

Fifth Meeting, Monday, 15 February 2021, 2:30 p.m.
Zoom Meeting

AGENDA

1. Call to order Professor Deborah L. Nichols
2. Approval of Minutes of 25 January 2021
3. Acceptance of Agenda
4. Remarks of the Senate Chair Professor Deborah L. Nichols
5. Remarks of the President President Mitchell E. Daniels, Jr.
6. Question Time
7. Memorial Resolutions
8. Résumé of Items Under Consideration by Various Committees For Information
Professor Elizabeth A. Richards
9. Senate Document 20-33 Nominees for Vice Chairperson of the University Senate For Discussion
Professor Robert Nowack
10. Senate Document 20-35 Amendments to the Bylaws of the University Senate For Discussion
Professor Alexander Francis
11. Senate Document 20-34 Amendment of Bylaws to Add the Executive Director of University Undergraduate Academic Advising as Advisor on the Educational Policy Committee For Discussion
Professor Erik Otárola-Castillo
12. Senate Document 20-37 Principles for On-Campus/Purdue-Affiliated Child Care For Discussion
Professors Alexander Francis and
Audrey Ruple
13. Presentation on Campus Mental Health Resources For Information
Vice Provost Beth McCuskey and
Dean of Students Katie
Sermersheim

14. New Business

15. Adjournment

Fifth Meeting, Monday, 15 February 2021, 2:30 p.m.
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Present: *Manushag N. Powell (Secretary of Faculties and Parliamentarian), Deborah Nichols (Chair of the Senate), Stephen P. Beaudoin (Vice-Chair of the Senate), Dulcy Abraham, Kathleen Abrahamson, Jay T. Akridge, Robyn Bartlett (Malo), Jonathan Bauchet, Alan Beck, Peter A. Bermel, Ximena Bernal, Bharat Bhargava, Colleen Brady, Sylvie M. Brouder, Robert X Browning, Sabine Brunswicker, Thomas H Brush, Min Chen, Laura J. Claxton, Matt Conaway, Todor Cooklev, Martin Corless, Bruce Craig, Chittaranjan Das, Ariel de la Fuente, Jim Dworkin, Abigail S. Engelberth, Donna Ferullo, Ray Fouché, Alexander Francis, Jennifer Freeman, Assata M. Gilmore, James P. Greenan, Michael Gribskov, Catherine A. Hill, Stephen Hooser, Signe Kastberg, Ralph Kaufmann, Cara Kinnally, Neil Knobloch, Jozef L. Kokini, Klod Kokini, David Koltick, Nan Kong, Janice Kritchevsky, Eric P. Kvam, Douglas LaCount, Seokcheon Lee, Julie C. Liu, David J. Love, Mindy L. Mallory, Tim McGraw, Michael McNamara, Terrence R. Meyer, Larry Nies, Robert Nowack, Madelina E. Nuñez, Jan Olek, Erik Otárola-Castillo, Alice Pawley, Rodolfo Pinal, Bob Pruitt, Li Qiao, Vanessa S. Quinn, Kashchandra "Ragu" Raghothama, Darryl Ragland, Elizabeth (Libby) Richards, Brian T. Richert, Felicia Roberts, Leonid Rokhinson, Sandra S. Rossie, Chris Ruhl, Audrey Ruple, David Sanders, Dennis Savaiano, Steven Scott, Thomas Siegmund, Daniel W. Smith, Joseph B Sobieralski, Qifan Song, John A. Springer, Kevin Stainback, Rusi Taleyarkhan, Susan Watts, Lisa R. Welp-Smith, Kipling Williams, Rod C. Williams, John S. Yaninek, Jane F. Yacilla, Haiyan (Henry) Zhang, Mark D. Zimpfer, Heather Beasley, Michael B. Cline, Cheryl A. Cooky, Peter Hollenbeck, Carl T. Krieger, Lisa Mauer, Beth McCuskey, Sara Mellady, Jamie L. Mohler, Manushag N. Powell, Jenna Rickus, Alysa C. Rollock, Katherine L. Sermersheim, Cameron D. Ward, and *Stephanie L. Dykhuizen (Sergeant-at-Arms)*.*

Absent: *President Mitchell E. Daniels Jr., Charles A. Bouman, Sharon Christ, Todd Kelley, Alexander V. Kildishev, Benjamin R Lawton, John J McConnell, Lin Nan, Mandy Rispoli, Paul Robinson, John W. Sheffield, Brandon H. Sorge, Megha Anwer, Keith Gehres, and Lowell Kane.*

Guests: James Almond (Office of the Treasurer), Stacey Baisden (MaPSAC), Dan Carpenter (Student Success Programs), Anna Darling (WLF), Spencer Deery (Office of the President), Emily Deletter (Journal & Courier), Natalie Fedor (Purdue Exponent), Jason Fish (Teaching and Learning Technologies), Horane A. Holgate (Teaching Success), Dan Howell (Purdue Today), Evan Patterson (undergraduate, POL), Noah Scott (Board of Trustees), Marion Underwood (HHS), and Alex Weliever (Exponent).

1. The meeting was called to order at 2:32pm by Chair Deborah Nichols.
2. The Minutes of the 25 January 2021 Senate meeting were entered as read, with one correction having been received prior to the meeting.
3. The Agenda was accepted by general consent.

4. Chair Nichols presented remarks (See Appendix A). Her focus was the issue of women and caregiving in the academy at large, and Purdue specifically. Senate Survey Wave 4 shows that faculty members experienced substantial declines in research time, and that women, both with and without dependents, evidenced significant increases above those of men in the amount of time they spent in service and administrative tasks. Women report feeling constantly “on-call” regardless of partner status. Chair Nichols argued we must do more to support all the women on Purdue's campus: faculty, staff, and students.
5. President Daniels was unable to attend the meeting due to an unavoidable schedule conflict. Provost Jay Akridge answered questions from the Senators. He commented upon the importance of Chair Nichols’ remarks about the challenges faced by female members of the Purdue community, and noted as well that her remarks raise the issue of how much time faculty are spending on service work as opposed to teaching and research, which may also be something to focus on as we move forward.
 - a. There were many questions received about the announcement of plans to close the Patty Jischke Early Care and Education Center without replacement. That decision had been reversed prior to the Senate’s meeting, but there was also a question about Purdue’s willingness to expand its childcare options. The answer to this is yes, there is a commitment to expanding childcare options over time, although the exact nature of that expansion would have to wait until the COVID situation stabilized so that need could be assessed accurately.
 - b. Another question was addressed concerning specific actions President Daniels might undertake to promote sustained efforts and accountability towards anti-racism at Purdue. Provost Akridge replied that central to such efforts was the Report of the Trustees’ Equity Task Force, which was expected to be released shortly. These recommendations will center on three broad areas: representation, experience, and success for our students, both graduate and undergraduate, as well as for our faculty, postdocs, and our staff. The task force roadmap has a particular focus on Black Boilermakers, but many of those recommendations have broader implications for serving the diverse populations of our campus as well. There will be Trustee-level accountability for the activities that the plan specifies. Other work being done in this space includes the Emerging Leader Scholars Program, which has been expanded this year; every college is participating. We are also recruiting aggressively for our first class in the Purdue Polytechnic High School. We have a Faculty Advisory Committee on Diversity and Inclusion, which has been meeting regularly, as well as the Senate Equity and Diversity Committee, and the Black Caucus of Faculty and Staff (BCFS). We now have a set of working groups that are particularly focused on climate, on issues of recognition, and on issues of recruiting, focused on faculty. Moving forward they might also address women faculty specifically as well.
 - c. The final question was a technical query about COVID reporting, particularly the seven-day moving average, and whether we could report our surveillance testing as a separate line in the public dashboard. In the seven-day moving average for positive test results, we don't try to distinguish surveillance testing from the

testing of symptomatic individuals. At the moment, we have no plans to separate out the positivity rate into different components. One reason for this is that for surveillance testing, we have random draw tests for faculty and staff, but as part of the surveillance of student populations, we also do data-driven surveillance testing, also called adaptive surveillance testing: e.g., if we get a few positives in the wing of a residence hall, we'll test the whole wing. In any given week, our surveillance testing is a combination of the random draws plus any of this more targeted testing. So while we did report out for all surveillance testing last fall, going forward, our plan is still to report total cases, and the positivity rate for the last seven days.

6. Memorial Resolutions were entered on behalf of Dr. Robert E. Montgomery, Engineering Education, and Dr. Robert E. Zink, Mathematics. The Senate observed a moment of silence.
7. Representing the Steering Committee, Professor Libby Richards presented the Résumé of Items Under Consideration (ROI) by the various Standing Committees (see Appendix B). The chairs of the standing committees briefly discussed the recent and current activities of their respective committees. Professor Robert Nowack, of the Nominating Committee, reminded the Senate that they were starting to work on populating the Senate Standing Committees. The Qualtrics for committee preferences is now live on the Senate website. Anyone who has finished their term on a Standing Committee or who does not have a committee assignment can sign up; floor nominations will also be allowed when the Senate is ready to vote on committee slates.
8. Professor Nowack presented Document 20-33, Nominees for Vice Chairperson of the University Senate, noting that we would not be voting on these nominations until March. There are currently three nominees: Professor Colleen Brady, Professor Erik Otárola-Castillo, and Professor David Sanders. Anyone who wants to self-nominate can do so prior to the Senate vote at the March meeting. However, if a Senator would like their bio pre-circulated to the Senate, they should self-nominate before the next Steering Committee meeting on 8 March 2021.
9. Professor Alexander Francis, chair of the Faculty Affairs Committee, presented Document 20-35, Amendments to the Bylaws of the University Senate. He noted that the origin of this work dates back about three years. It was an attempt to try to make sense and order of a document that had grown and changed organically over the preceding years. It had been thought ready to come to vote in a somewhat different form in March of 2020, but had been pulled indefinitely because of the need to respond to the COVID pandemic. The changes proposed now have been through multiple rounds of discussion in the Faculty Affairs Committee, as well as conversations with other committee chairs. There are two types of changes marked: those we felt were substantial in terms of making the Bylaws a more usable Document, but that also did not significantly alter the intent of the original document, which are marked in yellow. There are some changes, changes to verb tense and things like that, that went unmarked, because the entire document would have been yellow. We really want to be able to follow the rules, but we need to have rules that we can follow. The items marked in blue are marked because it was felt they were

substantial enough potentially to be discussed individually. In some cases, we needed this document to reflect current practice. We would like to have a discussion now. Any two senators can propose an amendment, and between now and our next meeting, Prof. Francis would expect to receive suggestions on amendments as well. It would be preferable to be able to vote on these changes no later than April, rather than try to hold them over the summer.

- a. Professor Alice Pawley noted that she had expected to see some engagement with the question of discipline and possible expulsion of Senators in the Bylaw changes proposed. Professor Francis explained he felt that issue would be best dealt with by having it as a separate proposal. The idea with this round of changes would be to do housecleaning before adding on to the edifice: first we get a clean and functioning set of Bylaws, and then we can address areas in the document that don't fit our aspirations.
- b. Immediate Past-Chair Professor Cheryl Cooky agreed that this proposal had been a long time coming; it had begun as one of Professor Natalie Carol's initiatives during her Chairship. Professor Cooky asked whether the Parliamentarian had been consulted on the proposed changes. Professor Francis replied that she had.
- c. Professor David Sanders "strongly urged" that some of the portions highlighted in blue be removed at this time because potentially some of them could be controversial, which might put aside the efforts placed in making the other corrections. In particular these two changes are, first, the one in 3.20, changing the criteria for nominees for the Vice-chair. The change proposed says nominees could be past chairs of Standing Committees, but having nominees that were never elected by their units be presented as Vice-chair nominees does not sound like a good idea, nor does, singling out former Senate Standing Committee chairs for eligibility for the Vice-chair position. Professor Sanders argued there is no particular reason that we need to change these criteria; we seem to be able to get candidates for these offices. The other concern is in 5.00, when it says a Document sent to the Senate will record the vote of the Senate, Advisors, and certain members separately for the information of the Senate. Professor Sanders said it was valuable in particular to record members of the Senate versus Advisors specifically on documents; that's an important piece of information for the Senate as a whole to have. Professor Frances responded that those proposed changes had been left in because they seemed to fit with either current practice or what we thought was a small change that would not have much effect. The issue with allowing nominees for Vice-chair to be former Standing Committee chairs was the idea that at least for a time we were really having difficulty motivating Senators to stand for election to these very arduous leadership positions; it seemed reasonable to broaden the pool of potential applicants without opening the door completely to people who might be ultimately overwhelmed by the position. Being a chair of the Senate Standing Committee is eye-opening. That said, it may not be something that is particularly urgent at this point. The question about marking the votes of student members was left in for what we thought was a very egalitarian reason, which is that we would like our

student Committee members to be active and to be full participants. And we felt that labeling them in their votes ran the risk of encouraging them to feel like their votes were somehow second class or somehow to be disregarded. On the other hand, it's possible that knowing students are strongly in support of a proposal might be very meaningful. Everyone's name goes on to each Document; it's also possible for Senators to do their own counts. So perhaps there's not a substantial difference either way.

