

MINUTES OF THE SECOND MEETING OF THE 2011-12 UNIVERSITY SENATE

Thursday, September 1, 2011

Members Present: 58

Members Absent: 6

1. The meeting was called to order by the Chairperson of the University Senate, Eric Kelly, at 4:00 p.m.

Roll Call was taken by initialing the roster located at the entrance to TC 101.

Members Present: E. Agnew, R. Bellaver, O. Benkato, E. Bowers, R. Bremigan, B. Brey, S. Byrum, J. Cassady, B. Canada, J. Chapman, C. Corbin, G. Crawley, J. Ellery, J. Forbey, A. Gary, M. Gerhard, J. Gora, J. Green, C. Griewank, D. Grosnick, M. Guntsche, M. Hanley, T. Hendricks, M. Holtzman, J. Jemiolo, E. Kelly, J. Kim, T. King, J. Kluth, K. Kreamelmeyer, D. LeBlanc, A. Leahy, J. Ledbetter, P. Magro, T. Mahfouz, M. McGrew, D. Middleton, S. Parkinson, S. Pattison, D. Pearson, L. Pellerin, J. Popovicova, W. Sharp, D. Shawger, K. Stanton, G. Stamp, M. Steib, K. Thurman, B. Wagner, A. Wieseke, L. Wiley, J. Zhao, S. Zhuk

Substitutes: Azar Hadadian for M. Harvey, Mark Neely for J. Huff, Brian Meekin for C. Munchel, Elena Polush for T. Richardson, Katie Slabaugh for B. Wills

Members Absent: K. Hall, M. Hamil, B. Hannon, T. Hardin, M. Maggiotto, S. Rice-Snow

2. A motion was made and seconded (Crawley, Steib) to approve the minutes of April 21, 2011.

The motion carried.

3. The chairperson requested taking the announcements out of order and introduced Mr. Pete Lembo, Ball State's new head football coach. Coach Lembo discussed his style of coaching and training as well as his efforts to make the players into responsible young men. The academic portion of their career at Ball State takes place early, during the summer between their senior year of high school and freshman year of college. His thought is that starting the incoming freshman early will give them an edge on keeping focused on academics when the school year begins. He asked the membership of the senate and their constituents to contact him personally if they have any problem whatsoever with a member of the football team. He thanked the senate for the opportunity to speak briefly.

4. Reaffirmation of Standing Rules (University Senate Agenda, 9/1/11, Enclosure #1)

A motion was made and seconded (Pearson/Crawley) to adopt the standing rules.

The motion carried.

5. The subject of conserving paper was reviewed as well as polling the membership regarding their request to receive hard copies of the agenda materials. Agenda materials will be produced only once.

6. Amy Leahy reviewed the flow chart and committees under each council's purview. Eric Kelly reminded the membership that we are a policy-making group and advisory to the President.

7. The next scheduled meeting of the senate, the schedule of meetings for the university governance system (Senate Agenda, 9/1/11, Enclosure #2), Program Information (Academic Posting 2010-11, Volume XLII-8), Change of Office/Department Name, and action taken by the President and the Board of Trustees was reviewed.

8. There was a moment of silence to recognize the deaths of Joseph (JB) Black, Jr., Adaline J. Eastman, Helen Kirby, John Wellen, Hubert J. Ludwig, Donavon Dale Lumpkin, James McElhinney, Melkote K. Shvaswamy, and Beth Vail.

9. Committee Reports

A. Governance and Elections Committee – Richard Bellaver, Chairperson

Richard reported that the committee met today and discussed the membership of the Undergraduate Education Committee (UEC). It will be discussed at the next UEC meeting and brought back to the committee for further discussion before sending forward to the Faculty Council.

B. Faculty Council – John Ledbetter, Chairperson

John reported the council will meet on September 8.

C. University Council – Katie Slabaugh, substitute for Barb Wills, chairperson

Katie reported the council will meet on September 15.

D. Campus Council – Kevin Thurman, Chairperson

Kevin reported the council meets on September 22. The issues of meal card compensation as well as a full report on Cardinal Cash will be on the agenda for discussion.

E. NCAA/MAC Annual Report (University Senate Agenda, 9/1/11, Enclosure #3)

The chairperson of the senate reported that Jim Ruebel was unable to attend today's meeting, but reported there may be some additional information coming forward this fall. He plans to attend the meeting at that time.

