

UNIVERSITY SENATE
Seventh Meeting, Monday, 15 April 2019, 2:30 p.m.
Pfendler Hall, Deans Auditorium

AMENDED AGENDA

1. Call to order Professor Natalie J. Carroll
2. Approval of Minutes of 18 March 2019
3. Acceptance of Agenda
4. **Remarks of the Senate Chair** Professor Natalie J. Carroll
5. **Remarks of the President** President Mitchell E. Daniels, Jr.
6. **Question Time**
7. **Résumé of Items Under Consideration**
by Various Committees For Information
Professor Gerald E. Shively
8. Consent Agenda
 - **Senate Document 18-08** Nominees for Senate Standing Committees Professor Frederick Berry
 - **Senate Document 18-09** Nominees for University Grade Appeals Committee Professor Frederick Berry
9. **Senate Document 18-07** Merger of the Visual Arts Committee and
the Architectural & Landscape Design & Planning Committee For Action
Professor Jonathan Neal
10. **Senate Document 18-13** Nominees for the Senate Steering
Committee For Action
Professor Frederick Berry
11. **Senate Document 18-10** Change to the Senate Bylaws
Section 5.02 For Discussion
Professor Frederick Berry
12. **Senate Document 18-11** Change to the Senate Bylaws
Section 5.21 For Discussion
Professor Frederick Berry
13. **Senate Document 18-12** Establishment of the Select Committee
on Civics Literacy at Purdue University For Discussion
Professor Cheryl Cooky
14. **Update from the Faculty Compensation and Benefits
Committee** For Information
Professor Peter Goldsbrough
15. **Learning Management System Update** For Information
Professor Alan Friedman

16. New Business

17. Memorial Resolutions

18. Adjournment

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Pfundler Hall, Deans Auditorium

Present: *President M. E. Daniels Jr., J. W. Camp (Secretary of Faculties and Parliamentarian), Natalie Carroll (Chair of the Senate), C. A. Cooky (Vice-Chair of the Senate), Kathleen Abrahamson, Kolapo Ajuwon, Jay T. Akridge, Brad J. Alge, Taylor Bailey, Alan M. Beck, Frederick Berry, Greg Blaisdell, Sylvie M. Brouder, Robert X Browning, Tom Brush, Christian E. Butzke, Laura Claxton, Christopher W. Clifton, Matt Conaway, Jan Cover, Bruce Craig, Edward J. DelpIII, Jim Dworkin, David Eichinger, Chris Erickson, Donna Ferullo, Ray Fouché, Alexander Francis, Andrew Freed, Michael Gribskov, Michael T. Harris, Jason Harris, Catherine A. Hill, Stephen Hooser, Ayhan Irfanoglu, Jules Janick, Ralph Kaufmann, Neil Knobloch, Nan Kong, Eric P. Kvam, Seokcheon Lee, Robyn Malo, Stephen Martin, Eric T. Matson, Tim McGraw, Helen A. McNally, Jon Neal, Deborah L. Nichols, Larry Nies, Song No, Jan Olek, Erik Otarola-Castillo, Rodolfo Pinal, Linda Prokopy, James Pula, Randy Rapp, Jeremy Reynolds, Jeff Rhoads, Mandy Rispoli, Leonid Rokhinson, Audrey Ruple, David Sanders, Dharmendra Saraswat, Steve Scott, Gerald E. Shively, Tatyana Sizyuk, Brandon H. Sorge, Jon A. Story, William E. Sullivan, Steve Wereley, Nicole J. Olynk Widmar, Kipling Williams, Jane F. Yatcilla, Heather Beasley, Frank J. Dooley, Keith Gehres, Lowell Kane, Beth McCuskey, Alysa C. Rollock, Katherine L. Sermersheim, Mandy Smith, Brittany Vale, and S. Johnson (Sergeant-at-Arms).*

Absent: Robin Adams, Stewart C. Chang Alexander, Aaron Banks, Peter Bermel, Tithi Bhattacharya, Steven S. Broyles, Martin Corless, Chittaranjan Das, Daniel S. Elliott, Clifford Fisher, William J. Hutzell, Russell E. Jones, Todd Kelley, David Koltick, Ellen Kossek, Markus Lill, J. Mick La Lopa, David J. Love, Robert Lucht, Greg M. Michalski, Robert Nowack, Bob Pruitt, Paul Robinson, Ala Samarapungavan, Lou Sherman, Daniel W. Smith, Qifan Song, Howard Sypher, Bianca Zenor, Megha Anwer, Michael B. Cline, Barbara Frazee, Peter Hollenbeck, Jessica Huber, James L. Mohler, Alberto Rodriguez, Danny Vukobratovich.

Guests: J. Rickus (Provost Off), A. Nickel (M&M), V. O'Brien (M&M), A. Weliever (Exponent), S. Deery (M&M), S. Beaudoin (Institutional Research), A. Friedman (Biology), J. Fish (PU online), K. Wong Davis (Enrollment Mgmt), R. Richardson (Libraries), D. Stephens (ITaP), B. York (ITaP), D. Bangert (J&C) and P. Goldsbrough (FCBC).

1. The meeting was called to order at 2:35 p.m. by Chairperson Natalie Carroll.
2. The minutes of the 18 March 2019 Senate meeting were approved as distributed.
3. A motion was made and seconded to approve the March Senate Agenda. Prior to the vote, Professor Jonathan Neal made a motion to remove **Senate Document 18-07, Merger of the Visual Arts Committee and the Architectural & Landscape Design & Planning Committee**, from the Consent Agenda. His motion was seconded and approved by consent of the Senate. The document was placed as item #9 on the Agenda as an Action Item. The amended April Senate Agenda was then approved by unanimous voice vote.
4. Professor Natalie Carroll presented the remarks of the Chairperson (see **Appendix A**). During this time, Professor Carroll asked Professor Sylvie Brouder to come to the podium to address the issue of contracts with the major journal publishers. Recently, the University of California system pulled out of their agreement with Elsevier. Similar actions have occurred in Europe where institutions are pulling out of their contracts with publishers. This has become a major issue in recent years as these contracts have gotten increasingly expensive. Professor Brouder serves as Chair of the Library Committee (it reports to the University Resources Policy Committee) and she reviewed our current practices and provided some suggestions for Purdue's next steps. One possibility is to

follow the lead of the University of California system and refuse to sign contracts with Elsevier. California also has an open access policy for all state institutions and that has helped them make the decision to not sign a contract with Elsevier. We do not have a similar open access policy, but might consider creating one. However, much will depend on how the new Dean of the Libraries wishes to address the issue and we will not know until she arrives on campus. Faculty are welcome to send input to Professor Brouder on this matter.

5. President Mitchell E. Daniels, Jr. presented the **remarks from the President (see Appendix B)**. Prior to his remarks, the President thanked Professor Carroll for her service as Senate Chair and related how the Board of Trustees members had thanked her at their most recent meeting. The Senate members gave a round of applause for Professor Carroll's service. The topic of the President's remarks centered on faculty compensation at Purdue University as well as comparisons with Indiana University and the averages for the Big 10 institutions (excluding Northwestern University). Provost Akridge provided information for the figures presented by the President. He mentioned that that AAUP was the source of the data for the presentation and that additional analyses will be presented in May. President Daniels also thanked Professor Brouder and Professor Donna Ferullo (Libraries) for their efforts related to the issue of the contracts with the journal publishers. He has a call scheduled with the University of California President, Janet Napolitano, to discuss the issue and determine if we can learn anything from their efforts in dealing with Elsevier. He will pass any useful information to the Library Committee as they grapple with this issue.
6. Question Time: President Daniels deferred to Treasurer William Sullivan to answer questions that were received prior to the **Senate meeting concerning Purdue Global**. The questions and answers can be found in **Appendix C**. Questions on other matters came from the Senate floor and were answered by President Daniels.
 - Professor Linda Prokopy asked if there was an analysis done of our salary increases minus the costs of benefits, which go up due increased health care costs. She asked "How do we compare to other institutions?" She does not feel as though she receives a net gain of 2.5% each year because the cost of health care increases so much. Provost Akridge stated that the AAUP does look at a fully loaded compensation package which is salary plus benefits. The tables are in the AAUP report referenced in the President's PowerPoint presentation (see Appendix B). If one looks at fully loaded compensation relative to our peers, Purdue is very comparable. The Provost does not have the proportional increase as was illustrated for the salary component. At least for 2019, we look quite good in comparison with the rest of the Big 10.
 - Professor Stephen Martin referred to the first of the questions submitted in advance and answered by Treasurer Sullivan to clarify the "unit" to which he referred. For Professor Martin, the unit referenced would be the Krannert School of Management. The details of how the charges are calculated are found in Appendix C.
 - Professor David Sanders referred to the AAUP survey and suggested that one of the major points from the survey was the discrepancy in pay between females and males. He asked if this issue was looked at for Purdue and compared with other universities. Provost Akridge said that the AAUP survey showed that females made about 80% of what males made in salary. These data are not looked at by discipline or institution. In May, the AAUP will provide a finer-grained look at the data including gender issues around salary. At Purdue, there is an annual equity assessment of all salaries that utilizes a model adjusted for experience, rank, discipline, etc. Every Dean and

Department Head is charged with looking at any outliers from the model. Any outliers are sent to the Office of Institutional Equity which requires an explanation for the outlier. The outliers can then be addressed as appropriate.

7. Representing the Steering Committee, Professor Gerald Shively presented the Résumé of Items under Consideration (ROI) by various standing committees (see Appendix D). The Chairs of the Senate Standing Committees briefly described the current activities of their respective committees.

As part of the ROI presentations, Professors Deborah Nichols and Stephen Beaudoin provided an update on the activities of the Purdue Global Select Committee (see Appendix E). Following the presentation, they entertained questions from the Senate floor.