- d. Professor Matthew Conaway noted on the proposal for 3.20 that opening the Vice-chair position to past Committee chairs could perpetuate a system where people could run for these positions continually; it being theoretically possible that somebody could finish their chair position and could immediately run again for a Vice-chair position. This could be a situation that takes care of itself. Because naturally, if you have people that are generally confirmed as excellent in the position, it's nice that they continue to serve in that role. But by that same token, it could create eligibility for life. Professor Francis responded that the way the Bylaws are currently written, we do already have that potential. For example, a Senator could choose to run for Vice-chair at the end of this coming year, in their sixth year (i.e., the end of the second permitted Senate term). While ineligible to be elected as a Senator, they could still become Vice-chair, then Chair, and could then be re-elected by their unit and start the process all over again. So in fact, the position of perpetual Senator is not just possible, but relatively likely, given that Senate service is something that that people tend to gravitate purposefully toward or away from.
- e. Professor Colleen Brady suggested the Senate might want to do something about that loophole: since the Bylaws do require term limits, with the idea, presumably, that fresh ideas can come to the Senate, allowing de facto perpetual membership seems not to be in the spirit of the rest of the document. Professor Francis responded that the FAC would be happy to entertain proposals on that issue.
- f. Professor Sanders asked to echo the remarks of the previous two speakers. He felt that the words "elected Senators" currently in the Bylaws prevents the situation mentioned by Professor Conaway, because the Vice-chair and the Chair are not elected Senators. On the point of students, Advisors, and Senators, he said the important matter is that while all names are there, not everybody will necessarily recognize one versus the other. For Professor Sanders, the most important point was the distinction between Senators and Advisors. Less important is the distinction between Senators and students. But, he noted, he was proud as chair of the Student Affairs Committee to have the participation of students, and for people to be able to see that the students are themselves voting. This should still be possible to indicate on Documents, even given the proposed change, but it remains a valuable tool to be able to see those names of Senators and Advisors listed separately.
- g. Professor Francis concluded by asking Senators to send further feedback to him, or proposed amendments to the Steering Committee.

- h. Professor Pawley requested that in the next meeting, Professor Francis also include information about other, more substantive changes being contemplated. He indicated that these would include the recommendations of the Election Procedures Inquiry Commission (EPIC) report, among others.
- 10. Professor Erik Otárola-Castillo presented Document 20-34 on behalf of the Educational Policy Committee. The proposed change would allow the Executive Director of the University Undergraduate Academic Advising to become a voting advisor of the EPC. Currently, the Executive Director is an ex officio member, with voice but no vote. The EPC's vote on this Document was unanimous. The committee members hold this position in high regard, because it connects the EPC to academic advisors, who have contact with students almost every single day; their input is especially crucial to the data-driven portion of the EPC's mission, and cases where a change in policy might have an impact on thousands of students.
 - a. Professor Francis raised a point of information for the Parliamentarian: Would this require increasing the number of Advisors to the Senate? In other words, is it possible to have a voting advisor to a Standing Committee who is not an Advisor to the Senate? The Parliamentarian, Professor Powell, explained that the Bylaws were unclear on this point; she and Professor Otárola-Castillo had discussed it. The way our Bylaws use the term "Advisor" is not perfectly delineated between Senate and Standing Committee. It has been past practice to have advisors on committees who were full voting members of those committees, but not also Advisors to the Senate, because they were needed for reasons of expertise or population. In keeping with Senate practice, there was not a clear need to add the proposed committee advisor to the Senate, but that pathway was nonetheless open, as well.
 - b. Professor Sanders agreed that sometimes advisors to committees in the past or currently have not been elected by the Senate as Advisors. He said there was a move a number of years ago to make that actually happen, because that is what the Bylaws appear to require. Professor Sanders also said there is no real reason the EPC couldn't move to four advisors, and have them all be Advisors to the Senate without changing the overall number of Senate Advisors. What stands out about this proposal is that it would—as far as Professor Sanders could ascertain—make the EPC the only committee that actually specifies a particular advisor to be on the committee. For all the other committees, Advisors are voted on by the Senate, and are included as members of those committees by the Senate and not specified on the basis of their administrative role. Ex officio members can be specified because they don't have to be voted on by the Senate. This suggested to Professor Sanders two issues: one is that there is a confusion about the nature of [A]dvisors that should probably be straightened out either through a Bylaw change, which would not pertain only to this proposal. The other one that to intervene and suddenly specify one particular advisor to this particular Committee seems to be an approach that's inconsistent with how things have been done in the past, and seems to be an ad hoc addition to the Bylaws.

- c. Professor Francis asked whether this was something that could be done by a Senate vote regarding Committee membership without actually touching the Bylaws. Professor Otárola-Castillo noted that the EPC's goal was to allow the perspective of the academic advisors to be built in to the Committee and to give an academic advisor who was a member of the Committee the right to vote by any mechanism deemed acceptable to the Senate. In response to Professor Sanders' concerns about the position being the only specified one hardwired into a Standing Committee, he took the point, but also noted that this position would make good sense to have on the EPC, i.e., to have the representative of the academic advisors be in the Educational Policy Committee. Professor Francis referred to the Bylaws and noted that, as they specify three advisors for the EPC, a new one could be added without a Bylaw change only if the EPC were willing to have a different advisor step down. The Parliamentarian was asked to confirm that this reading was correct, and did so, adding that the Bylaws do not prohibit specifying Committee advisors in this way. Professor Francis noted that the Bylaws do already include some specified ex officio members, but they do not vote. Professor Francis asked whether it would be of value to the Senate to have the Executive Director added to the Senate as an Advisor? Professor Otárola-Castillo responded that he had not thoroughly considered the question; he was inclined to say yes but thought the question required more discussion.
- d. Professor Sanders read a portion of Bylaw 2.00 (c), "there shall be between 6 and 16 designated Advisors to the Senate," and stated that between 6 and 16 is clearly enough Advisors to accommodate the advisory positions required by the Standing Committees. Further, "The Senate and committee assignments of the Advisors shall be recommended by the Senate for a three-year term to begin the next academic year. When vacancies occur, the Nominating Committee shall consult with the Chairpersons of the Senate standing committees and then, at the second regular meeting of the Senate in the spring, propose to the Senate a slate of Advisors and their committee assignments." Professor Sanders argued that this meant that the normal procedure would be that a Senate chairperson would ask for a slate of advisors for their Committee, and then the Senate would vote on those people as advisors for the Committee. Nothing would prevent that. Professor Sanders agreed that if we want to increase the number of advisors on the EPC from three to four, that requires a Bylaws change. To specify for all future committees the identity of one of the advisors ties the hands of the Senate from choosing its own advisors. Professor Otárola-Castillo responded that he didn't necessarily disagree, but felt what Professor Sanders held was not mutually exclusive to increasing the number of advisors in the EPC and including an edit, the removal of the specification of the of the position. He felt okay with that change. He did reiterate that the current three advisors to the Committee are also key players in educational policy across the university, which is why an increase to the number of advisors permitted to the EPC in the Bylaws was so important.

11. Professors Audrey Ruple and Francis presented [Document 20-37](#) on behalf of the Equity and Diversity Committee and Faculty Affairs Committee, respectively. Professor Ruple

explained that they actually had two proposals that the committees had planned to bring forward together. One of them they were able to drop because the Jischke Center is now to remain open. However, although the immediate crisis had been averted, they still wanted to bring the other Document forward. Their intent was to encourage Purdue University and the Purdue Research Foundation to not only fulfill their goal in ensuring adequate childcare places be available, but also to increase the proposed number of childcare places. The Document includes both aspirational goals and benchmarks we would like to see maintained. Also worth noting here is that we have a sliding scale at our daycare centers on campus, but the bottom rung of that sliding scale is for people that make \$75,000 a year or more. And our current minimum annual salary in the lowest staff pay band is \$20,800, while our current minimum annual salary for graduate students is \$18,538. One of the things the Document proposes is that we have a fuller sliding scale available to meet the needs of our faculty, staff and graduate students here at Purdue in terms of providing good quality childcare. Professor Francis added that this is a place for the Senate to ask Purdue and the PRF to lead rather than follow what others are doing, to demonstrate to the world that we can actually make major moves, that we can actually build things “one brick higher,” and that we can do great things, not just as researchers and educators, but also as community builders. While some might argue that Purdue should not be in the childcare business, building an outstanding top quality childcare system in the West Lafayette area is something that Purdue is uniquely fitted to do, and could serve as a major draw for top hires. PRF is already functioning as a real-estate development program, which is an important part of making Purdue and its community all that it can be.

- a. Professor Alice Pawley thanked the committees for their work. As a parent with children who had attended Purdue childcare centers since 2012, she had experienced three vendors, seven center directors, and had been thrilled when the Board of Trustees voted in December 2019 to commit over \$6 million to make a new childcare center even if the inconvenient and off-campus location of the State Farm Building might be part of that. When childcare was closed for two weeks due to COVID in November, parents learned that childcare workers were not covered by Protect Purdue expectations, nor had they been included in surveillance testing. This has now been rectified to some extent. It also costs more in tuition for faculty to send small children to Purdue childcare than in-state college students pay to attend Purdue. Purdue has the highest-quality childcare centers in its area, and so its waitlist remains astronomical. Parents put their children on a centralized waitlist through Purdue the day they’re born and then might wait 18 months for a placement. There are eight infant slots at the Jischke Center. The argument is that if there's need, the community will provide sufficient care is clearly inaccurate. There are portions of West Lafayette near campus where care levels are both low and moderate. Across the river in Lafayette, there are childcare deserts. We are already down childcare on campus because the Purdue village preschool has closed for good. The Board of Trustees has already agreed that there was a need and we should have expanded care. We don't need to backtrack and do another needs analysis. We do need to compensate our childcare workers better. However, the median salary for preschool workers in in 2016 was \$20 to \$22,811, which is below the Indiana State average. Teachers

- with BAs at Jischke are making \$15 an hour. The teachers of our children and of our colleagues' children deserve better. There may be some question about why the FAC and the EDC and indeed the Senate are occupying themselves with the issue of childcare on campus. A part of the University Senate's charge is to express concerns of the faculty and the will of the faculty. The University Senate should be on the record that the need for affordable, accessible, and high quality care on campus is present and urgent.
- b. Chair Nichols stated that she had communicated these concerns to the Board of Trustees, as well as Provost Akridge, and that they are receptive to hearing more about them.
 - c. Professor Ruple thanked Professor Pawley for her comments, but also noted that regardless of whether or not as individuals we have children, or have needs for child care or have had needs in the past, that the reality is—as per the data from the Senate Surveys—we clearly have not just a need for childcare, but we have a disproportionate impact from the lack of childcare available. And one of the things that we can all agree to, is that this disproportionate impact alone is worth of addressing. Our entire community feels the effects, and COVID has really put a crowbar inside these disproportionate impacts of childcare and pushed it wide open, and we're seeing some gender impacts here very clearly indeed.
 - d. Provost Akridge affirmed the commitment to expand childcare over time, and that planning activities will take place. Much is in flux now, including what remote work will look like going forward. But the commitment is there, and once we get a better sense of what the post-COVID world will look like, we should expect a very aggressive effort to unpack this and figure out the right solution.
 - e. Professor Janice Kritchevsky commented she was astounded by the previous plan to suddenly shut down an entire daycare center. The university must prioritize childcare more than that, and some soul-searching may be required. She noted that with two daughters and a daughter-in-law of childbearing range, each of them made employment decisions dictated by the childcare benefits they received. If we're going to model ourselves on a more large-business model, it would be valuable to see what businesses trying to retain women are doing. What do we know about how childcare factors into decisions people make to come to or stay or not stay at Purdue?
 - f. Vice-chair Stephen Beaudoin said that if we want to attract and retain the best faculty and graduate students, we should be doing everything we can to support this.
 - g. Professor Otárola-Castillo shared that his family was concerned about being able to get safe childcare for Petite Senate Guest Nico. His parents had been diagnosed with COVID over the break, making him perhaps even more aware that many other families in our community had been touched by COVID and were

- trying to negotiate whether and how they could find childcare, and whether it would be safe.
- h. Professor Cheryl Cooky restated the importance of childcare for our colleagues, for our students, and for our community. This is not a specialty issue, but one with far-reaching implications for everyone.
 - i. Professor Eric Kvam echoed this, noting that we have been short of childcare for at least thirty years, and something could have been done by now. If we want the best possible colleagues to work with, if we want the best possible staff to support us, and if we're ruling out a large fraction of the women who could be here, we're cutting off the sources of the very best people.
 - j. Professor Brady also affirmed that this is a huge issue, and has been one for decades. But 20 and 30 years to resolve this kind of a situation at an R1 institution that wants to be known as a great place to live and work is not acceptable.
 - k. PSG President Assata Gilmore stated that she knows a significant amount of faculty, staff, and administrators who give their time to students while also being parents, and so the business of teaching students and providing excellent people to go out into the world—which Purdue is in—does involve good childcare. Undergraduate students are affected by these shortfalls, just as everyone in the community is.
 - l. Professor Sandra Rossie also expressed her support for better childcare on campus. It doesn't matter whether you have children or not, if you have a research enterprise, or if you have graduate students working for you, you're going to be impacted by having people who need child support. This is deeply important to our institution.
 - m. Professor Dennis Saviano noted he had been a dean for 15 years in a college that was predominantly women, and is still today predominantly women, and suffers from all of the issues that were described by Professor Ruple and others. Purdue really needs to step up its game with respect to childcare. Major companies have far better access to childcare than we see at Purdue: Eli Lilly, Procter & Gamble, and John Deere, for example, all have much better access to childcare. Childcare has been a major recruitment issue for the past 25 years, especially with women. The university needs to be more aggressive about collecting data on the value of childcare in recruiting.
12. Vice Provost Beth McCuskey and Dean of Students Katie Sermersheim presented on Campus Mental Health Resources (See Appendix C).
- a. President Gilmore noted that over the last three years, she has witnessed all the work that Dean Sermersheim and Dr. McCuskey have put into cultivating a community of care, and seen their dedication to student wellness. Across many

student organizations, the first- and second-year students are talking about how they network and make an impact; it is visible how this is becoming a part of who we are as Boilermakers, and that's been exciting. President Gilmore expressed gratitude for this student support from the Boiler Wellness Ambassadors, and for all the things that have been done for the student community.

