



UNIVERSITY SENATE

Meeting #5

Thursday, February 23rd, 2023
4:00PM
Letterman Building, Room LB 125

AGENDA

Approval of the University Senate Minutes of January 19th, 2023

I. Announcements

A. Next Scheduled Meetings

University Senate – Thursday, March 23rd, 2023, 4:00 p.m., LB125
Senate Agenda Committee – Monday, March 13th, 2023, 2:00 p.m., BC200

II. Recognition of Deaths

Dr. Richard (Dick) Whitworth
Professor Emeritus of English
Retired 1993
28 Years of Service

Dr. Neil E. Weintraub
Professor Emeritus of Music Performance
Retired 2000
20 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 #1 - Issues in the Senate System)

VI. Question and Answer Period

VII. Unfinished Business

VIII. New Business

- IX. Other Items
 - A. Presentation from Darrell Clark
 - B. Discussion about resources to help Senators
- X. Adjournment

MINUTES OF THE FOURTH MEETING OF THE 2022-2023 UNIVERSITY SENATE
January 19th, 2023

Members Present: 37

Members Absent: 4

1. The meeting was called to order by the 2022-2023 Vice Chair of the University Senate, Linda Taylor, at 4:03 p.m.

Substitutions were noted.

Members Present: T. Berg, C. Bohanon, C. Cash, K. Chipman, S. Chung, J. Coggeshall, C. Dailey, H. Dickin, S. Fulton, L. Gerstein, M. Gillilan, J. Glesing, C. Grellier, R. Hassenzahl, C. Haynes, A. Hildner, E. Jones, F. Kalota, K. Koch, W. Koslicki, B. Large, S. Lee, T. Nguyen, M. Prater, N. Prater, S. Rivera-Mills, S. Shore-Beck, C. Shue, L. Taylor, S. Tao, M. Tschopp, P. Turner, C. Van Hof, C. Webster, R. Wert, D. Wheeler, M. Wilson

Substitutes:

Members Absent: N. Bogert, A. Bowen, M. Lindstrand, G. Mearns

Guests: J. Buckrop, D. Clark, R. Crouch, R. Royer-Engle

A motion was made (Gillilan) and seconded (Prater) to approve the minutes of December 1st, 2022.
No nays noted. No abstentions noted.

Motion carried.

I. Announcements

Next Scheduled Meetings

University Senate – Thursday, February 23rd, 2023 4:00 p.m., LB125

Senate Agenda Committee – Monday, February 13th, 2023 2:00 p.m., BC200

II. Questions Directed to President Mearns

Provost Rivera-Mills is here to answer questions in the President's place. Question is asked what the legislative session looks like from a Ball State perspective. Provost responds that things look positive, and that there are efforts being made to better support higher education. Expecting an increase in the state appropriation, but nothing will be final for some time.

III. Committee Reports

- a) Governance and Elections Committee – Linda Taylor, Chairperson
 - i) Reviewed criteria for a vote of affected faculty for the creation of a new Department of Women's, Gender and African-American Studies. Next meeting on February 9th.
- b) Faculty Council – Chris Van Hof, Chairperson
 - i) Language to include joint appointments in the handbook has been passed and moved up the governance ladder. Non-Tenure Line language is back in committee and is expected to return at some point this year. A presentation by Alan Finn and Scott Stachler will be given on the budget, and everyone is invited to submit questions to their faculty council members. The UCC has recommended a cessation of core changes at this time and has submitted a report that will be voted on next week. It's likely to lead to the creation of a task force to holistically evaluate the core. The core will not be changed or diminished in the immediate future, and no changes will be made without UCC and this task force being involved.
- c) Professional Personnel Council – Mike Gillilan, Chairperson
 - i) Has not met since the last Senate meeting but will give a report after the February 9th meeting.
- d) Student Government Association- Tina Nguyen, President
 - i) Fair Wages commission is going to be restructured to include 10 students from across the university. Elections for SGA board will begin on January 31st. There will be a new secretary of Transportation installed shortly. The feminine hygiene product initiative is beginning to roll out to dorms.

IV. Question & Answer

Robert Crouch wants to introduce the new Associate Vice President of People and Culture. Darrell Clark looks forward to meeting everyone, is very excited to be here and nothing but good feelings so far.

V. New Business

Ro-Anne Royer Engle is here to answer any questions about this new policy. On January 30th 2020, the Board of Trustees approved a Freedom of Expression policy. When the Freedom of Expression committee went through the handbook, there were a few policies that needed to be updated. This item is one of those necessary changes. Many of the changes are grammatical, but there are a few content modifications that are noted in the edited copy available with the Senate 1/19 agenda.