- One of the issues under consideration by the Select Committee is the possibility of having a Purdue University Global representative on the University Senate.

With respect to the formation of the Special Committee on the Kaplan Entity (now the Purdue Global Select Committee), Professor Sanders clarified that its formation was created and approved by a Senate Resolution and not by the Steering Committee and that it was to be active for a two-year period. Professor Carroll thanked Professor Sanders for the clarification.

8. The Consent Agenda containing Senate Documents 18-08 and 18-09 was approved.

9. Senate Document 18-07, *Merger of the Visual Arts Committee and the Architectural and Landscape Design and Planning Committee*, presented for Action by Professor Jonathan Neal. Prior to the discussion period, Professor Neal proposed the following amendment:

- 1A. The Visual Arts and Design Committee will report to the University Resources Policy Committee (URPC).
- 1B. The committee shall have a maximum of 15 members; 1-2 members appointed by the URPC, 2 representatives of the student body: one appointed by the Purdue Student Government and one appointed by the Purdue Graduate Student Government, 2 staff members and between 5 and 9 faculty as appointed by the University Senate Nominating Committee. The Department Head of Visual and Performing Arts, the Manager of the Visual Arts Lending Collection or their designees should have an advisory role for the committee. The committee shall select appropriate liaison(s) with Physical Facilities to advise on outdoor art location and installation.

His motion to approve the amendment was seconded. No discussion of the amendment occurred and it was approved by unanimous voice vote. No discussion followed the approval of the amendment and the amended Senate Document 18-07 was approved by unanimous voice vote.

10. Professor Fred Berry presented Senate Document 18-13, *Nominees for the Senate Steering Committee*, for Action. No additional candidates were nominated from the Senate floor and the vote was taken by secret paper ballot. Following the tally of the votes; Professors Ariel de la Fuente, Michael Harris, Elizabeth Richards, and Hong Tan were recognized as new members of the Senate Steering Committee with terms to begin on 1 June 2019.

11. Professor Fred Berry presented **Senate Document 18-10**, *Change to the Senate Bylaws Section 5.02*, for Discussion. He explained the rationale for the proposed change. This document will be considered for Action at the September Senate meeting.
12. Professor Fred Berry presented **Senate Document 18-11**, *Change to the Senate Bylaws Section 5.21*, for Discussion. He explained the rationale for the proposed change. This document will be considered for Action at the September Senate meeting.
13. Professor Cheryl Cooky presented **Senate Document 18-12**, *Establishment of the Special Committee on Civics Literacy at Purdue University*, for Discussion. Professor Cooky provided the background and rationale for the document. A robust Discussion then occurred.
 - Professor David Sanders opened the Discussion period by noting that the resolution is in violation of the Senate Bylaws, specifically Section 5.11o which states “The Steering Committee shall have only the powers enumerated by these Bylaws and nothing contained in the powers granted to it shall be interpreted to mean that it has any legislative authority.” He mentioned that “we have standing committees tasked with dealing with these issues, but they have not been allowed to perform their duties. There is no rush on this and the Steering Committee is now legislating, they are proposing legislation.” Professor Gerald Shively responded “That if I read the document correctly, the individual Senators have not claimed any authority as the Steering Committee. I would point out that I am Chair of the Steering Committee (and) I am not listed as a sponsor of the legislation or the document.” Professor Sanders noted that almost all of the signatories are members of the Steering Committee. Professor Shively stated that was irrelevant because a Senator can sponsor legislation. Professor Sanders pointed out “...that the document states explicitly “At a meeting on 1 April 2019, the Steering Committee recommended the Senate establish a special committee..., This is a resolution from the Steering Committee, it does not matter who are the individuals who decided to sign off on it. This is something coming from the Steering Committee and it has been long-standing practice the Steering Committee does not propose resolutions.” Professor Shively responded: “David, with all due respect, there is nothing about the Senate document that claims ownership by the Steering Committee, only by individual Senators.” In turn, Professor Sanders stated: “That is a distinction without a difference.” Professor Shively replied: “It is a distinction, nonetheless.” Professor Sanders emphasized that the document repeatedly indicates the Steering Committee is responsible for the proposal. He also stated: “I have heard numerous times about people on committees saying you are not letting the committees do their work. Well, this is a perfect example of the Steering Committee dictating and not allowing the standing committees to do the work with which they were tasked.” In response to his assertion, Professor Linda Prokopy suggested “It would be helpful to hear from the Chairs of the committees this was referred to (and) how they feel about this resolution.” Chair of the Student Affairs Committee (SAC) Christopher Clifton replied first: “...I believe it was on April 2nd that the Student Affairs Committee submitted a proposal on Civics Literacy to the Steering Committee which has not been placed on the Agenda. After reviewing the proposal made by this group of faculty, the majority consensus of the Student Affairs Committee was not to support this proposal.” Professor Michael Harris, Chair of the Educational Policy Committee (EPC) replied next: “...Professor Robin

Adams and her analysis of the open responses from the survey, which was one of her tasks from the EPC and that input has been incorporated into the document here. In terms of what they are proposing in this document, I received emails about it and reviewed it and as far as I can tell, it was consistent with the way in which the EPC was heading in formulating a document. They had not formulated a document, but were definitely heading in this direction.” Professor Cooky said that Professors Clifton and Harris were consulted during creation of this resolution. She also said they could delete the references to the Steering Committee. It was a discussion that occurred at the Steering Committee, but we want to avoid the perception that this was coming from the Steering Committee specifically. Professor Shively next said: “I want to return again to David’s point; in this case, the Senators are not proposing legislation, they are proposing the creation of a committee. As you well know as a past member of the Steering Committee, the Steering Committee could have, if it had chosen, appointed that committee without bringing it before the Senate. Nevertheless, I think that the conversation that took place among the Senators who are sponsoring this document, is that this is the kind of issue that should be brought before the entire Senate and that the endorsement of the creation of the committee should be a Senate decision and not a Steering Committee decision.” Professor Sanders replied: “If I may, I know of no authority in the Bylaws that allows the Senate Steering Committee to create their own committees and furthermore, it is obvious what happened, the Steering Committee decided to do this and it does not matter if you add or delete the words “Steering Committee” from the resolution, this is a resolution which violates our Bylaws.” Professor Cooky sought clarification of Professor Sanders’ assertion by asking: “If a Senate member serves on the Steering Committee and also wishes to bring forward a resolution, he or she is not allowed to do so, according to our Bylaws?” Professor Sanders replied: “No, that is not what I stated. What I stated is this is clearly coming from the Steering Committee.” In response to a suggestion to amend the document from Professor Carroll, Professor Clifton stated: “I think the point is if we amend the document, it does not change the fact that this document clearly from the Steering Committee or it would not have said that up there. We can remove those words, but that does not change what happened.” A Senator who did not state his name made the following comments: “I have to say, I feel really confused now. It appears that the Student Affairs Committee and the Educational Policy Committee are already working on this. I am not sure why we are discussing appointing an additional committee when they are already working.” Professor Robyn Malo said: “...I want to address two things: the first the seeming insinuation that somehow this is nefarious, we put this together to try to help; the second thing is the committees currently tasked with dealing with this are, as far as my rookie eyes can tell, among the two most burdened committees of the Senate. The idea was to share the load and create a committee to deal with an issue that is clearly not going to go away, that needs our attention. ...As a member of the Steering Committee, I apologize. It certainly was not anyone’s intention to kneecap anyone, the hope was to help. ...A discussion with respect to the Bylaws is completely fair, but I guess I object to the tone that we were being a bunch of nefarious jerks, we were trying to help and I do not think that is a productive way to sort out this issue whatever the resolution happens to be in the end.” Professor Kaufmann (as the former Chair of the EPC) noted that the usual procedure for dealing with issues of mutual interest was for the Chairs of the committees to get together and, maybe, appoint a common subcommittee with members from each standing committee to deal with these issues. He also believes it is not the

Steering Committee that should create the special committees. The standing committees should coordinate their efforts to deal with issues of mutual interest. Professor Kaufmann believes the issue should go back to the EPC and the SAC and they should coordinate and work this out. Professors Clifton and Kaufmann both mentioned the SAC sent a document to the Steering Committee on the 2nd of April. However, as pointed out by Professor Carroll, the Steering Committee met on the 1st of April and the document from the SAC was not received in time for consideration by the Steering Committee. Recent COACHE survey results suggested that the Senate does not move quickly enough on issues. In the absence of a document from the standing committees, Professor Carroll viewed this as an opportunity for the Steering Committee to respond in a timely fashion by having Senate members create the current resolution and get things moving during the summer. There are few Senate meetings and no Senate meetings in the summer, so this resolution could help move things along. In response to Professor Carroll's viewpoint, Professor Kaufmann stated: "Then you are just corroborating the fact that the Steering Committee legislated that 'they' are not doing their job fast enough so we usurp their power. You just said that, in other words." Professor Carroll reiterated "...that it was not meant in any negative way and you can feel free to disagree." Professor Cooky said: "I thought it might be helpful for us to revisit Senate resolution 17-02. This was essentially the format that myself and the other Senators who are bringing this resolution forward used." The wording from 17-02 was used as a template for the current resolution including the mention of the Steering Committee voting in August 2017 to create a special committee for the Kaplan purchase issue. She does not recall there being any concerns or discussions about the formation of the Special Committee on the Kaplan Entity. Professor Shively pointed out "...that the sponsors of that document were members of the Steering Committee at that time, including Professor Sanders." **(Following the Senate meeting, Professor Sanders communicated with the Secretary of Faculties that he was not on the Senate Steering Committee when Senate Document 17-02 was submitted for consideration by the Senate nor was he present at the meeting at which the resolution was considered and passed. He was asked to be a cosponsor for a resolution establishing the select committee but did not receive a copy of the text before it was submitted to the Senate).** Professor Kaufmann stated: "There is a major difference that you are glossing over, this falls under no particular standing committee so it is absolutely not comparable." Professor Cooky speculated that the Kaplan committee's duties could have been part of the duties of the URPC. Professor Kaufmann believed that there were not already two committees working on the Kaplan issue at the time of formation of the Special Committee on the Kaplan Entity. Professor Cooky noted that the current resolution does not preclude the special committee from working with Senate standing committees. The intent is to partner with all the stakeholders including any standing committees whose duties intersect with the work of the special committee. The goal was to relieve some of the burden from the EPC and the SAC to help with their workloads. Professor Chris Erickson from the Fort Wayne campus noted that the perception of things moving along too slowly needs to take into account that shared governance can be slow and messy. She believes if there is conflict and if this not being done correctly, and if the EPC and SAC take this into hand it may be appropriate to back off and take it more slowly and correctly. Professor Kaufmann mentioned that the EPC did not complain and made no mention that they were overloaded. He suggested the Steering Committee was "messing" with the work