- b. PGSG President Madelina Nuñez echoed President Gilmore's thanks. She also asked a question about one of the numbers in the slides. There was mention of 20% decrease in demand for CaPS services: is this for both undergrad and graduate students? Or only for one of those groups? The speakers did not have that information, but said they could get the breakdown from Dr. Kyle Kittleson (Interim Director for CaPS). They clarified that the decline was from fall to fall, so a 20% decline from Fall 2019 to Fall 2020.

13. There being no New Business, and with the snow falling fast, the meeting was adjourned at 4:43pm.

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominees for Vice Chairperson of the University Senate
Reference: Bylaws, Section 3.20b, c
Disposition: Election by the University Senate
Proposal: The Nominating Committee proposes the following slate to serve as Vice Chairperson of the University Senate for the academic year 2021-2022. The nominees for Vice Chairperson are:

Colleen Brady
Agricultural Sciences Education and Communication

Erik Otárola-Castillo
Anthropology

David A. Sanders
Biological Sciences

Candidate biographical sketches are attached.

Committee Votes:

For:

Dulcy Abraham
Ray Fouché
Michael McNamara
Larry F. Nies
Robert Nowack
Jan Olek
Joseph Sobieralski
Qifan Song

Against:

Abstained:

Absent:

Martin Corless

Candidate Biographical Sketches

Colleen Brady

Dr. Brady has served on the Senate for one term, representing the College of Agriculture. During that time, she has served on the Senate Steering Committee, as well as the Senate Advisory Committee. Although her experience with the Senate is relatively short, Dr. Brady has been involved in leadership positions nationally and internationally through her professional associations and organizations. She has served as Chair, and is currently a member of the Leadership team, of Extension Horses, Inc., a national organization of Horse Extension Specialists. She also serves at the Education Chair for the International Society of Equitation Science, where she serves on the Governing Council. Dr. Brady believes the Senate has an important role in communication and collaboration with administration to ensure that faculty, staff and students have a clear voice in shared governance.

Erik Otárola-Castillo

Prof. Erik Otarola-Castillo has been a member of the University Senate since September 2018. He is the current Chair of the Education Policy Committee (EPC) and previously served on the Senate's Equity and Diversity Committee (EDC). As an EDC member, from December 2019 to April 2020, he also served on the Election Procedures Inquiry Commission (EPIC). He received his B.A. in Anthropology from Stony Brook University, M.A. in Anthropology/Archaeology from Iowa State University, and Ph.D. from Stony Brook University (2016). At Purdue, he has been an Assistant Professor of Anthropology since 2016, focusing on archaeology, human evolutionary biology ecology and behavior, and biostatistics. His research focuses on human dietary evolution. Specifically, he tests hypotheses on the impacts of climate change foraging strategies and early humans' dietary ecology in foraging and early farming populations.

David A. Sanders

David Sanders is an Associate Professor of Biological Sciences at Purdue University. He received his Bachelor of Science degree from Yale College in Molecular Biophysics and Biochemistry. He conducted his Ph.D. research in Biochemistry with Dr. Daniel E. Koshland, Jr., who was then editor of the journal *Science*, at the University of California at Berkeley. His Biochemistry Ph.D. thesis concerned his discovery of a critical biochemical reaction that underlies how bacteria sense and respond to changes in their environments. Following a position as a Visiting Scientist at the University of California at San Francisco, where he studied signal-transducing GTPases, he was a postdoctoral fellow at the Whitehead Institute for Biomedical Research, which is affiliated with M.I.T. It was there that he began his studies on the entry of viruses into cells with a focus on the inhibition of infection and applications to gene therapy. Dr. Sanders joined the Markey Center for Structural Biology at Purdue University in 1995, where he was Executive Committee Representative of the Purdue University Life Science (PULSe)

Molecular Virology program. He was the discoverer of a biochemical reaction that leads to the entry of cancer-causing retroviruses into cells. Professor Sanders also is the author of two U.S. patents on novel gene-therapy delivery techniques. His work on the Ebola virus led to his participation in the U.S. Defense Threat Reduction Agency's Biological Weapons Proliferation Prevention Program, a product of the Nunn-Lugar legislation. His responsibilities included inspecting the Vector laboratory in Siberia, which was the site of biological-weapons development in the era of the Soviet Union. He is a recipient of the National Science Foundation CAREER Award for his work on an enzyme that is involved in production of the greenhouse gas and potential energy source, methane. He is also an American Cancer Society Research Scholar and received the Lions Club Cancer Research Award. Professor Sanders was the 2015 Haines Lecturer in Biochemistry at Wabash College and was the 2019 Moses Passer Lecturer at Cornell University. He was the 75th Anniversary of Los Alamos National Laboratory Lecturer on Scientific Integrity. He was also a principal investigator on a Howard Hughes Medical Institute Experiment Grant for the reform of the undergraduate premedical curriculum. Dr. Sanders served on the Federation of American Societies of Experimental Biology (FASEB) Science Policy Committee and Research Enterprise and Breakthroughs in Bioscience Subcommittees. He was elected to the American Association of University Professors National Council in 2018. He also was elected to the West Lafayette City Council where he continues to serve. At Purdue University, Dr. Sanders has served on numerous committees at the departmental, college, and university level. He has been the yearly organizer of the Professor Miriam Hasson Memorial Lecture named for his first wife, who died from a brain tumor. Professor Sanders was elected the inaugural Chair of the PULSe Admissions Committee. He was elected Chair of the College of Science Grievance Committee and Chair of the University Grievance Committee. Dr. Sanders has served as a member of the College of Science Faculty Council and the Undergraduate Curriculum and Academic Policy Committee. Professor Sanders has served on the Purdue University Senate Faculty Affairs Committee. He was elected three times to serve as Chair of the Steering Committee and was elected in 2015 as Vice-Chair and subsequently served as Chair of the University Senate. He currently serves as Chair of the Student Affairs Committee.

To: The University Senate
From: Faculty Affairs Committee
Subject: Bylaws Revision / Updates
Reference: University Senate Bylaws 8.00
Disposition: University Senate for Discussion and Adoption

Rationale: Our bylaws are written in an outdated style and use obsolete references to individuals and units within the University. Furthermore, following years of piecemeal revisions, there are internal inconsistencies and redundancies that lead to confusion. To address these problems, in 2018-2019 the Senate committee chairs, under then-Senate chair Prof. Natalie Carroll undertook a thorough review of these bylaws and recommended a slate of changes. Presentation of these changes to the Senate was temporarily supplanted by responding to the exigencies of the COVID-19 pandemic. In the summer of 2020, in beginning to address the recommendations of the EPIC report, the Faculty Affairs Committee determined that any changes to the bylaws that might be suggested by the EPIC report would be more effectively implemented if the bylaws were first updated as originally planned. We then studied the changes recommended in 2019-2020 and set aside those that we deemed to go beyond simple updating. A document with the remaining changes was subsequently edited by a professional editor, hired by the FAC, who was provided with both the existing bylaws text and the text with recommended changes.

We have marked here all major changes (in yellow). Changes to tense, modality, gender and other minor grammatical, punctuation, and formatting issues have not been marked to facilitate legibility. Substantive changes that remained in place to reflect actual current practice are marked in turquoise.

Proposal: We recommend that the Senate adopt this version of our bylaws.

<i>Current Text</i>	<i>Proposed Text</i>
<p style="text-align: center;"><i>ARTICLE I PURPOSE AND POWERS</i></p> <p>1.00 <i>Powers of the University Senate</i> The University Senate was established by adoption of Executive Council Document 63-3 (Final Revision, February 17, 1964) by a mail ballot of the University faculty, and approval in principle by the Board of Trustees of Purdue University. Sections A and D of the University Code, Part II, show the delegation of powers to the faculties and the designation of the University Senate as the legislative body of the faculty at the West Lafayette campuses. These Bylaws are designed to implement those documents but not to replace them.</p> <p>The University Senate is the governing body of the faculty and it exercises the legislative and policy-making powers assigned to the faculty, subject only to review and check by the faculty by established procedures (Article VI). Therefore, subject to the authority of the Board of Trustees and in consultation with the President, it has the power and responsibility to propose or to adopt policies, regulations, and procedures intended to achieve the educational objectives of Purdue University and the general welfare of those involved in these educational processes.</p>	<p style="text-align: center;"><i>ARTICLE I PURPOSE AND POWERS</i></p> <p>1.00 <i>Powers of the University Senate</i> The University Senate was established by adoption of Executive Council Document 63-3 (Final Revision, February 17, 1964) by a mail ballot of the University faculty, and approval in principle by the Board of Trustees of Purdue University. Sections A and D of the University Code, Part II, show the delegation of powers to the faculties and the designation of the University Senate as the legislative body of the faculty at the West Lafayette campuses. These Bylaws are designed to implement those documents but not to replace them.</p> <p>The University Senate is the governing body of the faculty and it exercises the legislative and policy-making powers assigned to the faculty, subject to review and check only by the faculty by established procedures (Article VI). Therefore, subject to the authority of the Board of Trustees and in consultation with the President, it has the power and responsibility to propose or to adopt policies, regulations, and procedures intended to achieve the educational objectives of Purdue University and the general welfare of those involved in these educational processes.</p>
<p style="text-align: center;"><i>ARTICLE II MEMBERSHIP OF THE SENATE</i></p> <p>2.00 <i>Composition</i></p> <p>a) The Senate shall be composed of one hundred and two (102) members.</p> <p>b) The representation of the Senate shall be apportioned as follows:</p> <ol style="list-style-type: none"> 1) The President of the University. 2) The chief academic officer and the chief fiscal officer of the University. 3) The Chairperson and Vice-Chairperson. 4) Three members elected by and representing the faculties of the regional campuses, one each from Purdue Northwest, Purdue Fort Wayne and Indiana University Purdue University Indianapolis. 5) One undergraduate student member to be selected annually by the Student Senate and one graduate student member to be selected annually by that graduate student organization 	<p style="text-align: center;"><i>ARTICLE II MEMBERSHIP OF THE SENATE</i></p> <p>2.00 <i>Composition</i></p> <p>a) The Senate is composed of 102 members.</p> <p>b) The representation of the Senate is apportioned as follows:</p> <ol style="list-style-type: none"> 1) The President of the University. 2) The Chief Academic Officer and the Chief Fiscal Officer of the University. 3) The Chairperson and Vice Chairperson of the Senate. 4) Three members elected by and representing the faculties of the regional campuses: one each from Purdue Northwest, Purdue Fort Wayne, and Indiana University–Purdue University Indianapolis. 5) One undergraduate student member selected annually by the Purdue Student Government (PSG) and one graduate student member selected annually by the Purdue Graduate

<p>approved by the Graduate Council, with terms of office to begin on June 1</p> <p>6) The remaining ninety-two members shall be apportioned among the faculty units according to the number of faculty members attached to the respective faculty unit including those assigned by the President for the purpose of participating in faculty government procedures, with the provision that no faculty unit shall have fewer than two members. In instances where a Dean is administratively responsible for more than one school, the faculties of these schools shall be considered as a single faculty unit. For the purpose of participating in faculty government procedures the faculty of the Libraries shall be considered a faculty unit.</p> <p>c) There shall be between six and sixteen designated Advisors to the Senate who shall be accorded full floor privileges but not the vote. One of these shall be a representative of the Honors College, who shall be elected by the faculty of the Honors College in a manner consistent with the election of Senators (2.03). The remaining Advisors shall be members of the administrative staff recommended by the Senate by virtue of their positions. One of these shall be the Secretary of the Faculties, who shall act as Secretary of the Senate. Advisors may serve as members of Senate committees.</p> <p>The Senate and committee assignments of the Advisors shall be recommended by the Senate for a three-year term to begin the next academic year. When vacancies occur, the Nominating Committee shall consult with the Chairpersons of the Senate standing committees and then, at the second regular meeting of the Senate in the spring, propose to the Senate a slate of Advisors and their committee assignments. Advisors may be recommended to serve successive terms.</p> <p>d) In the event that the immediate Past Chair of the Senate has not been elected to a new Senate term, the immediate Past Chair shall serve as an <i>ex-officio</i> member of the Senate, with full floor privileges but not the vote.</p>	<p>Student Government (PGSG), with terms of office to begin on June 1.</p> <p>6) The remaining ninety-two members are apportioned among the faculty units according to the number of faculty members attached to the respective faculty unit. This includes those the President assigns to participate in faculty government procedures, with the provision that no faculty unit has fewer than two members. Where a Dean is administratively responsible for more than one school, the faculties of these schools are considered a single faculty unit.</p> <p>c) Between six and sixteen designated Advisors to the Senate are accorded full floor privileges but not the vote. One of these represents the Honors College, elected by the faculty of the Honors College in a manner consistent with the election of Senators (2.03). The remaining Advisors are members of the administrative staff appointed to the Senate by virtue of their positions. One of these is the Secretary of Faculties, who acts as Secretary to the Senate. Advisors may serve as members of Senate committees.</p> <p>The Senate recommends the Advisors' Senate and committee assignments for a three-year term to begin the following academic year. When vacancies occur, the Nominating Committee consults with the chairpersons of the Senate Standing Committees and then, at the second regular meeting of the Senate in the spring, proposes to the Senate a slate of Advisors and their committee assignments. The Senate may recommend that Advisors serve successive terms.</p> <p>d) An immediate past Chairperson of the Senate who has not been elected to a new Senate term serves as an <i>ex officio</i> member of the Senate, with full floor privileges but not the vote.</p>
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2.01 Reapportionment

The Senate shall determine the apportionment of elected Senators to the several faculty units (see Section 2.00 b 5) in November of each academic year on the basis of the current assignment of faculty to units. This apportionment shall become effective on the following June 1.