Motion to adopt this resolution made by Gillilan, Seconded by Haynes. Motion passed unanimously.

VI. Adjournment

Motion made by Bohanon, Prater seconded

Motion carried unanimously

Respectfully Submitted,

Kourtland Koch, Secretary

Members Present: N. Bogert, M. Gillilan, K. Koch, L. Taylor, C. Van Hof, D. Wheeler

Members Absent: T. Berg, R. Wert

Substitutes: T. Mahfouz for S. Rivera-Mills

Guests:

Approval of the Senate Agenda Committee Minutes of January 9th, 2023

Motion Gillilan, Second Koch. passed unanimously

I. Announcements

II. Recognition of Deaths

There are no deaths to be recognized at this time.

III. Questions Directed to President Mearns

IV. Committee Reports/Updates

A. Governance and Elections Committee – Linda Taylor, Chairperson

- a. Heard about the possible creation of Graduate Student Association, gave some guidance about what would be expected to begin this process. Also heard about appointment difficulties, Jackson has been empowered to look into the problem and try to solve on a case-by-case basis, with the goal to get the problem solved in total next semester.

B. Faculty Council – Chris Van Hof, Chairperson

- a. Non-tenure line language provisions will come up for a final vote, and Melissa Rubrecht is coming to give a presentation along with Darrell Clark about some HR updates and her new responsibilities. Provost will also be issuing guidance on the Core Curriculum process for next year.

C. Professional Personnel Council – Mike Gillilan, Chairperson

- a. Darrell Clark will be speaking, and a few other business items may come up.

D. Student Government Association- Tina Nguyen/Monet Lindstrand

V. Report by Chairperson of Senate – Nathan Bogert

Beginning after this next Senate meeting, a MarComm update will be sent out with minutes and updates from the Senate meeting, along with other details that may be helpful.

Gather information from Senators about what information they felt would be helpful when onboarding new representatives and explaining things back to units. Perhaps ask college representatives to reach out to departments and have them present about Senate and what they can do to get more involved.

VI. Question and Answer Period

VII. Unfinished Business

There is no unfinished business at this time.

VIII. New Business

A. University Promotion and Tenure Document Changes- Klaus Neumann presenting

i. Klaus wasn't able to join us today, will be sent to Faculty Council

Agenda for Senate will be Darrell Clark presentation assuming he accepts and asking the members of Senate their thoughts about content that would've been helpful in onboarding

IX. Other Items

A. Approve agenda and vote to convene Senate on February 23rd, 2023.

Taylor moves, Koch seconds, motion approved

X. Adjournment

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Issues in the Senate System, 2022-2023 (2.8.23)

FACULTY COUNCIL				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
TEC revisions proposals	FC To SAC	04.14.22 08.15.22											
UCC- Reduction of Core Curriculum Hours-Reversal	FC Senate Sent to Admin. SAC To FC	10.07.21 04.21.22 06.20.22 08.15.22 09.01.22											
PROFESSIONAL PERSONNEL COUNCIL				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
Crosswalk Safety	To Public Safety	02.17.22											
Payroll/benefits Questions	To PPS&B	02.17.22											
STUDENT GOVERNMENT ASSOCIATION				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
SENATE AGENDA				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										
AF&E Ombudsperson Proposal	SAC FC Ad hoc	04.12.21 04.15.21											
FPPH Section 113 & 114 Revisions	To SAC To FC To PPC To SAC To Senate- Annnc.	02.14.22 03.17.22 03.03.22 04.11.22 04.21.22											
UP&T Revisions	SAC To FC To SAC	03.14.22 04.14.22 08.15.22											
RCGA	SAC To FC To SAC	04.11.22 04.14.22 08.15.22											
GOVERNANCE & ELECTIONS				10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
Issues	Committee	Start	End										

Members Present: S. Abebe, C. Bohanon, J. Court, B. Dale, J. Erikson, J. Forbey, K. Gatzlaff, M. Gillilan, P. Harwood, K. Heuett, C. Hitchens, J. Huff, F. Jin, R. Jones, F. Kitchens, R. Kraus, A. Latz, L. Liu, D. Little, J. Lorch, M. Lorsung, C. Luchs, C. Malone, A. Marri, M. Marvel, J. Mayer, K. Mesarosh, S. Mickelson, P. Nagelkirk, T. Nguyen, M. Nishikawa, R. Smith, M. Stuve, M. Subir, K. Trainor, C. Van Hof, S. Vitale, B. Wagner, J. Walls, J. Ward, J. Warner, J. West

Substitutes: K. Denker for D. Hua

Members Absent: R. Baas, Y. Chan, C. Dowling, T. Ho, A. Kuban, M. Lee, D. Roof, A. Yen, M. Zhang

Guests: E. Green, K. McCauliff, K. Zenisek

The Chairperson of the 2022-23 Faculty Council, Chris Van Hof, called the meeting to order at 4:01 p.m. Roll call was taken by signing the roster.