of two standing committees and this was not appropriate. In response to Professor Kaufmann, Professor Jeffrey Rhoads said: "If we are serious about shared governance that also means governance at pace. Regardless of one's political perspective, many folks complain about what we see in D.C. as too slow to be relevant and I think there was a fear among the co-sponsors of the (resolution), myself included, that we are now talking about pushing any decision on this action, which President Daniels came to us for input, at the earliest to the fall semester. To be frank, I appreciate that we are referred to as a deliberative body, but the word deliberative seems to be getting in larger and larger text. As someone who has been here only a few years on this committee, but as someone who has been around the University a while, I think it is time that we challenged ourselves to be relevant. One of the reasons I think we do not see shared governance is the pace at which we work as a body. I appreciate the need for deep thought, but to suggest that we cannot in four months form a committee of people to aggressively tackle this issue, which was brought to for input, I find it to be challenging. I encourage us to think about whether it is through the action that Senator Cooky is proposing or something else, how to pick up our pace in general and be more responsive to the demands, so frankly our opinions are heard and not set aside due to pace at which we respond." Professor Sanders replied: "We are not in charge of very many things, curriculum and graduation requirements are some things that we are in charge of and the administration is not coming to us for our advice. We are the only people who can have any real input into this issue. There is no rush. There are many other issues it would be nice if we moved a little faster on, but there is no rush on this. This is our issue. It is not the administration's issue. They are not asking for our input on this. Sometimes they do ask for input on things, but they actually will have the final decision on. We have the final and only decision on this issue. There is no rush."

The discussion ended and a motion was made by Professor Rhoads to suspend the rules to allow a vote on the document at the current Senate meeting. The motion was seconded. At the request of Professor Sanders, the Secretary of Faculties explained the Bylaws provision for suspending the rules to vote on an item (two-thirds approval) as well as the provision for voting on the actual Senate document if the suspension of the voting rules passes (also two-thirds approval). Following this explanation an electronic secret ballot was held. The motion to suspend the rules was approved with 44 votes in favor, 17 in opposition with 2 abstentions (meeting the requirement for two-thirds approval to pass). Following this vote a motion was made to approve Senate Document 18-12 and this motion was seconded. An electronic secret ballot was held. The motion to approve Senate Document 18-12 failed (did not meet the two-thirds requirement) with 40 votes in favor, 24 in opposition with 2 abstentions. If this matter is to be considered in the fall semester, it will be as a new item on the Senate Agenda.

14. Professor Peter Goldsbrough, Chair of the Faculty Compensation and Benefits Committee (FCBC) presented an update from the committee (see [Appendix F](#)). Following the presentation, Professor Goldsbrough answered a question from the Senate floor.
 - Professor Christopher Clifton mentioned that "...he keeps hearing that the cost for spouses is higher than the cost for employees, but this is not about stopping coverage for all spouses, it is stopping coverage for those who have availability of coverage elsewhere. Do we have any idea what the expense is for those people? Are they, perhaps, very low cost and we may actually find that they are paying in to the system and we could end up losing money." Professor Goldsbrough thought

that we have that information, but he does not have it. He suspects the opposite that the spouses who could go elsewhere are choosing the Purdue program because it is better than what they could get through their employer. That is his guess. Professor Clifton believes the extra cost is probably from some high cost spouses who are not able to be covered elsewhere because they are not able to work because of their health conditions. It would be nice if the administration could provide that number. Professor Goldsbrough said those spouses cannot be split out at the moment. About 5000 spouses are covered under the Purdue health plan and it is not known who or who does not have access to alternative coverage. It is just not knowable at this stage.

15. Professor Alan Friedman presented an update from the Learning Management System (LMS) task force (see [Appendix G](#)).
 - Professor Jules Janick asked “Who is winning the race (for market share)?” Professor Friedman stated that all three vendors have about equal market share among universities and colleges.
 - Professor Sanders commended the committee for their efforts. He expressed concern that security was not listed as one of the criteria for consideration. Professor Friedman noted that without security and privacy, “you do not even get in the door.” Vice Provost Jenna Rickus stated that a separate security review has been undertaken behind the scenes and a first draft of that report has started circulating. Professor Sanders then brought up the issue of intellectual property rights: “Who owns what is uploaded to Blackboard? Concerns have been expressed, especially on the regional campuses about this issue. Is this a discussion that is currently being had?” Professor Friedman does not think that the choice of a learning management system changes the copyright rights of faculty. As long as he has been on campus, there has been a consistent set of standards. Faculty own the materials they produce for their courses. That has been unequivocal. He is not familiar with the situations on the regional campuses. Jason Fish Director of ITaP Teaching and Learning noted that they have heard from faculty on the West Lafayette and regional campuses that when course materials are uploaded to Blackboard, one gives up intellectual property rights. He emphasized that this is not true. The rules that are in place at Purdue University around intellectual property are what they are regardless which learning management system is chosen. You are not giving up your rights to your intellectual property. Professor Sanders asked for clarification whether Purdue has the right to share what is on Blackboard with other commercial vendors. He believes the answer turned out to be “yes” and is that something we are considering as we move forward. Professor Donna Ferullo mentioned that one has to look at Purdue’s intellectual property policy, [I.A.1](#) and that will give one the information about who owns what rights. Purdue retains a non-exclusive license to works produced for educational purposes. The faculty retain copyright and any scholarly or instructional copyrightable works. She recommends reviewing the policy for further clarification.
16. No New Business was brought to the Senate.
17. No Memorial Resolutions had been received.
18. Having no additional business, the meeting adjourned at 4:40 p.m.

Senate Document 17-02
16 October 2017

To: Purdue University Senate
From: Senators Allen Beck, Steve Beaudoin, Natalie Carroll, Steven Martin, Alberto Rodriguez, David Sanders, Gerald Shively, S. Laurel Weldon
Subject: Formation of the *Special* Committee on the Kaplan Entity
Disposition: University Senate for Approval
References: University Senate Bylaws

Rationale: The sponsoring senators, encompassing the members of the Senate Steering Committee and other Senate members, bring to the Senate a recommendation to strike a special committee to assist the Senate in understanding and responding to the Kaplan initiative. The proposal is that the University Senate formalize the special committee recommended by the Steering Committee. At its August meeting, the Steering Committee voted to recommend creating a special committee to keep abreast of developments related to the Kaplan entity. This committee can coordinate with University Administration on behalf of the Senate, and keep the relevant Senate committees apprised of developments that affect their areas of competence. The Steering Committee decided to recommend creating this special committee 1) because of the speed with which the Kaplan developments and decisions are being made and 2) because our current committees have full slates, and cannot spend all their time monitoring and coordinating with other committees on this one issue.

Committee Description:

At our meeting on September 28 2017, the Steering Committee recommended that the Senate strike a special committee, one charged with monitoring, assessing, and reporting back to Senate on the Kaplan initiative undertaken by the current University Administration. This committee will do fact finding and will alert Senators to key issues or concerns, working with other standing committees and the steering committee as appropriate. We expect this committee to report at each meeting of Senate this year and next academic year unless the Senate resolves otherwise. The Steering Committee will appoint a chair who will name the other members of the committee.

TO: The University Senate

FROM: University Resources Policy Committee

SUBJECT: Merger of the Architectural and Landscape Design and Planning Committee with the Visual Arts Committee

DISPOSITION: University Senate for Discussion and Approval

REFERENCE: Faculty Committee Descriptions

PROPOSAL: Combine the two committees to better coordinate their shared activities.

RATIONALE: Campus planning integrates buildings and landscapes to provide a physical infrastructure that facilitates the functions necessary to achieve goals and mission of Purdue University. Master planning occurs on a scale that exceeds the focus of individual committees reporting to the URPC. A review that includes all our committees in addition to their individual focus would improve oversight and coordination of the work of the URPC and committees.

1. The Architectural and Landscape Design and Planning Committee and the Visual Arts Committee will terminate and merge into a new committee: Visual Arts and Design Committee. The budget for the Visual Arts Committee shall move to the Visual Arts and Design Committee.

2. The Visual Arts and Design Committee shall:

A. Study and promote a heightened cultural atmosphere on campus through the visual arts in cooperation with appropriate academic departments and/or campus organizations. It shall plan and develop a program of acquisition, maintenance, and display of arts and artifacts for the University that will create an atmosphere in which students, staff, and citizenry can gain a heightened appreciation of the diversity of visual art forms and its creators.

B. Review general design criteria of proposed new structures; evaluate and suggest alternatives where appropriate. Advise the vice president for physical facilities on matters of building and landscape design concerns from the user's viewpoint. Periodically review overall campus appearance and make recommendations for improvements relating to architectural and landscape design and planning.