The Senate may reapportion itself at any other time upon a two-thirds affirmative vote of all members of the Senate.

2.02 Eligibility

Only members of the voting faculty with professorial rank shall be eligible for election to the Senate.

2.03 Election of Senators

The normal term of an elected Senator shall be three years, beginning on the June 1 following his/her election. A Senator can serve no more than 2 consecutive terms (3 years each) on Senate. Service on the University Senate, when a Senator serves for another faculty member (as in the case of a sabbatical or medical absence), for one or two semesters, it will not affect the faculty member's ability to serve two consecutive terms (3 years each). It will be considered a term of service, however, if a Senator serves on the Senate for three semesters, or more, for another faculty member. In the event a Senator does not complete his or her term, a replacement Senator shall be elected for the remainder of the original term.

After reapportionment of the Senate in November, the individual faculties (see Section 2.00 b 6) will complete the election of Senators who are to assume office on the coming June 1 and report the results to the Secretary of the Senate by February 1. Senator nominations may be made by a faculty member themselves or by a colleague, with the agreement of the nominee. Eligible faculty for election to the Purdue University Senate must be tenured, tenure-track or clinical faculty. Deans, Associate Deans, and Assistant Deans may not serve as Senators. Election must be by secret ballot (paper or electronic). Faculty units may provide alternates to serve,

2.01 Reapportionment

The Secretary of Faculties determines the apportionment of elected Senators to the faculty units (Section 2.00 b 6) based on the current assignment of faculty to units, and brings the apportionment to the University Senate for consideration and vote each November. It becomes effective on the following June 1.

The Senate may reapportion itself at any other time with a two-thirds affirmative vote of all members.

2.02 Eligibility

Only members of the voting faculty with professorial rank (tenured, tenure-track, and clinical faculty) are eligible for election to the Senate. Deans, Associate Deans, and Assistant Deans may not serve as Senators.

2.03 Election of Senators

The normal term of an elected Senator is three years, beginning on June 1 following their election. A Senator may serve no more than two consecutive three-year terms. Service on the University Senate for another faculty member (who may be on sabbatical or medical leave) for one or two semesters does not affect the replacement faculty member's eligibility to serve two consecutive three-year terms. It is considered a term of service, however, if a Senator replaces another faculty member for three semesters or more. If a Senator does not complete their term, their unit elects a replacement Senator for the remainder of the original term.

After reapportionment of the Senate in November, the individual units (Section 2.00 b 6) elect Senators to assume office on the next June 1 and report election results to the Secretary of Faculties by February 1. Faculty members may nominate themselves, or colleagues may nominate them with the nominee's agreement. Faculty eligible for election to the Purdue University Senate must be tenured, tenure-track, or clinical faculty. Election must be by secret ballot (paper or electronic). If an elected Senator is unable to serve for a semester or to replace a Senator recalled on request of the Senate, their unit selects a replacement Senator for the remainder of the original term.

<p>if an elected Senator is unable to serve temporarily, or to replace a Senator recalled on request of the Senate.</p> <p><i>2.04 Recall</i> In the case of a Senator who is unduly absent, the Senate may petition the unit concerned to recall the Senator and elect another. A recall petition shall require the affirmative vote taken by ballot at a regular meeting of two-thirds of the Senators present.</p>	<p><i>2.04 Recall</i> If a Senator is unduly absent, the Senate may petition their unit to recall the Senator and elect another. A recall petition requires an affirmative vote of two-thirds of the Senators voting and present at a regular meeting.</p>
<p style="text-align: center;"><i>ARTICLE III OFFICERS</i></p> <p><i>3.10 Presiding Officer</i> The presiding officer of the Senate shall be the President of the University or, his/her designee, who normally will be the Chairperson of the Senate. In case both are absent, the Vice Chairperson of the Senate shall preside.</p> <p><i>3.20 Chairperson and Vice Chairperson of the University Senate</i></p> <p>a) The Chairperson and the Vice Chairperson shall each serve for a term of one year beginning June 1. The Vice Chairperson shall succeed the Chairperson. Election of the Vice Chairperson shall be by secret ballot at the regular March meeting of the University Senate.</p> <p>b) At the regular February meeting of the University Senate the Nominating Committee shall nominate at least two members of the University Senate for the office of Vice Chairperson. Additional nominations shall be accepted from the floor at any time before the election. Nominees must be elected Senators and members of the voting faculty with professorial rank. Once elected, the Chairperson and Vice Chairperson shall serve as Senators-at-large and shall relinquish their positions as representatives of an academic unit. The remainder of their terms, if any, shall be filled by a special election in their academic units. Brief résumés of the academic, administrative, and Senate service of each nominee shall be distributed at the time of nomination.</p>	<p style="text-align: center;"><i>ARTICLE III OFFICERS</i></p> <p><i>3.10 Presiding Officer</i> The presiding officer of the Senate is the President of the University or their designee, normally the Chairperson of the Senate. If both are absent, the Vice Chairperson of the Senate presides.</p> <p><i>3.20 Chairperson and Vice Chairperson of the University Senate</i></p> <p>a) The Chairperson and the Vice Chairperson each serves a one-year term beginning June 1. The Vice Chairperson succeeds the Chairperson. Election of the Vice Chairperson is by secret ballot at the regular March meeting of the University Senate.</p> <p>b) At the regular February meeting of the University Senate, the Nominating Committee nominates at least two faculty members for the office of Vice Chairperson. Additional nominations are accepted from the floor at any time before the election. Nominees must be current Senators or former Senate Standing committee chairs, and members of the voting faculty with professorial rank (tenured, tenure-track, and clinical faculty). Once elected, the Chairperson and Vice Chairperson serve as Senators-at-large and relinquish their positions as representatives of an academic unit. A special election in their respective academic units fills any remainder of their term. Brief résumés of the academic, administrative, and Senate service of each nominee are distributed at the time of nomination.</p>

<p>c) To be elected Vice Chairperson, a candidate must receive a majority of the votes cast. If no candidate receives a majority on the first ballot, a second vote shall be taken to choose between the two candidates receiving the largest number of votes on the first ballot.</p> <p>d) In the event that the Chairperson is absent from campus or otherwise unable to perform the duties of the office, the Vice Chairperson shall serve in his/her stead. In the event that the Chairperson is unable to complete the term of office, the Vice Chairperson shall succeed to the position of chairperson. When such a vacancy in the office of Vice Chairperson occurs the Nominating Committee shall nominate two members of the University Senate for the office of Vice chairperson. Additional nominations shall be accepted from the floor. A new Vice Chairperson shall then be elected by the procedure described in section 3.20c at the next regular meeting of the University Senate or at a special meeting called for that purpose.</p> <p>e) In the event that an interim Chairperson is needed before a special election can be held, the Chairperson of one of the standing committees shall serve in that capacity, the order of selection being that shown in Article 5.01 of the Bylaws.</p> <p>f) The University Senate may remove a Chairperson from office by a two-thirds vote of the whole number of the members of the University Senate.</p>	<p>c) To be elected Vice Chairperson, a candidate must receive a majority of the votes cast. If no candidate receives a majority on the first ballot, a second vote is taken between the two candidates who received the largest number of votes on the first ballot.</p> <p>d) If the Chairperson is absent from campus or otherwise unable to perform the duties of the office, the Vice Chairperson serves in their stead. If the Chairperson is unable to complete the term of office, the Vice Chairperson succeeds to the position of Chairperson. When such a vacancy in the office of Vice Chairperson occurs, the Nominating Committee nominates two members of the University Senate for the office of Vice Chairperson. Additional nominations are accepted from the floor. A new Vice Chairperson is then elected by the procedure described in section 3.20 c at the next regular meeting of the University Senate or at a special meeting called for that purpose.</p> <p>e) If an interim Chairperson is needed before a special election can be held, the Chairperson of one of the Senate committees serves in that capacity. The order of selection is shown in Article 5.01 of these Bylaws.</p> <p>f) The University Senate may remove a Chairperson from office by a two-thirds vote of the entire membership.</p>
<p>3.21 Duties of the Chairperson of the University Senate</p> <p>The Chairperson may convene the University Senate in special session. The Chairperson should interpret the views of the University Senate to the President of the University and the Board of Trustees. The Chairperson shall serve as the Chairperson of the Advisory Committee and may call meetings of the committee.</p>	<p>3.21 Duties of the Chairperson of the University Senate</p> <p>Duties of the Chairperson of the University Senate may include, but are not limited to, the following:</p> <ul style="list-style-type: none"> a) Chair the Advisory Committee and call meetings of the committee. b) Big Ten Academic Alliance (BTAA) member. c) Report the views of the University Senate to the President of the University and the Board of Trustees. The Chairperson is an ex officio

The Chairperson, with the assistance of the Steering Committee, shall have the responsibility for expediting the implementation of the University Senate actions.

In emergency situations, the Chairperson shall receive opinions of faculty members and transmit them to the appropriate administrative officers.

The Chairperson may convene the Chairpersons of the Senate standing committees and other persons as needed to consult and advise on special issues.

- member of the Board's Academic and Student Affairs Committee and reports during the open meeting.
- d) Convene the University Senate in regular and special sessions.
- e) Convene the Chairpersons of the Senate committees and other persons as needed to consult and advise on special issues.
- f) In emergency situations, receive opinions of faculty members and transmit them to the appropriate administrative officers.
- g) Executive Policy Review Group (EPRG) member.
- h) Graduation Grand Marshal at Summer, Fall, and Spring Commencements.
- i) Intercampus Faculty Council member.
- j) Meet with the Provost regularly.
- k) With the assistance of the Steering Committee, responsible for expediting implementation of University Senate actions.

3.22 Duties of the Vice Chairperson of the University Senate

- a) The Vice Chairperson will attend meetings of the Board of Trustees.
- b) The Vice Chairperson will serve as a member of the Advisory Committee and the Steering Committee. If at the time of being elected to the office of Vice Chairperson, the person elected is a member of a Senate standing committee and desires to continue to serve on that committee, he/she may do so but will then serve on the Steering Committee in a non-voting, *ex-officio* capacity. The Secretary of the Senate shall be informed of the Vice chairperson's decision within 30 days following his/her election.
- c) The Vice Chairperson will aid the Chairperson in carrying out his/her duties.

3.22 Duties of the Vice Chairperson of the University Senate

- a) Attend meetings of the Board of Trustees.
- b) Serve as a member of the Advisory Committee and the Steering Committee. If the person is a member of a Senate committee when elected Vice Chairperson and wants to continue serving on that committee, they may do so; however, they then serve on the Steering Committee in a non-voting, *ex officio* capacity. The Secretary of Faculties is informed of the Vice Chairperson's decision to remain on the Senate committee within 30 days following their election.
- c) Help the Chairperson carry out their duties.
- d) Assist the Chairperson as Grand Marshal at graduations (as needed).
- e) Member of the Big Ten Academic Alliance (BTAA).

3.30 Secretary

3.30 Secretary of Faculties

<p>The Secretary of the Senate shall be that person designated by the President as Secretary of Faculties.</p> <p>3.31 Duties of the Secretary The Secretary of the Senate shall prepare minutes of each meeting for duplication within ten days and for distribution to members of the University faculty within twenty-one days after each meeting. The Secretary of the Senate shall serve as Secretary of the Advisory Committee. In addition, the Secretary will have duties as may be prescribed by these Bylaws and by parliamentary authority adopted by the Senate.</p> <p>3.40 Sergeant-at-Arms The Sergeant-at-Arms shall be designated each year by the President from among the members of the faculty who are not members of the Senate, or from among members of the university staff, for a term beginning on June 1.</p> <p>3.41 Duties of the Sergeant-at-Arms The duties of the Sergeant-at-Arms shall be to maintain a record of attendance at all Senate meetings, to report attendance to the Steering Committee after each meeting, to separate faculty visitors from voting members of the Senate, to control the presence of persons not authorized to attend Senate meetings, and to carry out instructions of the Senate or its presiding officer during each meeting.</p> <p>3.50 Parliamentarian The Parliamentarian, who need not be a member of the Senate, shall be designated each year by the President, for a term beginning on June 1.</p> <p>3.51 Duties of the Parliamentarian The duties of the Parliamentarian shall be those prescribed in these Bylaws and by the parliamentary authority adopted by the Senate.</p>	<p>The Secretary of Faculties is designated by the University President as Secretary of the Senate.</p> <p>3.31 Duties of the Secretary of Faculties a) Provide guidance to the Chairperson of the Senate and others (as needed). b) Ensure Senate Bylaws are adhered to. c) Prepare minutes of each meeting for posting to the Senate website and distribution to Senate members before the next meeting. d) Serve on the Advisory Committee and as secretary of the Nominating and Steering committees. e) Other duties as may be prescribed by these Bylaws and by parliamentary authority adopted by the Senate.</p> <p>3.40 Sergeant-at-Arms The President of the University designates the Sergeant-at-Arms from among members of the faculty who are not members of the Senate, or from among members of the university staff.</p> <p>3.41 Duties of the Sergeant-at-Arms a) Maintain a record of attendance at all Senate meetings. b) Keep attendance of the Steering Committee. c) Separate faculty visitors from voting members of the Senate. d) Control the presence of persons not authorized to attend Senate meetings. e) Carry out instructions of the Senate or its presiding officer during each meeting.</p> <p>3.50 Parliamentarian The Parliamentarian, who may be the Secretary of Faculties, is not required to be a member of the Senate.</p> <p>3.51 Duties of the Parliamentarian Responsible for assisting the University Senate in following these Bylaws and the parliamentary authority adopted by the Senate.</p>
<p style="text-align: center;"><i>ARTICLE IV MEETINGS</i></p> <p>4.00 Meetings</p>	<p style="text-align: center;"><i>ARTICLE IV MEETINGS</i></p> <p>4.00 Meetings</p>

Regular meetings of the Senate **will be** held on the third Monday of each month of the academic year September through April, with the following exceptions: The Senate will meet on the second Monday of September and on the fourth Monday of January, and will not meet in December unless the Steering Committee, by a majority vote, calls for and sets a time and agenda for such a meeting. The date of the meeting may, under unusual circumstances, be displaced by not more than one week by action of the Steering Committee announced at least one week **in advance of the actual date of the meeting.**

The Senate may be convened for special sessions by the President of the University or the Chairperson of the University Senate, by the unanimous agreement of the Steering Committee, or upon petition of any twenty members of the Senate submitted to the chairperson of the University Senate or the chairperson of the Steering Committee. **Members of the Senate shall be given notice of the special session by the Steering Committee** at the earliest possible date, and not less than two days before the meeting. Only subjects specifically listed in the proposed agenda for a special meeting may be considered at that meeting.

