-23 Faculty Council, Chris Van Hof, called the meeting to order at 4:02 p.m. Roll call was taken by signing the roster.

A motion was made and seconded to approve the minutes of October 6th, 2022.
No nays noted. No abstentions noted.
The motion carried.

I. Announcements

A. Next scheduled meetings
   • Faculty Council January 26th, 2023, 4:00 p.m., Letterman Building, Rm. LB125
   • Items for next agenda to be received by Senate Office no later than Friday, January 13th, 2023, for electronic review by Faculty Council agenda committee

   Chair introduces himself and gives the order of the day. We will hear from the chairs of the relevant committees to introduce the business coming from their committees. Members are also asked to submit any potential business to Chair Van Hof.

B. Items currently in committees- GANTT Chart (Enclosure #1)

C. Chairman’s Report
   a. Progress of the UCC subcommittee
   b. Joint Appointment Statement
   c. Ombudsperson Proposal Ad Hoc Committee Update
i. Ad hoc committee has been meeting. The Provost provided guidance on where the committee should focus. Have been referencing the work of peer institutions to see how others handle an ombudsperson role.

II. Unfinished Business
A. Joint Appointment Statement (Enclosure #2)
   a. Henry Wang gives a brief background of the joint appointment statement. Joint appointment has been in the works for several years, looking at how to perform proper evaluations when tenurial decisions are up for joint appointees. Committee produced a report to discover how this was handled nationwide. The UPT believes that the scope of this problem is primarily within the committee’s charge, but can see where other people would be affected by the lack of joint appointment procedures being written down. This proposal allows for joint appointments, gives the procedures for how that will be handled, and other necessary tweaks.

   Huff makes a motion to approve that language and received a second. Unanimous vote in favor of the motion.

B. Non-Tenure Line Language Change (Enclosure #3)
   a. Chair of the NTL committee Truitt gives an overview. The goal is to fine-tune the language to improve clarity. Another goal is to make sure that the handbook language matches the practices that have been in place.

   Motion made and seconded to move to a discussion on this issue.
   Discussion ensues over how this will affect those departments who rely very heavily on NTL faculty. This change allows the service requirements on NTL faculty to be negotiated rather than assigned. It also acknowledges that those who are NTL faculty will be able to negotiate because they are covering responsibilities that would traditionally be the responsibility of tenured faculty. Specifically, the discussion is about whether the final line of these changes will require departments to negotiate compensation they don’t have and can’t provide.

   Vote to call the question. Vote was 25-16. Needing 66% to pass the motion, the vote fails.

   Motion to table the motion. Vote was 18-19. The vote fails.

   Vote to call the question. Vote was passed by unanimous consent.

   Vote on the question. Vote was 29-5. The motion carries and the language will be placed in the handbook.

C. UCC Recommendations Discussion
   Chair gives a brief overview. Over the last few years, there has been a conclusion reached that the core must be reduced to align with ICHE and to help transfer students when they arrive on campus. There is an accreditation deadline in 2023, so the goal is to have this problem settled before that time. This proposal will not restructure the core, although that can be handled later if this body decides to do so.
Chair of UCC Denker gives a report. This will try to maintain the integrity of the core, without touching the structure of the core. Individual classes will not be discussed this is a more general discussion. Option 1. Remove 3 credits from Tier 1, and 3 from Tier 2. Also, this will remove the option to double count classes in the core, which will allow students to take core classes outside their major.
Option 2, this will remove 3 hours from Tiers 1 and 2. Must be outside of the domain of the student.

Option 3, Remove 3 hours from Tier 1 and Tier 2

Discussion
Huff is in favor of the first two options, saying that removing double counting will help to solve the problem of people staying within their major.

Domain is one of the four domains within tier 1 and tier 2.

Question is asked whether this affects writing course requirements. It does not.

In Option 1, the double counting would apply through the whole core, while in 2 the change would only affect tiers 1 and 2

Vitale says that for smaller departments, removing double counting would not be beneficial because it prevents easy completion of a degree. Many students pick up these smaller department’s majors in Tier 1 and 2.

Question is asked whether introductory arts classes will be removed for students. There isn’t any specific removal, but because the structure is being changed there will likely be associated changes.

Mayer asks what the downside is to Option 3. Says it looks like it has a lot of flexibility, but not sure what the downside is. The downside is that students will not have much diversity of classes in Tiers 1 and 2.