3. Review of Master Planning will become the responsibility of the University Resources Policy Committee. The University Resources Policy Committee shall hold an annual joint meeting with the chairs and vice chairs and their designees of the following committees The Budget Interpretation, Evaluation and Review; Parking and Traffic; Sustainability; and Visual Arts and Design Committee with Administrators responsible for campus planning. The purpose of the meeting is:

A. To review revisions and progress in the Master Plan and potential projects that may move forward.

B. Provide input to planners on potential effects on the university community and discuss ideas for improvements or alternatives.

Committee Votes

For:

Christian Butzke
Laura Claxton
James Dworkin
David Eichinger
Clifford Fisher
Stephen Hooser
Tim McGraw
Jules Janick
Jonathan Neal
Louis Sherman
Randy Rapp

Against:

None

TO: The University Senate
FROM: University Senate Nominating Committee
SUBJECT: Nominees for University Senate Standing Committees
REFERENCE: Bylaws of the University Senate
DISPOSITION: Election by the University Senate

The Nominating Committee proposes the following slates of nominees for service on the University Senate Standing Committees. The faculty members elected are to serve the period of years shown following each name.

A. Educational Policy Committee

For the 3 vacancies, the proposed slate of nominees includes Professors:

Name	Years	Department
Steven Broyles	3	Biochemistry
Li Qiao	3	Aeronautics & Astronautics
Regional Campus Appointee		TBD

B. Equity & Diversity Committee

For the 4 vacancies, the proposed slate of nominees includes Professors:

Name	Years	Department
Bharat Bhargava	3	Computer Science
Klod Kokini	3	Mechanical Engineering
Rodolfo Pinal	3	Industrial & Physical Pharmacy
Susan Watts	3	Management

C. Faculty Affairs Committee

For the 3 vacancies, the proposed slate of nominees includes Professors:

Name	Years	Department
Min Chen	3	Mathematics
Jozef Kokini	3	Food Science
John Yaninek	3	Entomology

D. Nominating Committee

For the 3 vacancies, the proposed slate of nominees includes Professors:

Name	Years	Department
Martin Corless	3	Aeronautics & Astronautics
Michael McNamara	3	Rueff School of Design, Art & Performance
Larry Nies	3	Civil Engineering

E. Student Affairs Committee

For the 6 vacancies, the proposed slate of nominees includes Professors:

Name	Years	Department
Signe Kastberg	3	Curriculum & Instruction
Felicia Roberts	3	Communication
Dennis Savaiano	3	Nutrition Science
Steven Scott	3	Pharmacy Practice
Rusi Taleyarkhan	3	Nuclear Engineering
Jane Yacilla	3	Libraries

F. University Resources Policy Committee

For the 3 vacancies, the proposed slate of nominees includes Professors:

Name	Years	Department
Jonathan Bauchet	3	Consumer Science
Janice Kritchevsky	3	Veterinary Clinical Sciences
Douglas LaCount	3	Medicinal Chemistry/Molecular Pharmacy

Approving:

Fred Berry
Rayvon Fouché
Larry Nies
Robert Nowack
Jan Olek
Jeremy Reynolds
Qifan Song

TO: The University Senate
FROM: University Senate Nominating Committee
SUBJECT: Nominees for the University Grade Appeals Committee
REFERENCE: Bylaws of the University Senate
DISPOSITION: Election by the University Senate

The Nominating Committee proposes the following slate of nominees for service on the University Grade Appeals Committee as listed below. The faculty members elected are to serve for terms as specified:

A. University Grade Appeals Committee

Brian Kozak	Aviation Technology
Sandra Kuebler	Nursing
Yvonne Pitts	History
Peng Hao Wang	Aviation Technology

For terms of service ending at the end of Summer Session 2022.

Approving

Fred Berry
Rayvon Fouché
Larry Nies
Robert Nowack
Jan Olek
Jeremy Reynolds

TO: The University Senate
FROM: Nominating Committee
SUBJECT: Bylaws of the University Senate
DISPOSITION: University Senate for Discussion and Adoption
REFERENCE: University Senate Bylaws, 5.02
PROPOSAL: Elimination of two nominees to be named for each vacancy on the Steering and Nominating committees.
RATIONALE: a) The Steering and Nominating committees would have the same nominee required as the other Standing Committees. b) We are not getting enough volunteers to have an election for the Steering and Nominating committees.

Current Bylaws text with recommended changes in **red**/strikethrough:

5.02 Membership, Appointment, and Terms of Senate Committees

The Senate committees shall be constituted of Senators, Advisors to the Senate and students provided for in other sections of these Bylaws.

Elections will be held annually at the last two regular meetings of the Senate to fill elective vacancies on each Senate committee for the coming year for terms beginning June 1, and at such other times as vacancies may need to be filled. The report of the Nominating Committee, including names proposed, will be circulated with the agenda for the meeting at which elections are to take place. At least one nominee shall be identified for each elective vacancy on each Senate committee, ~~except that two shall be named for each vacancy on the Steering and Nominating committees. Members of the Steering and Nominating Committees shall be elected at the March meeting and members of other Members for all~~ committees shall be elected at the April meeting. In each instance, nominations may be made from the floor. When the number of nominees exceeds the number of vacancies to be filled, election shall be by written ballot, and a plurality is sufficient to elect.

Advisors to Senate committees shall be chosen in accordance with the provisions in section 2.00c. The Nominating Committee may recommend for Senate vote the appointment of *ex-officio* members to Senate Committees. *Ex-officio* members will be faculty members who are not Senators and bring valuable expertise to the respective committee. *Ex-officio* members have no vote on the Senate Committee but may otherwise participate fully in the deliberations of the committee.

Approving

Fred Berry
Rayvon Fouché
Larry Nies
Robert Nowack
Jan Olek
Jeremy Reynolds

TO: The University Senate
FROM: Nominating Committee
SUBJECT: Bylaws of the University Senate
DISPOSITION: University Senate for Discussion and Adoption
REFERENCE: University Senate Bylaws, 5.21
PROPOSAL: Add language to 5.21 stating, the Nominating Committee will assign Senators to fill Senate committee seats when the number of Senators volunteering is not sufficient to fill all required Senate committee seats.
RATIONALE: We are not getting enough volunteers to fill all Senate committees

Current Bylaws text with recommended changes in **red**/strikethrough:

5.21 Duties and Responsibilities

The duties of the Nominating Committee are to:

1. Nominate elective members for all Senate committees **which may require the Nominating Committee to assign senators to fill Senate committee seats when the number of Senators volunteering is not sufficient to fill all required Senate committee seats.**
2. Nominate members, after consultation with the appropriate Senate committee, to the various faculty committees. Nominees to the Faculty Committee on Censure and Dismissal Proceedings and the University Grade Appeals Committee shall be presented to the Senate for election, such election to constitute final approval.
3. Annually solicit from the faculty, by mail questionnaire, information concerning faculty preferences and qualifications for committee assignments.
4. Propose to the Senate, Advisors and their committee assignments in accord with Sections 2.00c and 5.0.

Approving

Fred Berry
Rayvon Fouché
Larry Nies
Robert Nowack
Jan Olek
Jeremy Reynolds

To: Purdue University Senate
From: Senators Cheryl Cooky, Robyn Malo, Helen McNally, Deborah Nichols, Robert Pruitt, Jeff Rhoads, Dharmendra Saraswat, Jane Yalcilla

Subject: Establishment of the Special Committee on Civics Literacy and Engagement at Purdue University

Disposition: University Senate for Approval

References: University Senate Bylaws

Rationale: The sponsoring Senators bring to the Senate a recommendation to establish a Special Committee on Civics Literacy and Engagement. The committee will assist the Senate in 1) understanding the current state of civics literacy among Purdue University students, 2) determining the need for enhanced efforts to promote and assess civics literacy and engagement, and 3) identifying any tangible actions that should be taken to address this need. This committee will coordinate with the University administration and stakeholders across campus, on behalf of the Senate, and coordinate with relevant Senate committees. The Steering Committee recommends the creation of the Committee because of the specific expertise required to develop a proposal to address civic literacy concerns expressed by Mitch Daniels in his remarks during the January 2019 Senate meeting and because current standing committees with relevant purview, i.e. the Student Affairs Committee and the Educational Policy Committee, have full slates.

Committee Description: At a meeting on 1 April 2019, the Steering Committee recommended the Senate establish a special committee charged with developing a proposal in response to the civics literacy concerns by President Daniels. In March 2019, Senate Chair Natalie Carroll led a Town Hall meeting to discuss President Daniels' remarks to the Senate. In consultation with members of the Steering Committee, Chair Carroll also developed and distributed a campus-wide survey to assess campus opinion on issues surrounding a possible civics requirement. Both the Town Hall and survey elicited many responses (the campus survey had over 2000 responses, nearly half of which derived from undergraduates). Professors Phil Vanfossen and Robin Adams are currently compiling and analyzing the survey data. Purdue faculty with expertise in issues related to civics literacy, along with University administrators and Purdue student government representatives, presented at the Town Hall and their contributions will be invaluable moving forward. A number of Town Hall attendees identified existing resources on campus, suggested ideas, and asked questions that will be useful to consider in moving forward to address this issue. All of this information, input and expertise should be taken into consideration by the Special Committee. The Special Committee will consult with other standing committees, as well as the Steering Committee, as appropriate. This committee will report at each meeting of Senate during the 2019-20 academic year and develop a proposal to bring forward to the University Senate during the 2019-2020 Senate session. The Steering Committee requests a proposal to be voted upon by the University Senate no later than the April 2020 Senate meeting (for discussion at the March 2020

meeting). To conduct its business, the Steering Committee will appoint a chair who will work with the University Senate Nominating Committee to name members of the committee.