In the absence of documents for discussion and/or action, the Steering Committee may cancel one Senate meeting each semester. The Steering Committee **may only cancel this meeting by unanimous vote** two weeks before a regularly scheduled Senate meeting and with immediate notification of Senate members.

4.01 Agenda

The agenda for a regular meeting of the Senate, as prepared by the Steering Committee, shall be distributed to members of the Senate at least five days before that meeting.

In the case of special meetings, the agenda **shall be** available to members of the Senate at least two days before that meeting. The agenda **shall indicate** what Senate documents, reports and petitions are to be considered and shall **provide for a question time.** The agenda may be amended by the Senate by consent or by majority vote, except that only subjects

Regular meetings of the Senate **are** held on the third Monday of each month from September to April, with the following exceptions: The Senate meets on the second Monday of September and on the fourth Monday of January, and does not meet in December unless the Steering Committee, by a majority vote, calls for and sets a time and agenda for such a meeting. In unusual circumstances the date of a regular meeting may be displaced by not more than one week by action of the Steering Committee, as long as it is announced at least one week in advance **of the original meeting date.**

The Senate may be convened for special sessions by the President of the University or Chairperson of the University Senate; by the unanimous agreement of the Steering Committee; or by petition of any 20 members of the Senate submitted to the Chairperson of the University Senate or Chairperson of the Steering Committee. **The Steering Committee notifies members of the Senate** of the special session as early as possible, and not less than two days before the meeting. Only subjects specifically listed in the proposed agenda for a special meeting may be considered at that meeting.

In the absence of documents for discussion and/or action, the Steering Committee may cancel one Senate meeting each semester. The Steering Committee **may cancel this meeting only by unanimous vote** two weeks before a regularly scheduled Senate meeting and with immediate notification of Senate members.

4.01 Agenda

The agenda for a regular meeting of the Senate, as prepared by the Steering Committee **with the assistance of the Secretary of Faculties, is distributed by the Secretary of Faculties** to members of the Senate at least five days before that meeting.

In the case of special meetings, the agenda **is** available to members of the Senate at least two days before that meeting. The agenda **indicates** what Senate documents, reports, and petitions are to be considered **and provides time for questions.** The Senate may amend the agenda by consent or by majority vote, except that only subjects specifically

specifically listed in the announced agenda for a special meeting may be considered at that meeting. After the agenda for a meeting has been accepted by the Senate, the order in which items are dealt with, and specified allotments of time, **shall be** changed only by majority vote.

4.02 Reports and Documents

Normally, all matters brought before the Senate shall be in the form of a numbered report, if for information, or of a numbered document, if for action. Each proposed action shall be presented in a standard format which carries a document number, date, subject, and source references, as appropriate, and intended disposition. Committee reports **shall list** the names of the committee members with **an indication** of their respective vote.

In preparing documents for Senate consideration that involve a change of regulations, documents shall clearly show a comparison of the existing and proposed new regulations.

All documents which are to be submitted to the Senate shall be submitted to the Steering Committee for agenda assignment.

Documents **will be** introduced to the Senate on the agenda of a regular meeting with the designation “for discussion.” When so designated, amendments to the document may be proposed and discussed, but final action on the document and any amendments will normally await its appearance on the agenda for the next regular meeting of the Senate, marked “for action.” Discussion of documents marked “for discussion” may be terminated by consent or by adoption of a subsidiary motion. Amendments cosigned by two or more **members of the Senate** and submitted in writing to the Steering Committee in time for distribution with the agenda for the next meeting will be so distributed.

When a document appearing on the agenda marked “for discussion” or an item introduced as new business is acceptable without amendment, **it may be adopted without delay, after a suspension of the rules by consent or by a two-thirds majority of those present and voting, by a two-thirds majority affirmative vote.** Likewise, when a document appearing

listed in the announced agenda for a special meeting may be considered at that meeting. After the Senate accepts the agenda for a meeting, the order in which items are dealt with and specified allotments of time **can be** changed only by majority vote.

4.02 Reports and Documents

All matters brought before the Senate normally are in the form of a numbered report if for information, or the form of a numbered document if for action. Each proposed action is presented in a standard format that carries a document number, date, subject, and source references, as appropriate, and intended disposition. Committee reports **list** the names of committee members with their respective vote.

Documents prepared for Senate consideration that involve a change of regulations must clearly compare existing and proposed new regulations.

All documents to be submitted to the Senate are submitted to the Steering Committee for agenda assignment.

Documents **are** introduced to the Senate on the agenda of a regular meeting with the designation “for discussion.” When so designated, amendments to the document may be proposed and discussed, but final action and any amendments normally wait until the document’s appearance on the agenda for the next regular meeting of the Senate, marked “for action.” Discussion of documents marked “for discussion” may be terminated by consent or by adoption of a subsidiary motion. Amendments cosigned by two or more **Senate members** and submitted in writing to the Steering Committee in time for distribution with the agenda for the next meeting are so distributed.

A document on the agenda marked “for discussion” or an item introduced as new business that is acceptable without amendment may be adopted without delay. **This occurs after suspension of the rules by consent or by a two-thirds majority of those present and voting.** Likewise, when a document on the agenda marked “for discussion” or an item introduced as new

on the agenda marked “for discussion” or an item introduced as new business is considered to be of sufficient urgency to warrant full consideration and action without the customary delay, it may, after the adoption of a motion to suspend the rules, be amended by a two-thirds majority and/or adopted at that meeting by a two-thirds majority vote.

Items on the agenda for a special meeting will require a two-thirds majority vote of those present and voting for adoption. However, in the case of an item that has been presented for discussion at a regular meeting of the Senate, a majority vote will be sufficient for adoption at a special meeting held prior to the next regular meeting of the Senate or within 30 days, if the original meeting is the last regular meeting of the Senate during the academic year, provided that the Steering committee has determined that: (a) the item is of such a nature that it cannot be acted upon at the next regularly scheduled meeting of the Senate; and (b) circumstances are such that the item could not have been presented for discussion at an earlier, regular meeting of the Senate.

Documents submitted by the Nominating Committee placing names in nomination constitute an exception. Such documents shall be placed on the agenda, marked “for action” in the first instance and shall be acted upon as specified in Section 5.02 of these Bylaws.

Documents submitted by the Student Affairs Committee recommending action on White resolutions shall be an additional exception. Such documents shall be placed on the agenda, marked “for action” at the first instance.

A faculty committee Chairperson may request the Senate to postpone action contemplated on matters which fall within the purview of that committee. An automatic one-month postponement should be granted the faculty committee so that it may make a recommendation. A two-thirds vote of the Senate would be required to deny such a postponement.

4.03 Voting

Decisions of the Senate shall be determined by a majority vote of those Senators present and voting, unless contrary requirements are specified elsewhere in these Bylaws or in the University Code.

business is considered to be of sufficient urgency to warrant full consideration and action without the customary delay, it may, after the adoption of a motion to suspend the rules, be amended by a two-thirds majority of those present and voting and/or adopted at that meeting by a two-thirds majority of those present and voting.

Items on the agenda for a special meeting require a two-thirds majority vote of those present and voting for adoption. However, if an item has been presented for discussion at a regular meeting of the Senate, a majority vote is sufficient for adoption at a special meeting. This special meeting is held prior to the next regular meeting of the Senate or within 30 days, if the original meeting is the last regular Senate meeting of the academic year. This is provided the Steering Committee determines the item is of such a nature that it cannot be acted on at the next regularly scheduled meeting of the Senate; and circumstances are such that the item could not have been presented for discussion at an earlier, regular Senate meeting.

Documents that the Nominating Committee submits to place names in nomination are an exception. Such documents are placed on the agenda, marked “for action” in the first instance, and acted on as specified in Section 5.02 of these Bylaws.

Documents the Student Affairs Committee submits to recommend action on White Resolutions are an additional exception. Such documents are placed on the agenda and marked “for action” in the first instance.

A Chairperson of a Faculty committee may request the Senate to postpone action on matters that fall within the purview of that committee. An automatic one-month postponement should be granted to the Faculty committee so it can make a recommendation. A two-thirds vote of the Senate is required to deny such a postponement.

4.03 Voting

Decisions of the Senate are determined by a majority vote of those Senators present and voting, unless requirements to the contrary are specified elsewhere in these Bylaws or in the University Code.

Upon all occasions when a majority vote is not apparent after *viva voce* voting, the presiding officer shall call for a vote **by a show of hands**.

Any member of the Senate may request that the vote on any issue be taken by secret electronic ballot. This request shall be granted without debate.

When two or more persons have been nominated for the same elective position, the vote shall be by secret electronic ballot.

4.04 Advice of Faculty

By a two-thirds vote of those Senators present, the Senate may seek the advice and counsel of the faculty on any issue **through a mail ballot**.

4.05 Attendance at Meetings

Meetings of the Senate normally will be open to all faculty members, as observers, and to other persons invited to attend by the Steering Committee or the presiding officer. Members of the press **will be admitted** only by invitation of the Steering Committee. **Representatives of the University News Service and of The Purdue Exponent normally will be invited to be present.**

The Steering Committee, on the advice of the student Senator, may invite other students to be present for a particular occasion.

4.06 Executive Sessions

At any meeting, the President of the University may declare the Senate to be in executive session. By majority vote of the Senators present, the Senate may declare itself in executive session. During the executive sessions, all visitors not explicitly designated for attendance by the presiding officer, or by majority vote of the Senators present, shall be excluded, **and remarks shall not be recorded.**

4.07 Quorum

Fifty-one members of the Senate **shall constitute** a quorum. No substitute **shall be** permitted to serve during the absence of a Senator. The presence of a quorum shall be determined by the sergeant at arms at the beginning of each meeting, and at other times at the request of the presiding officer. Upon

On all occasions when a majority vote is not apparent after a **voice vote**, the presiding officer calls for a vote by a **show of hands or electronic vote**.

Any member of the Senate may request that the vote on any issue be taken by secret electronic ballot. This request is granted without debate.

When two or more persons have been nominated for the same elective position, the vote is by secret electronic ballot.

4.04 Advice of Faculty

By a two-thirds vote of those Senators present, the Senate may seek the advice and counsel of the entire university faculty on any issue.

4.05 Attendance at Meetings

Meetings of the Senate normally are open to all faculty members, as observers, and to other persons the Steering Committee or the presiding officer invite. Members of the press **are admitted** only by invitation of the Steering Committee. **Representatives of the University News Service and The Purdue Exponent normally are invited.**

The Steering Committee, on the advice of the Student Senators, may invite other students to be present for a particular occasion.

