



**American Association of University
Professors
Ball State University, Indiana**

AAUP at BSU

Academic Freedom for a Free Society

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Welcome to the BSU chapter of [AAUP!](#)

AAUP has maintained a chapter at Ball State University for over twenty years. Over that period, it has provided needed services to faculty including help in tenure and promotion appeals, low cost legal referral for members, and leadership on campus issues including the promotion of shared governance and protection for academic freedom. The Association is only as strong as its membership. If you are already a member, volunteer to help the Association grow. If you are not a member yet, click [here](#) to join via the main AAUP website. Also, feel free to [contact](#) one of our campus leaders at any time.

[Join Now!](#)

BALL STATE FACULTY SALARIES: LAST IN THE MAC AND THE GAP IS GROWING

Check out [here](#) the updated Mid American Conference Average Salaries (rounded to the nearest hundred. Source: Academe: Bulletin of AAUP (March/April 2006).

(Posted 27/04/06)

Doing the Right Thing

The Ball State Chapter of the American Association of University Professors wants to express its gratitude to President Jo Ann Gora for listening carefully to faculty voices regarding the search for a new Provost. While each of the candidates who visited the campus had individual strengths, none of them displayed the combination of proven achievement, interpersonal skills, vision, and knowledge about the strengths and needs of Ball State University and the Indiana political environment necessary to move Ball State forward to the next level of excellence. We support the reopening of the search and the use of a search firm to locate the most highly qualified applicants for the job.

We fully expect that faculty will participate in the final stages of the new search as they did in the first. Clearly, the university benefits from collective scrutiny by dedicated and knowledgeable faculty.

(Posted 10/12/05)

Faculty React to Provost Search

TO: O'Neal Smitherman, Executive Assistant to the President and Chair of the Search Committee

FROM: Ralph Baker, President of the BSU Chapter of AAUP

RE: Provost Selection

The Ball State Chapter of the American Association of University Professors held an open forum for faculty Wednesday afternoon from 4 to 5 PM in the Student Center Room 301 following the visitation of the third and final candidate for Provost. Faculty in attendance shared their views of the candidates. Consensus formed a round the following points:

Faculty were concerned about what they believed to be the quality of the pool of applicants, at least as reflected by the search committee's top 3 choices. (We have no information about the rest of the applicants since their names remain sealed.) There was a belief that the search would have yielded a higher caliber of applicants had the process been conducted during the normal academic year recruiting cycle rather than over the late spring and summer. Faculty believe Ball State needs leadership of the highest quality to propel it to the "next level" of achievement. We were disappointed that the candidates lacked the combination of proven achievement, interpersonal skills, vision, and knowledge about the strengths and needs of Ball State University and the Indiana political environment necessary to accomplish this task.

While most of those in attendance believed that none of the candidates completely fit our needs, only one was considered acceptable. Elliott Pood appeared to be the most familiar with Ball State's programs, strengths, and direction. He presented thoughtful ideas about core curriculum, strategies for increasing diversity, and creative initiatives regarding town-gown relations. He also appeared to establish good rapport with the faculty in his brief encounters with them.

We recognize that the decision for this hire is trusted to the President and the Board. However, the relationship between the Provost and faculty is a critical one, making faculty opinion especially important. We trust these views will be taken into consideration.

We ask that you share this message with other members of the Search Committee.

(Posted 09/29/05)

pro·vost (prō'vōst', -vəst, prōv'əst)
n. Abbr. Prov.

1. A university administrator of high rank.
2. The highest official in certain cathedrals or collegiate

- churches.
3. The leader of the faculty...
 4. The keeper of a prison...

Which of the these will our new Provost be?

**Join us to discuss the Candidates at an Open Forum
for all Faculty**

September 28

4 PM

Student Center Room 301

This Choice is too Important for you to Ignore!

AAUP Committee on Contingent Faculty to Meet in Indy on March 11

AAUP's Committee on Contingent Faculty and the Profession will hold its annual meeting in Indianapolis on March 11 at the Hampton Inn Downtown at 105 South Meridian Street, from 2:30 until 5 PM. The Committee includes faculty activists from around the United States who have extensive experience in organizing and winning better conditions for part-time and full-time temporary faculty. The committee would like to learn more about local conditions faced by contingent faculty at Indiana campuses and will also be conducting a membership building workshop. Discussion and the workshop will be followed by a reception with an opportunity for one-on-one interaction. This is an important time for part-time and full-time temporary faculty to organize and assert their interests. Already, major improvements in the conditions of contingent

faculty have occurred at Indiana State University and IUPUI. More recently, the Subcommittee on Higher Education of the Indiana Government Efficiency Commission has recommended to the incoming Governor that faculty conditions at Ivy Tech be substantially upgraded. Nationally, an emerging movement of contingent faculty has secured improvements in many states. There exists a window of opportunity for contingent faculty in Indiana to upgrade their conditions and secure basic professional standards. It is important that this opportunity not be squandered. The State AAUP encourages you to attend this meeting and reception.