TO: The University Senate
FROM: University Senate Nominating Committee
SUBJECT: Nominees for University Senate Steering Committee
REFERENCE: Bylaws of the University Senate
DISPOSITION: Election by the University Senate

The Nominating Committee proposes the following slates of nominees for service on the University Senate Steering Committee. The faculty members elected are to serve the period of years shown following each name.

A. Steering Committee

For the 4 vacancies, the proposed slate of nominees includes Professors:

Name	Years	Department
Ariel de la Fuente	3	History
Elizabeth Richards	3	Nursing
Michael Harris	2	Chemical Engineering
David Sanders	2	Biological Sciences
Hong Tan	3	Electrical & Computer Engineering

Approving:

Fred Berry
Rayvon Fouché
Larry Nies
Robert Nowack
Jan Olek
Jeremy Reynolds
Qifan Song

Purdue University Senate

Chair Report

April 15, 2019

CONGRATULATIONS!

Faculty promotions at Purdue approved by board

Purdue University's Board of Trustees today (April 12) approved faculty promotions. The following promotions are effective with the 2019-20 academic year.

- Board of Trustees announced promotions last Friday
- Congratulations to University Senate member, Mandy Rispoli, Professor of Educational Studies, on her promotion:
- Did I miss anyone else?

Purdue University Senate News

Message from the Senate Chair, Natalie Carroll:
Welcome to the March 2019, Purdue University Senate News! We provide this update so you will know what we are working on and who to contact if you would like to comment on items or issues we are studying in committee. March 2019

Feature Story: The Indiana Commission for Higher Education (ICHE) is looking for a faculty representative to serve from July 1, 2019 through June 30, 2021. Applicants must hold a full-time faculty appointment at a public institution of higher education; reside in Indiana; & be able to meet approximately 20-25 days each year. Click on the [2019 Faculty Application and Agreement to Serve](#) (opens in Adobe Acrobat) or go to <http://www.in.gov/iche/2019/03/faculty%20Application%20and%20Agreement%20for%202019>

Recent Senate Discussions

- A question was raised at the February Senate meeting about the Core Transfer Library review process. Professor Candiss Vibbert, who is West Lafayette's coordinator for the Core Transfer review process. Professor Vibbert said that she has always gone to the Department level and not to the Senate.

**** March Senate Meeting ****

Documents for Action

- Elected: Professor Deborah Nichols as Vice-Chair, beginning June 1, 2019. She will automatically become Senate Chair on June 1, 2020.

Documents for Discussion

- Merger of Faculty committees: Visual Arts and Architectural and Landscape Design and Planning Committee

For Information, Presentation by:

- Carina Olaru, Director Latino Cultural Center. See: www.purdue.edu/lcc/

Suggestions for the University Senate

Purdue University Senate News

Standing Committees
Members: Senators and Administrative Reps (name, chair, followed by current work)

Educational Policy Committee, Michael Harris, mharris@purdue.edu

- Standardized Tests and Admissions Standards
- Purdue Student Jury Duty Absence Policy
- Course Retake Policy
- Transfer Credits
- Student Requests for more Night Classes
- Degrees and Requirements
- Civics Requirements (with SAC)
- Priority Registration for "Degree in 3" students

Equity And Diversity Committee, Audrey Ruple, aruple@purdue.edu

- Strategic Planning
- COACHE Results
- Graduate School Application Diversity Statement

Faculty Affairs Committee, Deborah Nichols, debnichols@purdue.edu

- Faculty Compensation and Benefits – meeting with APSAC and CSSAC
- Teaching Evaluation Report
- Academic: Exit
- Academic: Transfer to Faculty

University Resources: Policy Committee, con

- Evaluating committee structure of Faculty Committees that report to URPC
- Hosting discussion with URPC and Faculty Committee chairs reporting to URPC on Univ. Master Plan
- Waiting for Sustainability report from Univ. Admin.

Faculty Committees
Members: tenured/tenure-track, clinical/prof. faculty (Chair, Standing Committee that this committee reports to)

- Academic Organization (Matthew Lynam, EPC)
- Academic Progress and Records (Sammie Morris, EPC)
- Architectural and Landscape Design and Planning (*, URPC)
- Athletic Affairs (Joe Camp, SAC)
- Budget Interpretation, Evaluation, & Review (Lou Sherman, URPC)
- Faculty Compensation and Benefits (Feter Goldbrough, FAC)
- Currently working with HR, APSAC, and CSSAC on benefit issues:
 - Grade Appeal (Sundharjan Rajeevwar, FAC)
 - Library Committee (Sylvia Broder, URPC)
 - Parking and Traffic (Nicholas Dib, URPC)
 - Promotions, Committee A & B
 - Scholastic Delinquencies and Readmissions (*, EPC)
 - Staff Appeal Board for Traffic Regulations (Brian Leung, URPC)
 - Student Excellence (*, EPC)
 - Sustainability (Jonathan Day, URPC)
 - Awaiting a report from the Administration
 - Visual Arts (Monica Cardella, URPC)
- *no chair
- no chair for more information.

SENATE NEWSLETTER

- Thank you for sending it on!
- Also posted with other Senate meeting documents
- Professor Williams great idea: add info in your e-mail:
- In addition to what is mentioned in the newsletter, I would also draw your attention to a [Lafayette Journal-Courier article](#) reporting about questions posed to President Daniels during this senate meeting about Purdue's response and concerns related to the recent *Operation Varsity Blues* scandal in which parents, coaches, administrators, and others were involved in fraudulently getting kids into colleges.
- Finally, President Daniels also spent about 10 minutes presenting [physical changes on campus](#), including several buildings being built as we speak, others that are likely to be built in the near future, and changes to 3rd Street to turn it into a pedestrian walkway/greenpace. Also, repurposing the Armory to make way for more classrooms and a food court.

Senate is the governing body of the faculty, subject to the power and responsibility to propose or to adopt resolutions of Purdue University and the general welfare of the American Institute of Parliamentarians. Standard for the Senate website listed above.

ON FEBRUARY 28, 2019, THE UNIV. OF CA SYSTEM CANCELED ITS CONTRACT WITH ELSEVIER

Professor S. Brouder, Chair, Univ. Library Committee

What has happened:

- UC action similar to decisions in Europe, ...
- UC's decision follows:
 - Adoption of open access (OA) policy (state-wide policy in 2013)
 - Years (15+) of system-wide discussions re Elsevier costs
 - Hiring (2013) of consultant to communicate / raise awareness / facilitate decision making
- UC negotiating strategy → reduce subscription fees by amt. to reflect already-paid OA fees
- Current status???

Purdue situation:

- Elsevier contract: 2nd 1 Yr extension of 2013 – 2017 contract
- Libraries ~ watching, waiting, assessing, preparing
 - Supporting member of SPARC (Scholarly Publication and Academic Resources Coalition)
 - Ongoing assessment of asset use
 - New Dean arrives July 1 ~ conversations w/ procurement will resume
- Anticipated/Potential next steps
 - Another 1 Yr extension to prepare
 - New Dean will help facilitate discussions
 - Senate revisit question of campus-wide OA policy in context of OA legislation & funder requirements

PURDUE GLOBAL

- September – shared their Senate Resolution --
 - Encourage faculty commitment to professional development
 - Provide general education using a student-centered approach
 - Ensure integrity and respect
 - Promote continuous improvement
- February – shared their Engagement Survey results
 - 72% agree or strongly agree that they are committed to their organization, doing a good job, satisfied with their job, employer, and proud of the work they do

PURDUE GLOBAL

- **Class: Take Me Out to the Ballgame (pilot)**
 - Instructors:
 - Professor Rebecca Herman, Professor of Leadership, Purdue Global
 - 150th Anniversary Professor Randy Roberts, Distinguished Professor of History, Purdue University
 - Course composition: Weekly seminars and Q&A with the instructors; asynchronous discussions, reading assignments, quizzes
 - My impressions: both instructors were both knowledgeable and very interesting. I particularly enjoyed the historical analysis (context, racism, gender, Title IX,)
 - I believe that the many alumni who have signed up for the course will enjoy it



PURDUE GLOBAL

- Case study, based on one undergraduate course (2019): Leadership and Ethics in Health Care
 - Case Western Reserve Medical School, retired professor
- Comments:
 - A structure assures standardization given that the same courses taught by varied faculty members. To my surprise, conceptual learning goals I have for students were not overly limited by the Purdue Global curriculum.
 - The curriculum provided requisite academic structure (e.g. literature, assignment requirements, etc.) while giving ample flexibility to provide a full measure of my academic and experiential perspective.



- Comments, continued:
- While the structure and methods vary from the established university setting, they are designed to provide access to this group of learners who are actively engaged in needed pursuits, e.g. full time work and raising families, frequently both. They are designed to provide the access and flexibility for these learners to fulfill requirements and achieve learning goals. Examples include examples such as asynchronous exchange with colleagues and faculty, and fulfilling the seminar requirement through in-person attendance or seminar review and written submission.
- The single class included students from Hawaii to Belgium (US military base). Examples include:
 - An active military medic, soon going home to south Texas
 - A mother of three with from Jamaica, now in Atlanta, working full time and creating a better life and example for her girls
 - An exceptionally thoughtful manager with evident leadership capacity obtaining the credential for a major leadership role
 - A Native American woman of the Navaho tribe driving many miles from the reservation to her federal government job, attending class and studying at night to advance her education. She cares for 2 sons and a daughter while her husband travels for work.
 - An Iraq war veteran, medically discharged after his tank rolled over an improvised explosive device, who watched fellow soldiers die in that explosion

Purdue Administration and Board of Trustees

My Observations

- It was a pleasure to get to know the Purdue Administration and the Board of Trustees
- A lot of study, considerations, expertise, and debate goes into their decisions
- They volunteer their expertise to help guide a multi-billion dollar entity to assure a stable future
- The Board members give a lot of time to this effort.
- Because of the work of the Board, the Administration, and Faculty Senate, I believe that the future is strong at Purdue – for our students, faculty, and staff

Committee Work

- Both our Faculty and Standing Committees were busy this year – thank you for all your time, deliberations, and guidance on the work you did:
 - Working with the Purdue Administration
 - Bringing documents to the Senate for consideration and votes
 - Chairs, June 1, 2019 – May 31, 2020: continuing members and new members vote for the chair and they are all possible candidates
 - Outgoing chairs – remember to turn in your annual report
- Thank you all for your service and your commitment to continuous improvements at Purdue!