4.06 Executive Sessions

At any meeting, the President of the University may declare the Senate to be in executive session. By majority vote of the Senators present, the Senate may declare itself in executive session. During executive sessions, all visitors not explicitly designated for attendance by the presiding officer, or by majority vote of the Senators present, are excluded, and **remarks are not recorded.**

4.07 Quorum

Fifty-one members of the Senate **constitute** a quorum. No substitute **is** permitted to serve during the absence of a Senator. The Sergeant-at-Arms determines the presence of a quorum at the beginning of each meeting and at other times at the request of the presiding officer. On instruction from the presiding officer, the Sergeant-at-Arms

<p>instruction from the presiding officer, the sergeant at arms may attempt to secure the attendance of additional members of the Senate need to complete a quorum. (Once a Senate meeting begins, determination as to the presence of a quorum should be made only if a request for this comes from the floor of the Senate.)</p>	<p>may attempt to secure the attendance of additional members of the Senate needed to complete a quorum. (Once a Senate meeting begins, the presence of a quorum is determined only upon request from the floor of the Senate.)</p>
<p style="text-align: center;"><i>ARTICLE V</i> <i>SENATE COMMITTEES</i></p> <p>5.00 Senate Committee Authority and Responsibility</p> <ul style="list-style-type: none"> a) The University Senate shall establish its standing and special committees and shall define and limit their duties, responsibilities, and powers; these committees shall be directly responsible to the Senate. b) A majority or tie vote among the Senate members shall be sufficient to carry any issue. c) Advisors and student members shall have full voice and vote on all matters, except for personnel selection, for the purpose of advising the committee, and the Senate. <p style="background-color: #e0ffff; padding: 2px;">On documents sent to the Senate the vote of the Senate members and those of the Advisors and student members shall be recorded separately for the information of the Senate.</p> <p>5.01 <i>Committee Structure</i></p> <p>The standing committees of the University Senate, hereafter called "Senate committee(s)," shall be the following:</p> <ul style="list-style-type: none"> Steering Committee Nominating Committee Equity and Diversity Committee Student Affairs Committee Faculty Affairs Committee Educational Policy Committee University Resources Policy Committee Advisory Committee <p>The Senate may create special committees which shall have such powers and perform such duties and act for such times as are designated in the resolutions calling for their appointment, except that no such committee shall be appointed or formed to perform the regular duties already specifically assigned to a Senate committee. A special committee shall have tenure only during the academic year in which it is authorized, unless a definite term</p>	<p style="text-align: center;"><i>ARTICLE V</i> <i>SENATE COMMITTEES</i></p> <p>5.00 Senate Committee Authority and Responsibility</p> <ul style="list-style-type: none"> a) The University Senate establishes its standing and special committees, and defines and limits their duties, responsibilities, and powers; these committees are directly responsible to the Senate. b) A majority or tie vote among the Senate members is sufficient to carry any issue. c) Advisors and student members have full voice and vote on all matters, except for personnel selection, for the purpose of advising the committee, and the Senate. <p>5.01 <i>Committee Structure</i></p> <p>Standing Committees of the University Senate are the following:</p> <ul style="list-style-type: none"> a) Steering Committee b) Nominating Committee c) Equity and Diversity Committee d) Student Affairs Committee e) Faculty Affairs Committee f) Educational Policy Committee g) University Resources Policy Committee h) Advisory Committee <p>The Senate may create special committees that have powers, perform duties, and act for the times designated in the resolutions calling for their appointment; however, no such committee may be appointed or formed to perform the regular duties already specifically assigned to a Senate Standing committee. A special committee has tenure only during the academic year in which it is authorized, unless the authorizing motion specifies a definite term, or University Senate action continues it.</p>

is specified in the authorizing motion, or it is continued by action of the University Senate.

5.02 *Membership, Appointment, and Terms of Senators on 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. 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.

5.03 *Chairpersons of Senate Committees*

Prior to June 1, each Senate committee shall hold a preliminary meeting of members as of June 1, and elect a Chairperson for a one-year term starting June 1. The Chairperson shall be a Senator and may serve successive terms. Each such committee shall inform the Secretary of the Senate and the Chairperson of the Senate the name of its elected committee Chairperson for the coming year.

5.04 *Reporting of Senate Committees*

Each Senate committee shall report to the Senate at its request or at the request of the Steering Committee. A Senate committee may provide information concerning its activities

5.02 *Membership, Appointment, and Terms of Senators on Senate Standing Committees*

Standing committees are constituted of Senators, Advisors to the Senate, and students provided for in other sections of these Bylaws. Elections are 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 proposed names, is circulated with the agenda for the meeting at which elections are to take place. At least one nominee must be identified for each elective vacancy on each Senate committee. Members for all committees are 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 is by written ballot, and a plurality is sufficient to elect. Advisors to Senate committees are chosen in accordance with the provisions in section 2.00 c. The Nominating Committee may recommend for Senate vote the appointment of *ex officio* members to Senate committees. *Ex officio* members are 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 committee's deliberations.

5.03 *Chairpersons of Senate Standing Committees*

Prior to June 1, each Senate committee holds a meeting and elects a Chairperson for a one-year term starting June 1. The Chairperson should be a Senator and may serve successive terms. The outgoing (or continuing) chair provides the name of its elected committee Chairperson for the coming year to the Secretary of Faculties and the Chairperson of the Senate before June 1, when the new term begins.

5.04 *Reporting of Senate Committees*

Each Senate committee reports to the Senate at its request or at the request of the Steering Committee. A Senate committee may provide information about its activities to the

to the President, any other Senate committee, faculty, council, or faculty member.

5.05 Relationship of Senate Committees to Councils and University Committees

Each Senate committee is authorized to deal directly with all councils and University committees in its area of responsibility and to work with them in preparing policy proposals, and shall transmit such proposals to the University Senate together with whatever recommendations it might offer regarding action. The Chairperson of each Senate committee is responsible for seeing that each council or University committee in its area of responsibility has organized itself appropriately for the conduct of its business including selection of its chairperson, transmits minutes of its meeting to the Senate committee, and reports annually to that Senate committee. The Chairperson of each Senate committee may appoint a member of that committee to serve as liaison with any council or University committee in its area of responsibility.

Elections or appointments to all University committees and councils shall be accomplished in March or April of each year for terms of service which shall begin on June 1. Student representatives (graduate or undergraduate) shall be recommended by the Student Senate to the University Senate Nominating Committee.

5.06 Reporting of Councils and University Committees

Each council and University committee, following each meeting held, will forward minutes to its designated Senate committee and annually report its activities. It should work with the designated Senate committee in the preparation of proposals involving policy changes or other matters which require Senate action.

5.10 The Steering Committee

The Steering Committee shall consist of twelve members: the President of the University, the Chairperson of the Senate, the Vice Chairperson of the Senate, the Secretary of the Senate who shall serve without vote, and eight additional Senators.

President, any other Senate committee, faculty, council, or faculty member.

5.05 Relationship of Senate Standing Committees to Faculty Committees

Each Senate committee is authorized to deal directly with all Faculty committees in its area of responsibility and to work with them in preparing policy proposals. The Senate committee transmits such proposals to the University Senate together with its recommendations for action. The Chairperson of each Senate committee is responsible for seeing that each Faculty committee in its area of responsibility has organized itself appropriately to conduct its business, including selecting its chairperson, transmitting its work to the Senate committee, and submitting an annual report to that Senate committee. The Chairperson of each Senate committee may appoint a committee member to serve as liaison with any Faculty committee in its area of responsibility.

Elections or appointments to all Faculty committees and councils are accomplished in March or April of each year for terms of service that begin on June 1. Undergraduate and graduate student representatives are recommended by PSG and PGSG, respectively, to the Secretary of Faculties and the chair of the University Senate Nominating Committee once elected.

5.06 Reporting of Councils and University Committees

Faculty committee chairs should keep their designated Senate committee chair informed of their work and provide an annual report of the committee's activities. Faculty committee chairs should work with the designated Senate committee chair in preparing proposals involving policy changes or other matters that require Senate action, using document templates available on the Senate website.

5.10 The Steering Committee

The Steering Committee consists of twelve members: the President of the University, the Chairperson of the Senate, the Vice Chairperson of the Senate, the Secretary of Faculties who shall serve without vote, and eight additional Senators.

5.11 *Duties and Responsibilities*

- a) The Steering Committee shall propose the agenda for every session of the Senate. It shall ensure the distribution of the agenda to each member of the Senate at least five days before each regularly scheduled meeting. The Steering Committee shall provide, for distribution along with the agenda, a reporting of the items received by the committee, along with the action taken on each item, by vote.

- b) The agenda shall provide for approval of minutes of the previous meeting, acceptance of the agenda, remarks by the President, a report of the Chairperson of the Senate, reports from other officers of the University, a question period, a résumé of items under consideration by the committees of the Senate, such reports and documents as have been received in completed form, from Senate committees for discussion and/or action by the Senate, appropriate faculty proposals, new business, and any memorial resolutions.
 - 1) The Steering Committee may invite Vice Presidents, or others judged to possess information of special concern to the Senate, to report on matters of general interest within their areas of responsibility, at which time members of the Senate shall have the opportunity to put questions, whether or not related to the report.
 - 2) The question period will provide at least ten minutes during which time members of the Senate shall receive responses to questions regarding policies and actions of general interest preferably previously submitted in writing to the Chairperson of the Senate.
 - 3) Memorial resolutions which have previously been prepared by colleagues and read at a College/School faculty meeting should be sent to the Secretary of Faculties for inclusion in the agenda for an upcoming Senate meeting. During the Senate meeting, names of the colleagues

5.11 *Duties and Responsibilities*

- a) The Steering Committee proposes the agenda for every session of the Senate. It ensures distribution of the agenda to each member of the Senate at least five days before each regularly scheduled meeting. The Steering Committee, with the assistance of the Secretary of Faculties, provides for distribution along with the agenda, a report of items being brought to the University Senate by the Steering committees, along with the action taken on each item, by vote.

- b) The agenda provides for approval of minutes of the previous meeting, acceptance of the agenda, remarks by the President, a report of the Chairperson of the Senate, reports from other officers of the University (as needed), a question period, a résumé of items under consideration by the committees of the Senate, reports and documents received in completed form from Senate committees for discussion and/or action by the Senate, appropriate faculty proposals, new business, and memorial resolutions.
 - 1) The Steering Committee may invite Vice Presidents, or others judged to possess information of special concern to the Senate, to report on matters of general interest in their areas of responsibility. At that time members of the Senate may ask questions, related or not related to the report.
 - 2) The question period provides time for members of the Senate to receive responses to questions regarding policies and actions of general interest, preferably previously submitted in writing to the Chairperson of the Senate.
 - 3) Memorial resolutions previously prepared by colleagues and read at a College/School faculty meeting should be sent to the Secretary of Faculties for inclusion in the agenda for an upcoming Senate meeting. During the Senate meeting, names of colleagues for whom memorial

<p>for which memorial resolutions have been submitted are announced and a moment of silence is observed. After the Senate meeting, the Secretary of Faculties will send a letter to the family with condolences and indicate that the resolution is now included in the Senate record/minutes. Once a year, the Steering Committee shall remind Deans and Department Heads of this policy regarding memorial resolutions.</p> <p>c) The Steering Committee may schedule an annual report of each of the Senate committees to the Senate.</p> <p>d) The various councils will be requested by the Steering Committee to inform the Senate of their activities, studies, and recommendations at fixed intervals to be established by the Steering Committee.</p> <p>e) The Steering Committee shall receive communications from any faculty member or group of members who wish to present any proposal before any meeting of the Senate. The Steering Committee shall:</p> <ol style="list-style-type: none"> 1. Place such a proposal on the agenda of the next regular meeting of the Senate which follows receipt of the proposal by fifteen or more days, or, if that agenda is full, on the agenda of the next regular Senate meeting <p>or</p> <ol style="list-style-type: none"> 2. Place the proposal before a special session of the Senate called by an appropriate means <p>or</p> <ol style="list-style-type: none"> 3. Refer the proposal to one or more other Senate committees for study <p>or</p> <ol style="list-style-type: none"> 4. Refer the proposal to an existing council or University committee which shall then refer the matter with its recommendations to the appropriate Senate committee. <p>If a proposal is received by or referred to a council or to a Senate or University committee for study, the committee concerned shall submit its recommendations concerning the</p>	<p>resolutions have been submitted are announced, and a moment of silence is observed. After the Senate meeting, the Secretary of Faculties sends a letter to the family with condolences and indicates that the resolution is now included in the Senate record/minutes. The Steering Committee, with the assistance of the Secretary of Faculties, should remind Deans and Department Heads of this policy on memorial resolutions each year.</p> <p>c) The Steering Committee may schedule an annual report of each of the Senate committees to the Senate.</p> <p>d) The Steering Committee requests a report from all Senate committees (and through them, their respective Faculty committees) to inform the Senate of their activities, studies, and recommendations, at fixed intervals that the Steering Committee will establish.</p> <p>e) The Steering Committee may receive communications from any faculty member or group of members who wish to present any proposal before any meeting of the Senate. The Steering Committee does one of the following:</p> <ol style="list-style-type: none"> 1) Places such a proposal on the agenda of the next regular meeting of the Senate that follows receipt of the proposal by fifteen or more days, or, if that agenda is full, on the agenda of the next regular Senate meeting; or 2) Places the proposal before a special session of the Senate called by an appropriate means; or 3) Refers the proposal to one or more other Senate committees for study; or 4) Refers the proposal to an existing Faculty committee, which then refers the matter with its recommendations to the appropriate Senate committee. <p>For proposals received by or referred to a Senate or University committee for study, that committee submits its recommendations on the proposal, together with the proposal in its</p>
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<p>proposal, together with the proposal in its proposer's original or amended form to the Steering Committee within ninety days from the date of referral. The Steering Committee will then be required to inform the proposer of the recommendations and, unless the proposer desires otherwise, to place proposal and any committee recommendations regarding the proposal on the agenda of the next regular meeting of the Senate which is to convene fifteen or more days thereafter.</p> <p>f) The Steering Committee shall enable representatives of the Student Senate to present their recommendations at appropriate times to the University Senate for consideration and action. The Steering Committee shall arrange for the Student Senate to report annually to the University Senate on matters of concern to the Student Senate.</p> <p>g) The Steering Committee should arrange for attendance at the appropriate Senate meeting of any person or persons who may have special resources or insights that might aid the Senate in its deliberations on specific agenda issues.</p> <p>h) The Steering Committee shall route to the appropriate Senate committee or committees' documents, proposals of an individual or a group of individuals, or papers on any matters pertaining to Senate affairs.</p> <p>i) The Steering Committee shall serve to coordinate the activities of the Senate committees on common, related, or interdependent matters. This coordination may be achieved by allocation of matters coming before the Steering Committee to the appropriate one or more committees, by calling for joint committee reports, or by requesting joint Senate or University committee sessions.</p> <p>j) The Steering Committee may of its own initiative refer to the appropriate Senate committee matters of overall interest to the University or to the Senate. It may request Senate committees to make studies and reports on subjects of concern to the University Senate.</p> <p>k) The Steering Committee shall, when requested by the President of the University, refer any problem of overall concern to the appropriate Senate</p>	<p>proposer's original or amended form, to the Steering Committee within ninety days from the date of referral. The Steering Committee informs the proposer of the recommendations and, unless the proposer wishes otherwise, places the proposal and any committee recommendations regarding it on the agenda of the next regular meeting of the Senate that is to convene fifteen or more days thereafter.</p> <p>f) The Steering Committee enables representatives of PSG and PGSG to present their recommendations at appropriate times to the University Senate for consideration and action. The Steering Committee arranges for PSG and PGSG to report annually to the University Senate on matters of concern to the Student Senate.</p> <p>g) The Steering Committee should arrange for any person or persons with special resources or insights that might aid the Senate in its deliberations on a specific agenda item to attend the appropriate Senate meeting.</p> <p>h) The Steering Committee routes documents, proposals of an individual or group, or papers on any matters pertaining to Senate affairs to the appropriate Senate committee or committees.</p> <p>i) The Steering Committee coordinates the activities of Senate committees on common, related, or interdependent matters. This coordination may be achieved by allocating matters coming before the Steering Committee to the appropriate one or more committees, by calling for joint committee reports, or by requesting joint Senate or University committee sessions.</p> <p>j) The Steering Committee may, on its own initiative, refer matters of overall interest to the University or to the Senate to the appropriate Senate committee or Faculty committee. It may request that Senate committees study and report on subjects of concern to the University Senate.</p> <p>k) The Steering Committee, when requested by the President of the University, refers the President's concern to the appropriate</p>
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committee and shall report its recommendations to the President.

