

BALL STATE UNIVERSITY: BENEFICENCE AND P&T

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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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OUR ENDURING VALUES

To fulfill our mission, to achieve our goals, and to implement our strategic imperatives,

3

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.





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

IChange 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



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





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





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

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Provided bridge funding for grants that needed additional support





DEI WORK at BALL STATE

Resources for Inclusive Hiring

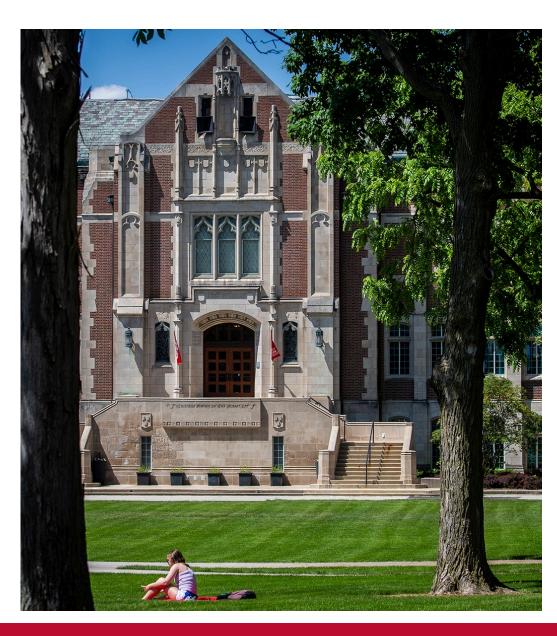
Inclusive Excellence Plan

Six Goals

WFFIV

Inclusive Excellence Toolkit

14





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

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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

16

Research

VERIP and Hiring for the Future

Training for P&T Committees







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