Thank You!

Thank YOU

It has been my honor to represent the Purdue faculty this year.

I wish you good luck with the rest of this semester, a happy and healthy summer, and all the best for AY 19-20 and beyond.

PURDUE
UNIVERSITY



2018-19 AAUP FACULTY COMPENSATION SURVEY METHODOLOGY

- Excludes part-time faculty, medical school faculty, administrative faculty, & graduate teaching assistants.
- Excludes summer teaching, stipends & any non-contracted forms of remuneration.
- 11 or 12 month salaries adjusted to 9 month salaries



AVERAGE SALARY: NOMINAL & ADJUSTED

Nominal Salaries

2018-19 Average Salary	Full Professor	Associate Professors	Assistant Professors
Purdue	\$146,100	\$104,300	\$91,900
IU	\$142,100	\$98,300	\$104,600*
Big Ten Average	\$151,924	\$104,043	\$89,733

*IU reported Assistant professors earning more than Associate 3-years running

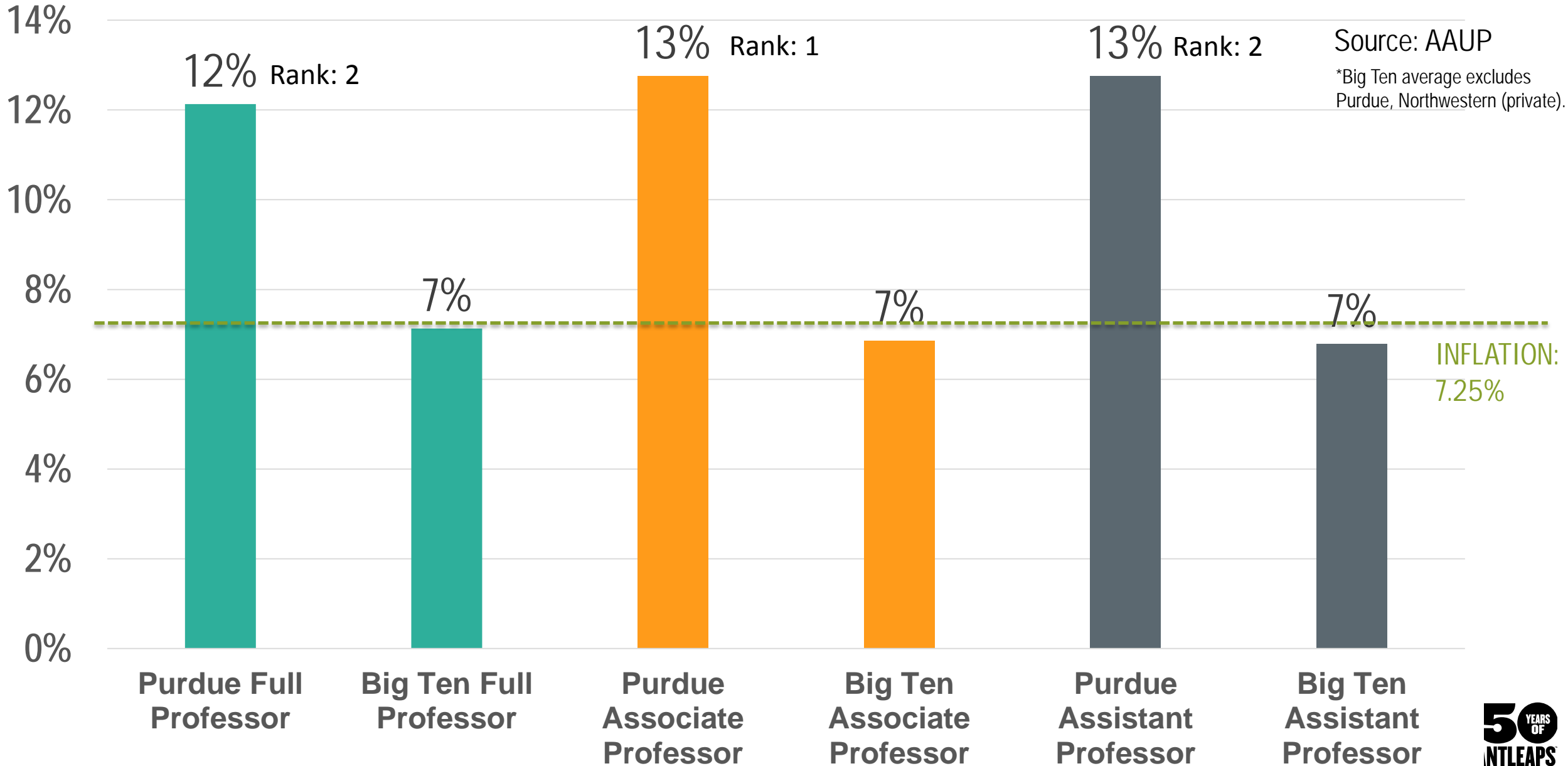
Real Salaries (adjusted for cost of living)

2018-19 Average Salary	Full Professor	Associate Professors	Assistant Professors
Purdue	\$158,632	\$113,246	\$99,783
IU	\$151,654	\$104,909	\$111,633*
Big Ten Average	\$152,936	\$104,072	\$92,354

Cost of living adjustments made using BEA Regional Price Parities by MSA.
Big Ten average excludes Purdue, Northwestern (private). Data source: AAUP

5-YEAR CHANGE IN SALARY

2014-15 to 2018-19



INCREASING STAFF COMPENSATION COMPETITIVELY

New Benefits

- **Dental Insurance** – Added 2016
- **Autism Insurance** – Added 2016
- **Purdue Global Educational Benefit** – Added 2018 for employees & families

One-time Benefits

- **Winter Recess** – 2015, 2016, 2017, 2018
- **\$500 Appreciation Award** – 2019 *New!*
- **2019 Winter Recess**

Pay Increases

- **3.5% Merit Pay** – 2016
- **2.5% Merit Pay** – 2017
- **2.5% Merit Pay** – 2018
- **2.5% Merit Pay** – 2019
- **2.5% Merit Pay** – 2020 *New!*

Total: 13.5% in 5 years



WINTER RECESS EXTENSION

DECEMBER 2019 – JANUARY 2020						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
22	23 Proposed Holiday	24 Scheduled Holiday	25 Scheduled Holiday	26 Scheduled Holiday	27 Proposed Holiday	28
29	30 Proposed Holiday	31 Proposed Holiday	1 Scheduled Holiday	2	3	4
5	6	7	8	9	10	11

Proposed Schedule

PURDUE
UNIVERSITY



FREDERICK S. HOVESS HALL
OF ADMINISTRATION

FREDERICK S. HOVESS HALL
OF ADMINISTRATION

AVERAGE TOTAL COMPENSATION 2019 NOMINAL & ADJUSTED

Nominal Total Compensation

2019 Total Compensation	Full Professor	Associate Professors	Assistant Professors
Purdue	\$181,300	\$135,500	\$120,400
IU	\$173,400	\$121,300	\$127,400
Big Ten Average	\$191,883	\$134,608	\$119,842

Real Total Compensation (adjusted for cost of living)

2019 Total Compensation	Full Professor	Associate Professors	Assistant Professors
Purdue	\$196,851	\$147,123	\$130,727
IU	\$185,059	\$129,456	\$135,966
Big Ten Average	\$193,059	\$135,472	\$120,859

Cost of living adjustments made using BEA Regional Price Parities by MSA. Big Ten average excludes Purdue, Northwestern (private). Data source: AAUP

Includes retirement contributions, medical insurance, disability income protection, tuition for faculty dependents, Social Security, unemployment insurance, group life insurance, workers' compensation insurance, and other benefits with cash value such as moving expenses and housing allowances.

Comments from Peter Goldsbrough, chair (2018-19) of the Faculty Compensation and Benefits Committee, to the University Senate, April 15, 2019

Almost all of the FCBC activity this year has been focused on health benefits. The FCBC has had a number of joint meetings along with representatives from APSAC and CSSAC with Candace Shaffer (Director of Benefits) and others including representatives from the Center for Healthy Living and LHD, the consultants who provide advice on benefits to Purdue. The FCBC has been providing feedback on the medical benefits offered, changes that are being considered, and suggestions on improvements.

Purdue's total healthcare expenditures in 2018 were \$176 million. For the first time in many years, this was slightly lower than for the previous year. Approximately \$125 million was paid by the university and \$50 million was paid by employees in premiums and out-of-pocket expenses.

Purdue Benefits is focusing on two strategies to manage healthcare expenditures: reducing the cost of medical services and improving the overall health of the population so they will require fewer medical services.

Purdue Benefits continues to look at the coverage of spouses who work elsewhere and could be covered by that employer's plan. This was the issue that caused great concern during the enrollment period last fall. One possibility that is being considered is to impose a surcharge (similar to that for tobacco users) on spouses who could obtain medical insurance through their own employer.