- l) The Chairperson of the Steering Committee shall ensure that all University Senate reports and documents are prepared according to the format prescribed in 4.02.
- m) The Steering Committee shall transmit all University Senate documents to the designated recipient and also determine whether or not appropriate steps are being taken for implementation of the Senate's action.
- n) The Steering Committee shall maintain an up-to-date record of all matters which are under consideration by Senate committees. This information should be sent to the faculty with the minutes of each regular University Senate meeting.
- o) 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.

5.20 *The Nominating Committee*

The Nominating Committee shall consist of nine Senators. An Executive Secretary appointed by the President on the recommendation of the Nominating Committee shall serve as an *ex-officio* member without a vote.

5.21 *Duties and Responsibilities*

The duties of the Nominating Committee are to:

- a) 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.
- b) 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.
- c) Annually solicit from the faculty, by mail questionnaire, information

Senate committee and reports its recommendations to the President.

- l) The Chairperson of the Steering Committee ensures that all University Senate reports and documents are prepared according to the format prescribed in 4.02.
- m) The Steering Committee, with the assistance of the Secretary of Faculties, transmits all University Senate documents to the designated recipient and also determines whether appropriate steps are being taken to implement the Senate's action.
- n) The Steering Committee maintains an up-to-date record of all matters under consideration by Senate committees. This information should be sent to the faculty with the minutes of each regular University Senate meeting.
- o) The Steering Committee has only the powers enumerated by these Bylaws, and nothing contained in the powers granted to it should be interpreted to mean that it has any legislative authority.

5.20 *The Nominating Committee*

The Nominating Committee consists of nine Senators. The Secretary of Faculties serves as an *ex officio* member, without a vote.

5.21 *Duties and Responsibilities*

The duties of the Nominating Committee are to:

- a) Nominate elective members for all Senate committees that may require the Nominating Committee to assign Senators to fill Senate committee seats when too few Senators volunteer to fill all required Senate committee seats.
- b) Nominate members to the various Faculty committees, with consultation of the appropriate Senate committee.
- c) Annually solicit from the faculty information about faculty preferences

concerning faculty preferences and qualifications for committee assignments.

- d) Propose to the Senate, Advisors and their committee assignments in accord with Sections 2.00c and 5.02

5.30 **The Equity and Diversity Committee (EDC)**

The Equity and Diversity Committee shall consist of 13 Senators, 3 Advisors, and 3 students (two undergraduate students and one graduate student). Two established *ex-officio* members shall be the Provost of the University or designee and the Vice Provost for Faculty Affairs. Additional *ex-officio* members shall be invited as deemed appropriate by the EDC. The Purdue Student Government shall recommend the undergraduate students and the Purdue Graduate Student Government shall recommend the graduate student. Each student so chosen shall serve for a term of one year. Any member absent for more than two meetings will forfeit membership on the Committee.

5.31 **Duties and Responsibilities**

The **Senate's Equity and Diversity Committee** shall provide guidance in all aspects of climate, recruitment, retention, inclusion, and equal opportunities for access and success. To this end, the duties of the EDC are to:

- a) Pro-actively engage with other university units, department and/or organizations to promote a climate of inclusion.
- b) Seek to increase cultural awareness, respect and inclusion of all groups—including traditionally underrepresented groups based on cultural, ethnic, language, gender, and/or sexual orientation status and all others noted in Purdue's nondiscrimination policy.
- c) Review Purdue University's programs for the recruitment and retention of faculty, staff, and students.
- d) Advise the Senate regarding issues of prohibited discrimination, equal opportunity, outreach and related matters.
- e) Initiate joint explorations and investigations with other Senate Standing Committees to ensure diversity and equity issues are

and qualifications for committee assignments.

- d) Propose Advisors and their committee assignments to the Senate in accord with Sections 2.00 c and 5.02.

5.30 **The Equity, Diversity, and Inclusion Committee**

The Equity, Diversity, and Inclusion Committee (EDIC) consists of thirteen Senators, three Advisors, and three students (two undergraduate students and one graduate student). The Provost of the University or designee and the Vice Provost for Faculty Affairs or designee are established *ex officio* members. Additional *ex officio* members are invited as the EDIC deems appropriate. The PSG recommends the undergraduate students, and the PGSG recommends the graduate student. Each student so chosen serves for a term of one academic year. Any member absent for more than two meetings **during a single academic year** may forfeit membership on the EDIC.

5.31 **Duties and Responsibilities**

The **EDIC** provides guidance in all aspects of climate, recruitment, retention, inclusion, and equal opportunities for access and success. To this end, the duties of the EDIC are to:

- a) Proactively engage with other university units, departments, and/or organizations to promote a climate of inclusion.
- b) Seek to increase cultural awareness, respect, and inclusion of all groups — including traditionally underrepresented groups based on culture, ethnicity, language, gender, and/or sexual orientation status, and all others noted in Purdue's nondiscrimination policy.
- c) Review Purdue University's programs for the recruitment and retention of faculty, staff, and students.
- d) Advise the Senate regarding issues of prohibited discrimination, equal opportunity, outreach, and related matters.
- e) Initiate joint explorations and investigations with other Senate Standing committees to ensure that diversity and equity issues are

<p>integrated throughout Senate deliberations.</p> <p>f) Encourage diverse representation of multiple perspectives across Senate and other university committees.</p> <p>5.40 <i>The Student Affairs Committee</i> The Student Affairs Committee shall consist of thirteen Senators and three Advisors. Six student members are also to serve on the committee, five undergraduate students selected by the Student Senate and one graduate student selected by the graduate student organization approved by the Graduate Council. The University Senate Nominating Committee shall present this slate of six student nominees to be elected by the University Senate at that meeting of the Senate at which Senators are normally elected to fill vacancies on standing committees. Each student so elected shall serve for a term of one year.</p> <p>5.41 <i>Duties and Responsibilities</i> The Student Affairs Committee shall be concerned with matters having to do with the general social, cultural, and practical welfare of all students of the University. Specific non-classroom matters of concern to this committee shall include, but not be limited to: University Placement Service, intercollegiate athletics, counseling, scholarships, loans, conduct and discipline, health, living conditions, student political activities and organizations, Student Senate actions and recommendations, extracurricular activities, provision of equal rights and opportunities, and any other matters which would enhance the University environment of the student for learning and living.</p> <p>5.50 <i>The Faculty Affairs Committee</i> The Faculty Affairs Committee shall consist of thirteen Senators and two Advisors.</p> <p>5.51 <i>Duties and Responsibilities</i> The Faculty Affairs Committee shall be concerned with those matters which pertain primarily to the responsibilities, rights, privileges, opportunities, and welfare of the faculty, collectively and as individuals. Such items as tenure, procedures for academic promotions, orientation of new faculty members, insurance and health program planning, academic responsibilities, and standards of appointment are topics which fall</p>	<p>integrated throughout Senate deliberations.</p> <p>f) Encourage diverse representation of multiple perspectives across Senate and other university committees.</p> <p>5.40 <i>The Student Affairs Committee</i> The Student Affairs Committee consists of thirteen Senators and three Advisors. Six student members also serve on the committee: five undergraduate students selected by the PSG and one graduate student selected by the PGSG. Each student so elected serves for a term of one year.</p> <p>5.41 <i>Duties and Responsibilities</i> The Student Affairs Committee is concerned with matters related to the general social, cultural, and practical welfare of all students of the University. Specific non-classroom matters of concern to this committee include, but are not be limited to, University Placement Service, intercollegiate athletics, counseling, scholarships, loans, conduct and discipline, health, living conditions, student political activities and organizations, Student Senate actions and recommendations, extracurricular activities, provision of equal rights and opportunities, and any other matters that would enhance students' university environment for learning and living.</p> <p>5.50 <i>The Faculty Affairs Committee</i> The Faculty Affairs Committee consists of thirteen Senators and two Advisors.</p> <p>5.51 <i>Duties and Responsibilities</i> The Faculty Affairs Committee is concerned with matters that pertain primarily to the responsibilities, rights, privileges, opportunities, and welfare of the faculty, collectively and as individuals. Topics in its area of responsibility include tenure, procedures for academic promotions, orientation of new faculty members, insurance and health program planning,</p>
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within the area of responsibility of the Faculty Affairs Committee.

5.60 *The Educational Policy Committee*

The Educational Policy Committee shall consist of thirteen Senators, three Advisors, three students (two under-graduates; one graduate), and ex-officio members as deemed appropriate by the EPC. The Purdue Student Senate shall recommend the undergraduate students and the Purdue Graduate Student Government shall recommend the graduate student. The University Senate Nominating Committee shall present this slate of three student nominees to be elected by the University Senate at that meeting of the Senate at which Senators are normally elected to fill vacancies on standing committees. Each student so elected shall serve for a term of one year.

5.61 *Duties and Responsibilities*

The Educational Policy Committee shall be concerned with, but not limited to: improvement of instruction, grades and grading, scholastic probation, dismissal for academic reasons and reinstatement, standards for admission, academic placement, the academic calendar, policies for scheduling classes, honors programs general educational policy, general research policies, military training programs, general curriculum standards, coordination of campus and extension curricula, general academic organization, and interdepartmental and inter-institutional research and education programs.

5.70 *The University Resources Policy Committee*

The University Resources Policy Committee shall consist of thirteen Senators, two Advisors and three students (two undergraduates; one graduate). The Purdue Student Senate shall recommend the undergraduate students and the graduate student organization approved by the Graduate Council shall recommend the graduate student. The University Senate Nominating Committee shall present this slate of three student nominees to be elected by the University Senate at that meeting of the Senate at which Senators are normally elected to fill vacancies on standing committees. Each student so elected shall serve for a term of one year.

academic responsibilities, and standards of appointment.

5.60 *The Educational Policy Committee*

The Educational Policy Committee (EPC) consists of thirteen Senators, three Advisors, three students (two undergraduate students and one graduate student), and ex officio members as the EPC deems appropriate. The PSG selects the undergraduate students, and the PGSG selects the graduate student. Each student so elected serves for one year.

5.61 *Duties and Responsibilities*

The EPC is concerned with, but not limited to, consideration of the following matters: improvement of instruction, grades and grading, scholastic probation, dismissal for academic reasons and reinstatement, standards for admission, academic placement, the academic calendar, policies for scheduling classes, honors programs general educational policy, general research policies, military training programs, general curriculum standards, coordination of campus and extension curricula, general academic organization, and interdepartmental and inter-institutional research and education programs.

5.70 *The University Resources Policy Committee*

The University Resources Policy Committee consists of thirteen Senators, two Advisors and three students (two undergraduate students and one graduate student). The PSG recommends the undergraduate students, and the PGSG recommends the graduate student. Each student so elected serves for a term of one year.

5.71 *Duties and Responsibilities*

The University Resources Policy Committee shall be concerned with, but not limited to, consideration of the following matters: planning optimal utilization of the physical facilities of the University, including buildings, the library, scientific and other equipment and educational aids; studies of staff needs, utilization, and planning; interdepartmental cooperation of improved facilities and staff utilization; and nonacademic planning, including architecture, landscaping, parking, and traffic.

5.80 *The Advisory Committee*

The Advisory Committee shall consist of the President of the University, the chief academic officer of the University, the Chairperson of the Senate (see 3.21c), the Vice Chairperson of the Senate, the past Chairperson of the Senate, the Secretary of the Senate (see 3.31), the several chairpersons of the Senate to provide at least one representative from each faculty unit (see 2.00b 5). (Senators from each unit not represented by a committee Chairperson will elect one of their number to serve.)

5.81 *Duties and Responsibilities*

The Advisory Committee shall meet on call of the Chairperson of the Senate, the President, the Board of Trustees, or at the request of any three members of the committee, to advise regarding any matter of concern to the faculty.

5.90 *Special Committees*

Special committees shall be appointed by the President of the University to accomplish a specific purpose (see 5.01).