(Posted 02/23/05)

AAUP Thanks BSU President and Provost for Defending Academic Freedom

Over the past several months, Ball State faculty have come under vicious attack by proponents of the so-called Student Bill of Rights. This national effort is an attempt to smuggle an ideological agenda into classrooms across America. AAUP chapter, conference, and national leaders have aggressively defended genuine academic freedom from this assault. (See statement below and national response at www.aaup.org). It is heartening to know that we have been joined in our attempt to protect academic freedom by the courageous leadership of the President and Provost who have responded publicly in defense of faculty. (See the Provost's response to Students for Academic Freedom at <http://www.bsu.edu/academicaffairs>). Academic leaders and faculty understand we have a responsibility to encourage genuine debate and dialogue in our classrooms; safeguards exist in the Faculty Handbook and in our own AAUP guidelines to protect both faculty and student rights. Thanks to the President and Provost for their leadership!

(Posted 02/21/05)

AAUP Supports Professors Alves and Wolfe

A student group organized by longtime campus activist David Horowitz

has been attacking professors on the Ball State campus for their liberal political leanings. The professors have been personally libeled on websites and one professor had his visage placed on a mock wanted poster. These tactics are unacceptable in the academy and do not represent academic freedom.

Academic freedom is a longstanding practice that accords faculty wide berth in exploring controversial issues in the classroom. It is a fundamental principle of education in a free society. Academic freedom does not give faculty the authority to use their positions to punish students expressing political outlooks different from their own. For a full statement of the scope of academic freedom, see the AAUP Statement at <http://www.aaup.org/statements/SpchState/comaclass.htm>.

Neither Abel Alves nor George Wolfe has abused their positions. In each case, the charges made by students at their website and in the press are both scurrilous and dangerous. The professors and students attending their classes give ample testimony that classroom experiences provided students with a variety of opportunities to express their views. There is no evidence that student grades suffered as a result of contrasting personal or political philosophies.

This is not to say that professors never abuse their authority. When they do, however, there are a variety of internal mechanisms within the academy that are responsive to student complaints. Students who feel they are punished for their views should contact department chairs, deans, or the Provost. The first option must not be to attack and malign the professors in public. Students engaged in such slanderous activity are not interested in genuine debate and discussion. They are undermining the civility necessary for genuine academic freedom to flourish.

(Posted 09/27/04)

Follow this link to the website of the [California Conference of the AAUP](#) to read Professor Graham Larkin's denunciation of David Horowitz' practices.

Check out the latest [salary figures](#) for Midwestern universities (March/

April 2004): BSU still looks far out in the back.

Ball State News: [AAUP Initiatives Cited in NCA Accrediting Report](#),
comments by Ralph Baker (July 15, 2004)

Click [here](#) for a **PowerPoint presentation by John W. Curtis**,
Director of Research (AAUP), from the Meeting of Faculty Leaders,
Indiana Commission for Higher Education, Indianapolis, March 22, 2004.

[Former President Brownell's Commencement Speech \(December 2003\)](#)

AAUP's purpose is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good.

What role can an AAUP chapter play on our campus?

At hundreds of institutions across the country, faculty members form chapters of the American Association of University Professors to protect academic freedom, advance professional standards, and ensure higher education's contribution to the common good. For nearly ninety years, the AAUP's policy statements and recommended institutional regulations have been widely accepted as authoritative throughout academia.

Although scores of AAUP chapters are recognized as the collective bargaining agent for the faculty they represent, as a practical matter, on most campuses this option is unavailable. Discouraging court decisions, lack of appropriate enabling legislation, an unfavorable political climate, or simply the wishes of the faculty

themselves result in the great majority of AAUP chapters being traditional advocacy chapters. These chapters provide a united voice for faculty through the leading national organization committed to the concerns of academic professionals and the higher education community. What activities do effective advocacy chapters typically undertake?

- AAUP chapters on individual campuses safeguard academic freedom and professional standards. By working together, faculty members enrich the academic community.
- AAUP chapters serve as the faculty voice in promoting faculty interests in shared governance. Either independently or through the faculty senate, they develop and work for adoption of procedures advancing the faculty role in decision-making.
- Many chapters compile and publish salary and compensation reports comparing their campus to comparable institutions within the state or by type of institution. AAUP chapters have taken the lead in fighting for equitable salary structures, including for women and faculty of color.
- Chapters may engage in legislative action to advance policies supported by the Association, including issues affecting academic freedom, the reauthorization of Higher Education Act, intellectual property, civil rights, and funding for research and higher education.
- Through standing or ad hoc committees, chapters present workshops, distribute literature, and organize meetings, forums, and social events for colleagues to discuss issues affecting them. Drawing on the Association's resources, chapters address such issues as corporate partnerships in higher education, plagiarism, collegiate athletics programs, restrictions on controversial research, technology changes, the increasing use of contingent faculty, and other matters of concern to the academic community.
- Chapters assist faculty members with complaints concerning academic freedom, tenure, or due process. They provide advice and guidance to individuals based on AAUP policies and procedures, and work with administrators to assure

resolution of complaints.

- Chapters can recognize retiring colleagues, welcome new faculty members each semester, and serve as mentors to colleagues preparing for tenure or promotion reviews.
- Chapters serve as a source of information about Association-sponsored seminars, conferences, and training institutes, and network with the statewide AAUP organization to coordinate the work of chapters within the state. In addition to its substantive benefits, this work imparts a sense of community often missing on many of today's campuses.

Through generations of faculty and students, the American Association of University Professors has worked to protect American higher education. Join with your colleagues to provide an effective voice for faculty through a strong campus chapter. Help ensure the survival of the freedom to teach and to learn.