Benefits is also looking at the tier structure for medical premiums. Currently there are two salary tiers, above and below \$44,000. They are looking at adjusting this or possibly adding more tiers.

Benefits is also developing programs to help employees navigate the complexities of healthcare including "concierge services" at the Center for Healthy Living and for patients undergoing cancer treatment. They are also looking at an online service that will provide guidance on managing the cost of prescription drugs.

More employees (48%) completed an annual physical last year, an increase of about 10%. Benefits is considering offering a wider range of options that would qualify participants for Health Savings Account incentive contributions.

Many of these programs offered by Benefits require the use of separate web portals. The issue of "portal fatigue" was raised at one meeting – the challenge of staying on top of all the websites that you need to manage your health benefits.

A benchmarking study of the benefits provided by peer institutions should be completed in May, 2019.

Final decisions on the 2020 benefits package will be made over the summer and submitted to the Board of Trustees for approval in August. The FCBC will continue, as best as possible, to provide input as the plans for 2020 are completed over the next three months.

When Purdue employees receive free/discounted tuition at PG where does the money come from?

The money comes from the central benefit recovery account. This is the same account that funds discounted tuition for Purdue employees and dependents enrolled at Purdue University, as well as other benefits including disability insurance, life insurance, retirement contributions, FICA, Medicare and Worker's Compensation insurance.

Follow-on, if necessary or appropriate:

- The benefit recovery charge to the units is approximately 19% of total salaries. The tuition remission portion of that is .48%, or about ½ of 1%, of which Purdue Global represents approximately 7/100^{ths} of 1%.
- The total pool for Purdue employee fee remissions for FY19 is estimated to be approximately \$4.3 million, inclusive of the fee remissions for PG and each of the other three campuses. The PG fee remission portion of that is estimated to be approximately \$600,000.

Is there a transfer of money from Purdue University to PG?

Yes. Both Purdue and Kaplan have agreed to reimburse PG semi-annually for the variable costs to serve their respective employees and dependents who participate in the Gift of Knowledge offering from PG.

From where is the money that covers the tax liability of Purdue University employees who receive the PG tuition discount coming?

Purdue has agreed to reimburse 33 employees for taxable educational benefits in CY18. The same central account that is funding the free tuition for Purdue employees and their dependents will be used to cover this amount. This amount is estimated at approximately \$45,000.

What is the origin and significance of the \$38M net operating deficit of PG in 2018?

The \$38.3M deficit reflects operating revenues compared to operating expenses as defined by GASB. Under these same definitions, Purdue University, as a whole, operated at a \$589 million deficit in FY18.

However, to get a complete picture of the financial results, non-operating revenues must be included. For Purdue, non-operating revenue totaled \$667 million, resulting in an effective operating surplus of \$78 million.

For PG, non-operating revenues include federal Pell grants and investment income, and totaled \$22.7M, thereby reducing the effective operating deficit to \$15.7 million. Of this, roughly \$2 million is a true operating deficit, driven principally by start-up costs associated with the new entity. The other \$13.7 million represents Kaplan's fee for services. However, it should be noted that pursuant to the TOSA operating agreement, Kaplan provided cash at closing to cover the projected shortfall for the FY18 stub period, including the Kaplan fee for services.

TO: University Senate
FROM: Jerry Shively, Chairperson of the Steering Committee
SUBJECT: Résumé of Items under Consideration by the Various Standing Committees

STEERING COMMITTEE

Jerry Shively shivelyg@purdue.edu

ADVISORY COMMITTEE

Natalie Carroll ncarroll@purdue.edu

NOMINATING COMMITTEE

Fredrick Berry berryf@purdue.edu

1. The Nominating Committee will present the volunteers for Standing Committees.

EDUCATIONAL POLICY COMMITTEE

Michael Harris mtharris@purdue.edu

1. Standardize Tests and Admissions Standards
2. Course Retake Policy
3. Transfer Credits
4. Students Requests for more Night Classes
5. Degrees and Requirements
6. Civics Requirements (with Student Advisory Committee)
7. Priority Registration for "Degree in 3" Students

EQUITY AND DIVERSITY COMMITTEE

Audrey Ruple aruple@purdue.edu

1. Strategic planning
2. COACHE results

FACULTY AFFAIRS COMMITTEE

Deborah Nichols deborahnichols@purdue.edu

1. Faculty Compensation and Benefits
2. Teaching Evaluation Report
3. Academic Rigor
4. External Threats to Faculty
5. COACHE survey
6. Grad School Bill of Rights
7. Grad School Admissions Policies

Chair of the Senate, Natalie Carroll, ncarroll@purdue.edu
Vice Chair of the Senate, Cheryl Cooky senate-vicechair@purdue.edu
Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu
University Senate Minutes; <http://www.purdue.edu/senate>

STUDENT AFFAIRS COMMITTEE

Christopher Clifton clifton@cs.purdue.edu

1. Faculty-Staff Grant Program
2. Monitoring experiences of student-athletes.
3. Consolidation of class absence policies.

UNIVERSITY RESOURCES POLICY COMMITTEE

Jonathan Neal jneal@purdue.edu

1. Resolution to merge the ALDAP and Visual Arts Committee into the Visual Arts and Design Committee
2. Sustainability Committee Report to be Delivered
3. Update on Review of the University Master Plan
4. Update on Parking & Traffic and Scooters.

Chair of the Senate, Natalie Carroll, ncarroll@purdue.edu
Vice Chair of the Senate, Cheryl Cooky senate-vicechair@purdue.edu
Secretary of the Senate, Joseph W. Camp, Jr., jcamp@purdue.edu
University Senate Minutes; <http://www.purdue.edu/senate>

Select Committee on Global Report

Purdue Global Select Committee

Deb Nichols and Steve Beaudoin
Co-Chairs

April 15, 2019

Outline

- Upcoming
 - Exam security at Global
 - Passing rates of CA bar exam by PG students
 - Resolution of channel conflicts status
 - **PUG participation on Purdue University Senate**
 - **Committee moving to *ad hoc* status?**

PUG Senate

- Composition of PUG Governance Committee
 - 3 full time faculty
 - Committee President is a full-time faculty
 - 2 adjunct faculty
 - 1 undergraduate student
 - 1 graduate student
 - 1 representative of KHPE
 - 10 Global administrators
- Concern that faculty voice is a minority voice
- Concern that Global faculty are not tenured
- Concern that all Regionals have representation on Purdue University Senate, but Global does not

Can Global Select Committee be *ad hoc*

- It appears that major conflicts or concerns have largely been addressed
- Small concerns arise
- Do we need a permanent committee to address *ad hoc* concerns?

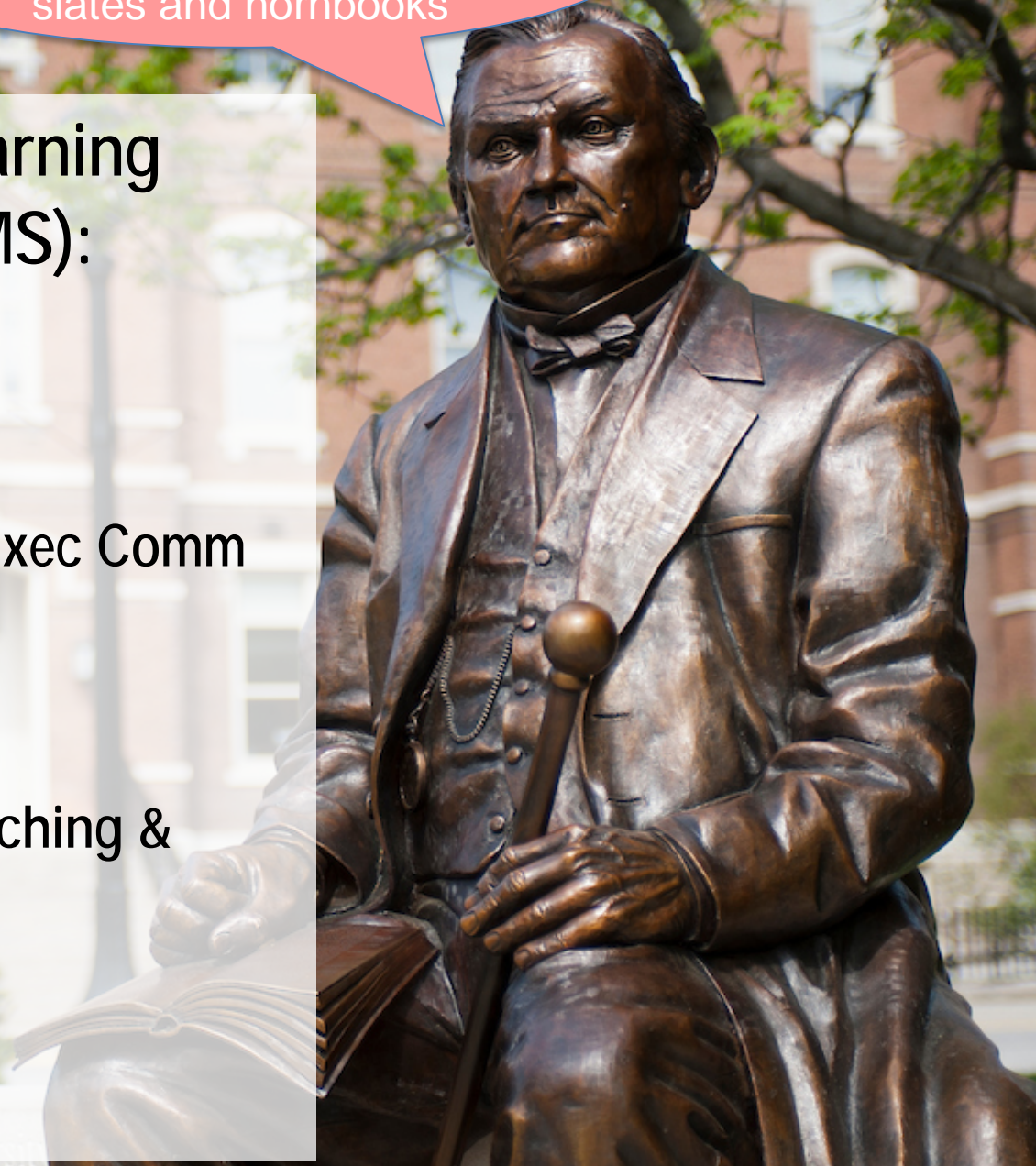
Blackboard, Canvas, D2L?
Any LMS is better than
slates and hornbooks