A motion was made and seconded to approve the minutes of November 3rd, 2022.

No nays noted. No abstentions noted.

The motion carried.

I. Announcements

A. Next scheduled meetings

- Faculty Council February 16th, 2023, 4:00 p.m., Letterman Building, Rm. LB125
- Items for next agenda to be received by Senate Office no later than Friday, February 10th, 2023, for electronic review by Faculty Council agenda committee

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

- a. Ombudsperson proposal still in the works
- b. NTL committee will be discussing NTL language changes
- c. TEC committee is still working on some things; reach out to Chair Van Hof if you're on this committee

C. Chairman's Report

- a. It is very important that faculty council members recognize their role as representatives of their schools or departments. Please make sure that you're getting information back to the people you represent in a timely manner.
- b. Core Curriculum Reduction plan: after a couple of different tries, we're going to be taking a different path to passing the core reduction plan. The UCC committee has advised that the reduction is not feasible at this time, and they have suggested creating a special task force for this item of business. The task force could allow for a much broader group of people to be involved in the process and help to improve transparency and trust in this process.

Motion made to approve the report by Bohanon, seconded by Gillilan.

Motion passed unanimously.

D. Guests: Alan Finn and Scott Stachler to present about the budget

The budget model was changed as part of the strategic plan, a committee of a broad part of the campus community was brought together to figure out what the best model would be. A major goal is to increase transparency and provide good incentives for good fiscal management. There are going to be some cross-subsidies, but the goal is to have each college relatively self-sufficient. This is roughly the 3rd year of enactment of this new budget policy, but COVID and falling enrollments have made implementing this model more difficult. Because of the declining enrollment, it has been hard to completely roll out the incentive part of the plan, but the time when that is possible is rapidly approaching. There is a diagram attached to the presentation (attached to minutes) that shows the governance structure that governs the budget. Auxiliary units like housing and dining must be self-sufficient and must pay for their own strategic priorities. No university funds are used for auxiliary units, but those units may provide some money to the general university budget.

How does the model actually work? Important to remember that the model is a tool, and it is not always exact. There is a split on tuition fees, state appropriations often are specific and followed generally, while course and program fees go to the college. There are metrics that are used to figure out the costs, and the President will hold people to account on holding to the model. Budget presentations are given to each dean, as they are the primary people responsible for these budgets. The goal is to show the deans what services are provided and what those cost. Next year, subvention targets will be set, that are supposed to give a rough idea of the "bottom line" for each college to help prioritize what specifically resources need to be invested into. Dashboards and other tools are being created to help decision makers make better decisions, and to make the most of the data. The most important goal of this model is to provide incentives and accountability, which has been complicated by enrollment difficulties.

Vitale question about the 75-25% tuition split. If a student is a double major, how is the college of record decided. If there is a primary major, that will be where the money goes. The budget committee when developing this model felt that to split between two different majors would complicate the model too much. Vitale asks a follow-up asking if there is any data that shows if any particular colleges are hurt by this policy. Provost adds that this was not changed from the previous budget model, but as the dashboards are developed it is certainly worth looking into whether specific colleges are hurt by this.

Wilson asks whether the college or department is the primary unit. As of now, colleges are the primary unit for simplicity's sake, but work is being done to identify things more specifically at the department level.

Lorsung asks about the implementation of this model and how the potential enrollment cliff around the country could complicate this. The population that could come to Ball State is not necessarily a cliff, so there is some safety there, but also investments are being made in retention and other changes have been made to try and stabilize enrollment over the next 5-10 years. Follow up, if this were not to work, how would the budget model adapt to that? It would change the input, but to a certain point the model can account for that with the subvention targets.

Erikson asks how the data is used to look at the major or department level. Department and course level information is being used, as well as many other sources of data are used to make those decisions. Follow up is whether unit size factors into the process. Yes, unit size is something that works into the process, but it's also important to remember that a program being "mission central" is something that factors in, and a unit being small doesn't necessarily mean it would be eliminated.

Nagelkirk asks whether all credit hours are treated equally. No, there are a couple of different variables that credit hours are broken down into.

