



BALL STATE  
UNIVERSITY

# BALL STATE UNIVERSITY: BENEFICENCE AND P&T

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**WE FLY**



# Ball State University

**Founded in 1918**

**R2 Carnegie Designation**

**21, 597 students (15,205 undergraduates)**

**1300 faculty (667 are Tenured or Tenure Track)**

**Student to Faculty Ratio is 16:1**



## **Our mission:**

**We engage students in educational, research, and creative endeavors that empower our graduates to have fulfilling careers and meaningful lives enriched by lifelong learning and service, while we enhance the economic, environmental, and social vitality of our community, our state, and our world.**

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**PTIE Conference**



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## OUR ENDURING VALUES

To fulfill our mission, to achieve our goals, and to implement our strategic imperatives, we are guided by the enduring values represented by *Beneficence*:

### *Excellence*

We commit to excel in all that we do.

### *Innovation*

We commit to be creative, responsive, and progressive.

### *Courage*

We commit to set ambitious goals and to take the risks necessary to achieve those goals.







## OUR ENDURING VALUES

To fulfill our mission, to achieve our goals, and to implement our strategic imperatives, we are guided by the enduring values represented by *Beneficence*:

### *Integrity*

We commit to be honest, ethical, authentic, and accessible.

### *Inclusiveness*

We commit to respect and embrace equity, inclusion, and diversity in people, ideas, and opinions.

### *Social responsibility*

We commit to act for the benefit of society at large.

### *Gratitude*

We commit to express appreciation to others and to demonstrate our gratitude through our actions.



## GOAL 4 of OUR STRATEGIC PLAN

### SCHOLARSHIP AND SOCIETAL IMPACT

As a public research institution, our University recruits and retains outstanding faculty and staff who engage in scholarship—of discovery, integration, application, and teaching—that garners national and international recognition, attracts external resources, and improves lives.

*To make measurable progress towards this 2040 goal, we will execute the following strategic imperatives by 2024:*

We recognize and reward faculty and staff who engage in scholarship that is funded through federal, state, private, and other external entities.

We recognize and reward faculty and staff who connect their scholarship with the vibrancy of the city of Muncie and East Central Indiana in ways that can be replicated in communities around the world.

We recognize and reward teacher-scholars who integrate their scholarship with their teaching.



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# YEARLY P&T CALENDAR and TASKS

**UNIVERSITY PROMOTION and TENURE: Governance Committee**

**with Representation from Each College**

**Department documents are approved by**

College UPT  
committee

University UPT  
committee

**University document is approved by**

University UPT  
committee

Faculty Council



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# RECENT UPDATES to UPT DOCUMENT

## Statement on Joint Appointments

Definition

Procedures for Evaluation

## Inclusive Excellence Statement

At Ball State University, we recognize inclusive excellence as an integral endeavor to fulfill our mission and our strategic plan. Faculty members who engage in activities that promote inclusive excellence (training, development, intergroup dialogue, pedagogies and curriculum, community and campus partnerships, mentoring, peer-reviewed research, etc.) will receive credit for their involvement as they contribute to the established standards for Teaching, Scholarship and Service.

# DEI INITIATIVES

## Change and Mentoring

### Our audacious goal:

“The diversity of our faculty and staff will reflect the diversity of our students.”

## Diversify Faculty: recruitment, hiring, and onboarding

### Action plan:

A program of careful recruitment, but especially mentoring towards the retention of STEM faculty within the identified populations.





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# FACULTY ONBOARDING

**TRANSITION TO MUNCIE**  
**ALPHA DAY**  
**NEW FACULTY ACADEMY**  
**SPA Fellows and Startups**



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# FACULTY ONBOARDING

## TRANSITION TO MUNCIE

- **Campus Community Career Collaborative**
- **Relocation Information & Assistance**
- **Alpha Canvas Community**

## ALPHA DAY

- **Two Day Training Extravaganza**
- **Mentors Assigned**
- **BSU Resources**
- **Muncie Assets**
- **Peer Connections**



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# FACULTY ONBOARDING

## NEW FACULTY ACADEMY

- Weekly cohort meeting to spark engagement
- Deepen Knowledge
- Reciprocal Mentoring
- Idea Exchange
- Reducing Isolation

## SPA Fellows and Startups

- Intensive Program to deepen knowledge and improve grant writing skills





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# **ONBOARDING FOR NEW ADMINISTRATORS & CHAIRS**

## **New Administrator Training**

- **Weekly meeting for all new Administrators to train on Supervision Skills, University Resources, and Policies and Procedures**

## **Chairs' Monthly Meeting**

- **Monthly meeting for the entire academic year to build community and provide information regarding supervision skills, university resources, and policies and procedures—including P&T success**



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# TASK FORCE on Best Practices During COVID

## Promotion and Tenure Recommendations:

- Provision of opportunities to document disruptions to scholarship
- Guidance for evaluators
- Evidence of disparities for female faculty and faculty of color
- Expansion of “stop the clock” policies
- Worked with HR to leverage the different types of leaves
- Worked with SPA to create more flexibility for grant timelines
- Provided bridge funding for grants that needed additional support





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# DEI WORK at BALL STATE

Resources for Inclusive Hiring

Inclusive Excellence Plan

Six Goals

Inclusive Excellence Toolkit



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# COMMUNITY ENGAGED SCHOLARSHIP

## October 2019: Rocktoberfest

### Including Sessions on:

- Working Well and Recreational Services
- Immersive Learning
- Community Bus Tour
- And more!

### Range of on and off campus events that discussed:

- Community-engaged research and teaching
- Tools for documenting community-engaged work
- Elements of effective partnerships
- Accessibility and access to IL opportunities
- Connections to local employers

[Dr. Diane Doberneck](#): conversations and keynote about community-engaged scholarship and the P&T process

# **LOOKING AHEAD**

## **Defining Innovation at Ball State University**

### **Implementation of Task Force**

### **Recommendations on Trans/Multidisciplinary Research**

### **VERIP and Hiring for the Future**

### **Training for P&T Committees**





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