The search for a new Learning Management System (LMS): Progress Report

Alan Friedman
Senate Rep to LMS Selection Exec Comm

With material provided by:
Jenna Rickus
Associate Vice Provost for Teaching &
Learning

University Senate Meeting
April 15, 2019



What This IS

- As we'll see, a necessary effort to find a replacement for our current aging LMS (Blackboard Learn) that:
 - is coming to the end of its life cycle
 - is based on old on-premises hosting technology
 - has limited functionality on mobile devices (phones and tablets)
 - I'm not sure many people ever liked very much anyway
- A highly structured effort to find a best solution across a diverse system of residential, commuter and online institutions
 - Diverse needs encompass traditional, online, hybrid courses, full-term and short courses, as well as staff, alumni, and “engaged person” training and engagement. There's a lot going on here!
- A mechanism to provide a final report to Provost Jay Akridge & EVP-Digital Gerry McCartney, responsible for final decision.

What This IS *NOT*

- An effort to impose a current solution favored by one unit on all the rest:
 - The effort was not initiated by any one institution
 - From what I've seen so far, it doesn't favor any one institution
 - It has the potential to impose some disruption on all
 - I think it's an equal opportunity plan for some necessary pain now (hopefully very little) for benefits later.
- Of course, I'm referring specifically to some belief in WL that this is driven by the desires of Purdue Global.
 - Those who've been in the Senate a while know I'm no fan of the acquisition of Purdue Global
 - I fear that it takes our focus off the critical job of keeping the residential university viable during a time of great change in higher ed.

What This IS *NOT* (cont)

- Global is certainly playing a role, but I'm happy to reassure you that I've not seen that Global has any inordinate influence in this LMS search.
- This is also not a rushed effort to change things for the sake of change. A year of review process. No disruption this year or AY 2019-20.

How did this get started?



Blackboard

- Blackboard Learn is approaching technological End of Life
 - Must choose new LMS. Cannot remain on Learn.
 - “Simply” upgrading to successor, Blackboard Ultra, not so simple. Substantial changes there.
- Meanwhile, Ongoing Trends In LMS’s
 - Cloud Based Products
 - Next Generation LMS’s available that support more functions, more convenience, better mobile
 - Blackboard Ultra, Canvas, & Brightspace D2L all major players across Big10 & HigherEd. No clear “winner” to just go with.
- So Provost Akridge & EVP McCartney asked for a comprehensive, system-wide review of the University’s Learning Management System needs and assessment of options against those needs



Review Organization: System-Level

Provost Jay Akridge & EVP Gerry McCartney



System-wide Executive Steering Committee. Jenna Rickus, Chair (Salute)

System-Level Executive Steering Committee

- Formed in Summer of 2018
- Established a process for meeting the Provost / CIO charge
- Senate Oversight:
 - *I was named by Senate Steering Committee last May to represent the Senate

www.purdue.edu/lms-review/

Steering Committee x

- **Committee chair: Jenna Rickus**, Associate Vice Provost for Teaching and Learning
 - Professor of Agricultural and Biological Engineering/Weldon School of Biomedical Engineering
- **Alan Friedman**, Faculty Senate
 - Associate Professor of Biological Sciences
- **Bernard Tao**, Teaching Academy
 - Professor Agricultural & Biological Engineering/Food Science
- **Stephen Beaudoin**, Purdue West Lafayette
 - Professor of Chemical Engineering
 - Academic Director, Teaching and Learning Technology
- **Heather Zamojski**, Purdue Northwest
 - Assistant Vice Chancellor, Learning Technologies
- **Carl Drummond**, Purdue Fort Wayne
 - Vice Chancellor for Academic Affairs and Enrollment Management
- **David Starnes**, Purdue Global
 - Chief Academic Officer
- **Emma Kaye**, undergraduate student representative
 - IT Student Advisory Council Chair
- **Gary Johns**, graduate student representative
 - Ph.D. student in Educational Studies
- **Donna Cumberland**, Executive Director, Academic Computing
- **Jason Fish**, Director of Teaching and Learning Technologies
- **Brian York**, Project Manager, ITaP

Review organization: System-level and By Campus

Provost Jay Akridge & EVP Gerry McCartney



System-wide Executive Steering Committee. Jenna Rickus, Chair (Salute)

Four Academic Task Forces

Heather Zamojski (NW)
Chair

Emily Hixon
NW Lead

Andy Hirsch
(Once Again)
WL Lead

Adam Dircksen
FW Lead

Lisa Wallace
Global Lead

Northwest
Task Force

WL
Task Force

PU
Ft Wayne
Task Force

PU
Global
Task Force

One system-wide Technology Task Force

Rita Wilson
Chair

Technology Task Force

Jason Fish
(Yeoman)

WL Campus Task force

Representation & Process

- Case Study Approach
 - Modelled after Univ. Wisc. Process

WL Chair: Andy Hirsch

Reps* from:

Engineering

Education

Agriculture

Pharmacy

Libraries

Science

Liberal Arts

Vet Med

Management

Honors

HHS

Krannert

Exploratory Studies

Disability Res. Center

CIE

PU Online Learning

TLT

Grad School

Acad. Success Center

Academic Advising

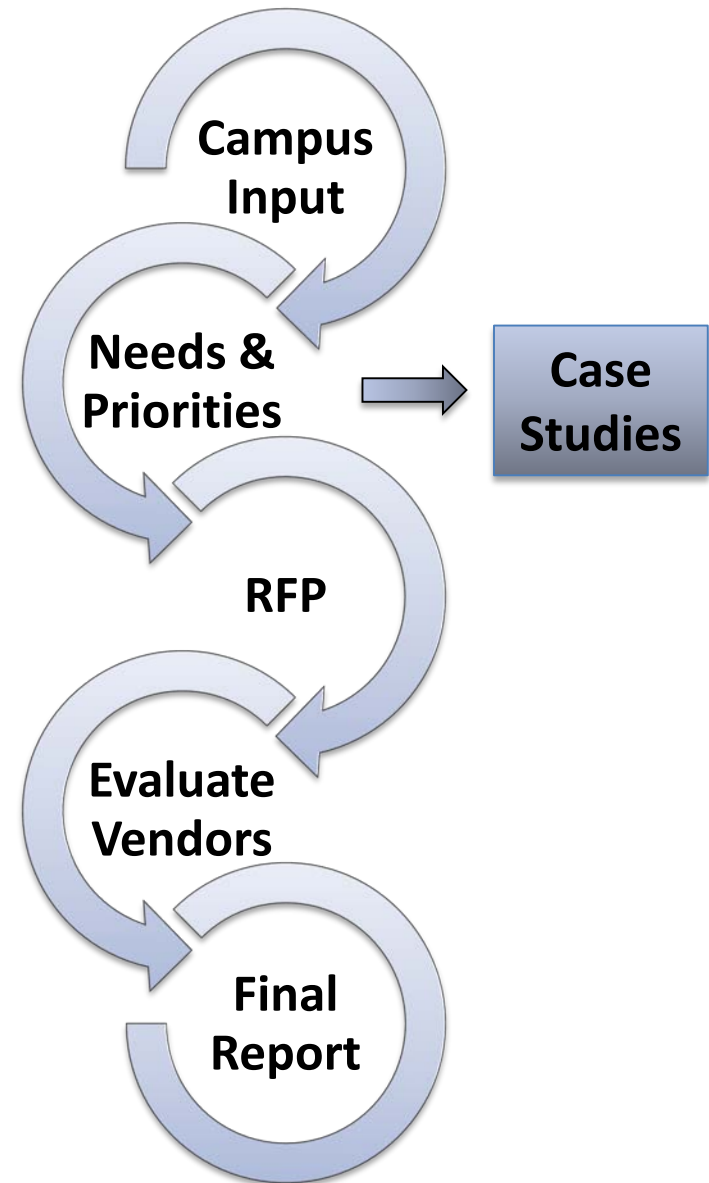
Grad students

Undergrad students

Teaching Academy

*Full roster at:

www.purdue.edu/lms-review/



Consistent Concerns From Feedback Guiding Academic Review

- Ability to transition content from previously created Blackboard Learn courses
- Easy transition from the old system to the new (gentle learning curve)
- Mobile-device compatibility
- Easy to use and intuitive interface
- Collaboration workspaces
- Easier acceptance and implementation of third party tools

Where are we? Timeline

Completed:

Create Campus Task Force

August - September 2018

Online Surveys for Campus Input (~500)

September – November 2018

Four WL Listening Sessions (141 people)

September - November, 2018

Create Case Studies & Define Criteria

November, 2018

Develop/Issue RFP

December, 2018

3 Vendors -> Campus Visits, Demos (& online)
(Natalie and I attended each, >1000 evals)

March, 2019

All completed on schedule!

In process:

Vendor Evaluation

Task Forces Report to Steering Comm.

April – May, 2019

To be completed:

Product Selection and Announcement

Fall 2019

Earliest Possible Implementation

Probably Fall, 2020

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QUESTIONS?

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