Guest from UCC says a lot of research was done for these proposals, 85-90% of departments have classes that are in tiers 1 or 2 of the core. The goal is to emphasize the split between the core and majors, rather than the overlap between the two.

Clarification: Double counting is possible under option 2.

III. New Business
IV. Question and Answer Period
V. Other Items
VI. Adjournment
A motion was made and seconded to adjourn the meeting.
No nays noted. No abstentions noted.
The motion carried.

Substitutes: J. Flanagan for R. Wilson, S. Roberts for M. Shaw, P. Nagelkirk for C. Van Hof

Ex Officio (non-voting) Members Present: J. Gassensmith, R. Wert


Guests Present:

The Chairperson of the 2022-2023 Council, Mike Gillilan, called the meeting to order at 4:02 p.m. Roll call was taken by signing the roster. Quorum was met.

Approval of the minutes from October 13th, 2022 was entertained. A motion was made (Fulton) and seconded (Haynes) to approve the minutes. Motion Approved Unanimously

1. Announcements
   A. Next meeting: Professional Personnel Council: February 9th 2023, 4:00 p.m., Rm. LB125

Chair announces some upcoming dates, as well as informing everyone that the committee letters that were sent out are not spam, and to keep them for your records.

Chair introduces Rashida Willard from the office of Inclusive Excellence. Recently joined Ball State after spending years working in equity at institutions in Oregon. Office is located in the Applied Technology building. In the process of listening sessions around campus, beginning to take that info and putting it into practice. One core responsibility of the office is intentional diversity outreach in the community, and Dr. Willard is making sure to connect with the community herself. Another key part of the office is consultation, trying to become equity experts that can be resources for the campus community. Third major goal of the office is training and professional development; will be taking the existing system and expanding on it. Final goal is Resources and partnerships, which will give tools to the campus community that they can use to inform decision making, as well as integrating with inclusive excellence programs around campus.
Chair opens it up to questions for Dr. Willard, asks about the Climate Survey. The data is being analyzed, and will be put into a presentation that will be presented to the President and other officials. After that is done, the presentation will be disseminated to the community at large, and recommendations will be made.

Question is asked whether the listening tours will be going to colleges, and whether Dr. Willard is willing to attend meetings with smaller units. Dr. Willard responds, says she is willing to go wherever and meet with anyone.

Question is asked that whether the resources tool is available now. Dr. Willard responds that it was done previously at her last institution, and all the information is publicly available, but Ball State specific information is coming soon.

Question is asked whether the resources are in place to make the most out of the climate survey data. Dr. Willard responds that there are some limits on how the information can be shared, but she will be trying to take advantage of access to data experts on campus.

2. Committee Reports
   a. Admissions and Credits
      i. No report
   b. Global Engagement
      i. No report
   c. Master Planning & Facilities
      i. No report
   d. Professional Personnel Technology
      i. Cindy Cash gave report. Met on 10/19, and had a discussion about keeping the committee. Will meet after Thanksgiving to continue discussion and figure out how to move forward.
   e. Professional Personnel Salary and Benefits
      i. Met again today, discussing salary plans and how those will be disseminated.
   f. Research
      i. No report
3. Unfinished Business-
4. New Business
   A. Opening on Academic Freedom and Ethics Committee
5. Items in Committees- Gantt Chart (Enclosure #1)
UCC committee met, and presented 3 proposals to the members of Faculty Council. Members of the Council will go back to their units and get input, to vote on what will be presented at the next meeting.

6. Question and Answer Period

7. Other items
   A. The Future of PPC
      Prior to five years ago, this group was called University Council, but the makeup of the committee was mostly the same. The structure and name changed, but questions still linger on what the committee does exactly and its composition.

      The main question is to figure out what the value of this group is, and the Chair would like to solidify that in his remaining time as Chair. One idea is to have one member of the President’s Cabinet available to answer questions like in University Senate and Faculty Council. The leadership of this council will be meeting to organize a survey about the value of this organization, and how to improve the value it provides to this institution. This could lead to some edits to the purpose of the organization in the handbook if that is the sentiment expressed by the body. The goal is to make the meeting of this body valuable and worthwhile for members and the campus at large.

8. Adjournment
   A motion was made (Haynes) and seconded (Grigoletti) to adjourn Professional Personnel Council at 4:38 p.m.
   
   **Motion Approved Unanimously**