Vitale asks for a definition of what subvention means in this scenario. Subvention targets are going to be targets for the margin of each college. The goal isn't to get each college to be making a lot of money, it's about getting each college to make what we expect it to make, and allowing profit drivers to subsidize other colleges. If a college isn't able to meet their targets, they're expected to use carryover funds to meet the next year's deficit and then it will be solved from there. Provost wants to add that this is not about colleges being left alone to solve things by themselves. Everything is an institutional decision, and the goal is to work across college lines to further institutional goals.

General Budget information will be included with the attached presentation to provide all necessary numbers. The total budget is 371 million dollars, with tuition and state appropriations making up the largest portion of the revenue. Salary and benefits make up the large majority of expenditures, with student aid, travel and utilities making up the rest. Challenges include the upcoming state appropriation cycle, the public and political pressures to keep college affordable, the large fixed expenses and unavoidable costs like inflation, and finally the shifting enrollments in the near future. State appropriations have mostly been fixed for the last decade, and have not kept up with inflation. Tuition increases have been kept below 2% since 2014-15. Employee benefit inflation and utility inflation have been the largest unavoidable costs, with general insurance rates also going up substantially. The hope is that the coming enrollment cliff will not affect the university too much, but the Indiana college-going rate will be the prime indicator. Freshman retention rate has been falling with few exceptions since 2016, now hovering around 72-72 percent. Graduate enrollment has been ticking down slightly, and the hope is that these are just repercussions from the pandemic.

Van Hof asks whether the changes in the core would be accounted for. Answer is yes, that's something is being accounted for, and the subvention targets would be changed accordingly.

II. Unfinished Business

III. New Business

IV. Question and Answer Period

Question is asked about phased retirement and if that is no longer available. Provost responds that the phased retirement was halted indefinitely, and there is no plan or timeline. It was well communicated along with the early retirement part of the plan.

V. Other Items

VI. Adjournment

A motion was made and seconded to adjourn the meeting.

No nays noted. No abstentions noted.

The motion carried.

Respectfully submitted,

Rachel Kraus, Secretary

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There wasn't enough business to justify a PPC meeting at this time. What follows is the message sent to PPC members to prepare them for the next meeting.

Dear Professional Personnel Council (PPC) members:

After a review of next week's agenda (which is very light) and in consultation with Melanie Turner (PPC vice chair) and Rhonda Wilson (PPC secretary), I am cancelling the Thursday, February 2, 2023 PPC meeting.

While I hesitate to cancel meetings like this, I also want to be thoughtful about your time not only at the meeting but travelling to and from it, especially when that meeting is likely to be very short. I hope your new-found hour next Thursday is productive for you.

However, I do ask your attention to the following:

1. We will meet Thursday, March 2, 2023 at 4 pm at LB 125 as usual. At that meeting, our guest speaker will be Mr. Darrell Clark, our new Associate Vice President for People and Culture.
2. If you are a committee chair for one of the PPC committees, please send me a quick note by end of day on Thursday, March 2 as to the status of the committee and any committee activities/decisions since PPC last met on November 10.

The PPC committees at this time are:

- a. Professional Personnel Technology Committee
 - b. Admissions and Credits
 - c. Global Engagement
 - d. Master Planning and Facilities
 - e. Professional Personnel Salary and Benefits
 - f. Research
3. If you are a committee member of one of the PPC committees, and that committee has not convened this year, please send me a quick note along with the committee name. Please send that to me by end of day on Thursday, March 2.

4. I've mentioned a survey regarding PPC purpose, membership, and priorities. I anticipate that link being in your inbox by the end of next week. It won't take you long to do. Thanks in advance for doing this!
5. On March 1, 2023 from 2:00 p.m. – 3:30 p.m. via Zoom, Dr. Kristen McCauliff from the Vice Provost's office, Nathan Bogert (University Senate chair), Chris Van Hof (Faculty Council chair), and I will host an orientation to university governance by Zoom. This will be open not only to all of you, but I will encourage you to invite others in your spheres of influence to join you. The university works better (but not always easier) with a strong governance system—the more employees who know and understand how they can make a difference through the governance system, the better.
6. Finally, we will nominate and elect PPC officers for the 2023-2024 academic year at our April 6 meeting. I hope that you will consider running for an office (chair, vice-chair, or secretary). Our current officers will have been in office for two years – fresh eyes are needed! Please feel free to contact Melanie Turner, Rhonda Wilson, or me if you have an interest in serving in one of these roles. We will be reaching out to some folks to “shoulder-tap” but I know there are others we might miss who would be great in this role.

Thank you for your consideration. I look forward to hearing from you and seeing you again on Thursday, March 2.

Regards, Mike