10. Report by Chairperson of Senate – Eric Kelly (University Senate Agenda 9/1/11, Enclosure #4)

The chairperson reviewed what had been accomplished last year. With regard to the GANTT chart, he added the following items for review and discussion by committee:

- Merit pay policy (Salary and Benefits Committee)
- Titles for research faculty (Faculty Council Agenda Committee)
- Titles for contract faculty (Faculty Council Agenda Committee)
- Grade Inflation (Faculty Council Agenda Committee, Campus Council)
- OTHER category on chart:
- Accountability measures
- Faculty role in (and credit for) hybrid learning

11. Questions Directed to the President

The President reported the following:

- She will be testifying on September 8 before the State Budget Committee regarding tuition and fees. This is a continuing dialogue with the legislative body about budgets.
- There is a big emphasis on accountability. The book, *Academically Adrift*, documents the significant amount of time students spend on social activities not engaged in academic pursuits.

The President answered the following questions from the members of the senate:

- *Could you expand on community outreach?*

- The President responded that the legislature expects us to be involved in communities with economic development activities. This is what is on everyone's mind. Immersive learning is part of the answer. Faculty engagement in projects (with or without students) working for for-profits and non-profits is another part of the answer. All of these contribute to economic development.
- ***There was a large article on grade inflation. Academic standards and grades should mean something. What would happen if half of the elementary education majors flunked?***
- The President responded that what matters is the competency of our students who graduate with any major. Incompetency damages us in a way that's almost impossible to overcome. It is all about academic standards – are we providing a quality education? Are students measuring up to appropriate academic standards?
- ***A member heard there is a cap on professor salaries this fall in that professors cannot make no more than 12% of their base pay.***

Provost King responded there is a federal law that mandates this. This turns out to be a very generous policy. There are some restrictions that apply, but it is still very generous.

- ***Regarding the accountability issue – one is the grade inflation issue, and does the other one revolve around whether faculty are working hard enough?***

President Gora responded that legislators care more about your economic development outreach than how many university committees you're working on.

- ***There is concern by some faculty that faculty evaluation response rate is not high enough. They have an important impact on promotion, tenure, merit. Is it possible to make them mandatory?***

The President responded that she is very interested in the same issue. It was even considered to withhold grades until they turned in their evaluations. Both positive and negative incentives are being discussed

At this time, Provost King discussed and answered questions concerning the following:

- The Board of Trustees has asked us to do update our salary documents this semester. The policy hasn't been changed in almost three decades. The handbook states that at least 15% of all raises have to go to merit. The salary documents must 1) define minimal acceptable levels of performance in the areas of assignment for the individuals, 2) at least 70% to merit, unless the Board of Trustees say otherwise, and 3) must define true merit.
- ***How do you measure service (how many hours do we spend advising students, doing the work associated with service)? How do we quantify merit? Is this the standard 40-hour work week or something else?***

Service turns out to be the hardest part of the equation, except in areas where it's very specific. Departments should have a way of looking at this.

- ***What if a faculty member is superb in teaching, learning, but not in service? Are they passed over for a raise?***

Provost King responded that there should be a minimal level of all three. We can't expect everyone to have a specific assignment all through their career. This is something the unit needs to review.

- *Some faculty do not have time allotted for research. Does that mean they're out of the equation and don't get a raise?*

Provost King responded that for this particular person, their responsibilities do not include research.

- *Point of clarification: Each department is entitled to work out its own plan? Are there standards of which departments should follow?*

The Provost responded that every year, the Salary and Benefits Committee and I will review salary documents.

- Lastly, the Provost commented he is impressed with Coach Lembo and his dedication to educational accountability with their athletes.

8. Question and Answer Period

There were no questions.

9. Unfinished Business

There was no unfinished business.

10. New Business

- A. Membership of Councils/Committees in University Governance system
(University Senate Agenda, 9/1/11, Enclosure #5)

A motion was made and seconded (Pearson/Thurman) to approve the membership.

The motion carried.

- B. Proposed amendments to the Constitution – First Reading (University Senate Agenda, 9/1/11, Enclosure #6)

No discussion takes place at this meeting concerning the amendments. The second reading will take place at the September 29 meeting of the senate, when discussion and vote will take place.

11. Other Items

There were no other items.

The meeting adjourned at 5:00 p.m.

September 29, 2011

Eric Kelly, Chairperson

Amy Leahy, Secretary

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