5.91 *Duties and Responsibilities*

Special committees of the Senate shall have such powers and perform such duties and act for such times as are designated in the resolutions calling for their appointment, except that no such committee shall be formed to perform any regular duties already specifically assigned to a Senate committee. A special committee shall have tenure only during the academic year in which it is authorized, unless a definite term is specified in the authorizing motion or it is continued by action of the Senate.

5.71 *Duties and Responsibilities*

The University Resources Policy Committee is concerned with, but not limited to, consideration of the following matters: planning optimal utilization of the physical facilities of the University, including buildings, the library, scientific and other equipment and educational aids; studies of staff needs, utilization, and planning; interdepartmental cooperation of improved facilities and staff utilization; and nonacademic planning, including architecture, landscaping, parking, and traffic.

5.80 *The Advisory Committee*

The Advisory Committee consists of the President of the University, Chief Academic Officer of the University, Chairperson of the Senate (see 3.21 c), Vice Chairperson of the Senate, past Chairperson of the Senate, Secretary of Faculties (see 3.31), and at least one representative from each faculty unit from among the chairpersons of Senate Standing committees (see 2.00 b 6). Senators from each unit not represented by a committee Chairperson will elect one of their number to serve.

5.81 *Duties and Responsibilities*

The Advisory Committee meets monthly during the academic year to advise the Administration regarding any matter of interest to the Administration or concern to the faculty. The conversation is confidential and minutes are not taken.

5.90 *Special Committees*

Special committees are appointed by the President of the University to accomplish a specific purpose (see 5.01).

5.91 *Duties and Responsibilities*

Special committees of the Senate have such powers, perform such duties, and act for such times as designated in the resolutions calling for their appointment, except that no such committee may be formed to perform any regular duties already specifically assigned to a Senate Standing committee. A special committee has tenure only during the academic year in which it is authorized, unless the authorizing motion specifies a definite term or Senate action continues it.

*ARTICLE VI
LEGISLATIVE REVIEW BY THE UNIVERSITY
FACULTY*

6.00 Senate actions are subject to review and check of the University faculty through the following procedures:

- a) Any action taken by the Senate may be returned to the Senate for mandatory reconsideration if, within two weeks after the Senate minutes covering the action have been posted to the faculty, a petition by at least seventy-five faculty members stating the objections of the petitioners is received by the presiding officer of the Senate or, if absent from the campus, by the Chairperson of the Steering Committee. In such a case, a meeting of the Steering Committee shall be held as soon as possible. The Steering Committee shall determine the most effective method for consideration of the objections stated in the petition. It shall schedule the petition for consideration by the Senate at the earliest regular meeting, consistent with due consideration of the petition by an appropriate committee, or at a special meeting of the Senate called for an earlier date.
- b) At any convocation of the University faculty, past actions of the Senate may be brought to the floor for discussion. If a majority of those present rejects a previous action of the Senate, the Senate must reconsider its action at its next regular meeting. The Steering Committee will place the matter on the agenda for the next regular meeting of the Senate for reconsideration. If the agenda for the next Senate meeting has already been distributed, the Steering Committee shall attempt to give due notice to all members of the Senate and shall also attempt to arrange for appropriate committee consideration of the matter at issue.

If, in either of the above two procedures, the Senate reaffirms its original action in unamended form, the issue must be submitted, along with the appropriate documents summarizing the

*ARTICLE VI
LEGISLATIVE REVIEW BY THE UNIVERSITY
FACULTY*

6.00 **Faculty Review of Senate Action**

Senate actions are subject to review and check of the University faculty through the following procedures.

- a) Any action taken by the Senate may be returned to the Senate for mandatory reconsideration under these conditions: Within two weeks of when the Senate minutes covering the action are posted to the faculty, a petition by at least 75 faculty members stating their objections is received by the presiding officer of the Senate or, if the presiding officer is absent from the campus, by the Chairperson of the Steering Committee. In such a case, the Steering Committee meets as soon as possible. The Steering Committee determines the most effective method to consider the objections stated in the petition. It schedules the petition for Senate consideration at the earliest regular meeting, consistent with due consideration of the petition by an appropriate committee, or at a special meeting of the Senate called for an earlier date.
- b) At any convocation of the University faculty, past actions of the Senate may be brought to the floor for discussion. If a majority of those present rejects a previous action of the Senate, the Senate must reconsider its action at its next regular meeting. The Steering Committee places the matter on the agenda for reconsideration at the next regular Senate meeting. If the agenda for the next Senate meeting has already been distributed, the Steering Committee attempts to give due notice to all members of the Senate and also attempts to arrange for appropriate committee consideration of the matter at issue.

If, in either of the above two procedures, the Senate reaffirms its original action in unamended form, the issue must be submitted, along with appropriate documents summarizing the opposing views, to the University faculty for **electronic vote**.

<p>opposing views, to a mail ballot of the University faculty.</p> <p>The result of the ballot shall be acceptance or final rejection of the Senate’s reaffirmed action. The Steering Committee shall make appropriate arrangements for the handling of the mail ballot. It shall arrange for preparation of documents summarizing opposing views on this matter by appropriately selected individuals or groups of individuals; it may allow the presentation of a variety of views if proponents of these views present appropriate documents. The mail ballot must be sent out within two weeks of the Senate’s reaffirming action, or at least five days before the date of the spring commencement, whichever is earlier. The decision of the majority voting on such a ballot within two weeks of its mailing shall be final.</p>	<p>The result of the vote is acceptance or final rejection of the Senate’s reaffirmed action. The Steering Committee shall arrange for preparation of documents summarizing opposing views by appropriately selected individuals or groups of individuals; it may allow the presentation of a variety of views if proponents of these views present appropriate documents. The vote must be posted within two weeks of the Senate’s reaffirming action, or at least five days before the date of the spring commencement, whichever is earlier. The decision of the majority voting on such a ballot within two weeks of its posting is final.</p>
<p style="text-align: center;"><i>ARTICLE VII PARLIAMENTARY AUTHORITY</i></p> <p>7.00 The first edition (2012) of <i>The American Institute of Parliamentarians Standard Code of Parliamentary Procedure</i> governs this Senate in all parliamentary situations that are not provided for in the University code or in these Bylaws.</p>	<p style="text-align: center;"><i>ARTICLE VII PARLIAMENTARY AUTHORITY</i></p> <p>7.00 Authority on Parliamentary Procedure The first edition (2012) of <i>The American Institute of Parliamentarians Standard Code of Parliamentary Procedure</i> governs this Senate in all parliamentary situations that are not provided for in the University Code or in these Bylaws.</p>
<p style="text-align: center;"><i>ARTICLE VIII AMENDMENTS</i></p> <p>8.00 Amendments to these Bylaws of the University Senate, consistent with the University Code, may be adopted by a vote of two-thirds of those Senators present and voting at a regular meeting of the Senate provided that the proposed amendment has been: 1) distributed with the agenda of the preceding, regularly scheduled meeting of the Senate and 2) discussed at that preceding meeting. Suspension of rules is not permitted in considering proposed amendments to the Bylaws.</p>	<p style="text-align: center;"><i>ARTICLE VIII AMENDMENTS</i></p> <p>8.00 Amendments to the Bylaws Amendments to these Bylaws of the University Senate, consistent with the University Code, may be adopted by a vote of two-thirds of those Senators present and voting at a regular meeting of the Senate, provided the proposed amendment has been distributed with the agenda of the preceding, regularly scheduled meeting of the Senate; and discussed at that preceding meeting. Suspension of rules is not permitted in considering proposed amendments to the Bylaws.</p>

Committee Votes:

For:

Charlie Bouman
Min Chen
Sharon Christ
Bruce Craig
Alexander Francis
Stephen Hooser
Ralph Kaufmann
Jozef Kokini
David Koltik
Seokcheon Lee
Brian Richert
John A. Springer
Steve Yaninek

Against:

Abstained:

Peter Hollenbeck*
Lisa Mauer*

Absent:

* Indicates Advisor
Indicates Chair

To: The University Senate
From: The Purdue University Senate Educational Policy Committee
Subject: Amendment of Bylaws to add the Executive Director of University Undergraduate Academic Advising as Advisor on the Educational Policy Committee
Reference: <https://www.purdue.edu/senate/about/bylaws.php>
Disposition: **University Senate for Discussion and Adoption**
Rationale: The Executive Director of University Undergraduate Academic Advising position has been in existence for the past eight years at Purdue University. This occupation serves as a representative for the advising community collectively.

Although this position provides essential academic advising to and consistently aids the Educational Policy Committee in Senate matters, it is currently considered an ex-officio advising member of the EPC, and thus has no vote in the committee (Senate Bylaws section 5.02).

Proposal: To enable the collective academic advisors' opinion to be respected on educational policy and to allow their full representation, the Educational Policy Committee calls on the Purdue University Senate to amend section 5.60 of its Bylaws to 1) increase the number of EPC advisers from three to four, and 2) appoint the Executive Director of Undergraduate Academic Advising to the new advisory position, granting them full voting rights. Change to the Bylaws language is proposed as follows (in bold):

Current:

“The Educational Policy Committee shall consist of thirteen Senators, three Advisors, three students (two undergraduates; one graduate), and ex-officio members as deemed appropriate by the EPC. The Purdue Student Senate shall recommend the undergraduate students and the Purdue Graduate Student Government shall recommend the graduate student. The University Senate Nominating Committee shall present this slate of three student nominees to be elected by the University Senate at that meeting of the Senate at which Senators are normally elected to fill vacancies on standing committees. Each student so elected shall serve for a term of one year.”

Proposed:

“The Educational Policy Committee shall consist of thirteen Senators, **four Advisors (one of which will be the Executive Director of University Undergraduate Academic Advising or their designee)**, three students (two undergraduates; one graduate), and ex-officio members as deemed appropriate by the EPC. The Purdue Student Senate shall recommend the undergraduate students and the Purdue Graduate Student Government shall recommend the graduate student. The University Senate Nominating Committee shall present this slate of three student nominees to be elected by the University Senate at that meeting of the Senate at which Senators are normally elected to fill vacancies on standing committees. Each student so elected shall serve for a term of one year.”

Committee Votes:

For:

Faculty

Thomas Brush
Donna Ferullo
Jennifer Freeman
Nan Kong
Eric Kvam
Erik Otárola-Castillo
Li Qiao
Vanessa Quinn
Libby Richards
John Sheffield
Thomas Siegmund

Undergraduate Students

Mili Jha
Hannah Walter

Graduate Student

Pratik Kashyap

Advisors

Keith Gehres
Jenna Rickus
Jeffery Stefancic

Against:

Abstained:

Absent:

Todor Cooklev
Greg M. Michalski

To: The University Senate
From: Faculty Affairs Committee and Equity and Diversity Committee
Subject: Principles for on-campus/Purdue-affiliated child care
Disposition: University Senate for Discussion and Adoption

Rationale: Availability of childcare remains a critical factor in promoting employment equity and also constitutes a significant opportunity for recruitment and retention of faculty and staff.

Cost of childcare is also a challenge for many in our community. There is a sliding scale fee structure in place at the current center, but the lowest income bracket is scaled for those who make \$75,000 or less. This results in fees ranging from \$208 to \$273 per week (roughly \$10,000 to \$14,000 per year) dependent upon the age of the child in care.

Our current minimum annual salary for graduate students is \$18,538. Our current minimum annual salary in the lowest staff pay band (S005) is \$20,800.

Multiple publications in the past year have described the impacts within academia directly related to childcare and household labor burdens during the pandemic. Each publication has uniformly reported disproportionate negative consequence for women, particularly those who are junior in their careers.

The impact of childcare burdens on our own faculty have been shown to disproportionately affect women across all ranks.

Proposal: We encourage PRF and Purdue University to fulfil their goal of ensuring that adequate childcare places will be available on campus now and in the future.

We support the application of market research to determine whether *additional places* are needed beyond the 150 originally planned and budgeted for by the Physical Facilities Committee of the Board of Trustees.

Furthermore, we recommend that all child-care opportunities provided through Purdue or PRF should follow the principles and

practices currently applied in the Ben & Maxine Miller Child Development Laboratory School including but not limited to:

Employing teachers that meet or exceed teacher qualifications for NAEYC (National Association for the Education of Young Children) accreditation and state requirements.

Guaranteeing to be open when Purdue is open, including any federal, state or local holidays and any school district snow days that Purdue does not close.

Guaranteeing to meet Purdue employee's and students' needs first.

Guaranteeing that employees of the childcare center be eligible for salary and benefits equivalent to those afforded to Purdue staff of similar qualifications and rank.

Partnering with research and teaching units on campus to provide service-learning and similar opportunities for our students.

In addition, the sliding scale fees must be adjusted to reflect the full range of salaries being earned by staff and graduate students at Purdue University.

Committee Votes:

Faculty Affairs:

For:

Charlie Bouman
Min Chen
Sharon Christ
Bruce Craig
Alex Francis
Stephen Hooser
Ralph Kaufmann
Jozef Kokini
Seokcheon Lee
Brian Richert
John Springer

Against:

Peter Hollenbeck*
David Koltik

Abstained:

Lisa Mauer*

Absent:

Steve Yaninek

Equity and Diversity:

For:

Bharat Bhargava
Sammy Bonnet**
De Bush*
Alex Griffin-Little**
Lowell Kane*
Neil Knobloch
Klod Kokini
Terrence Meyer
Rodolfo Pinal
Sandy Rossie
Audrey Ruple
Ala Samarapungavan
Val Schull**
Kevin Stainback
Kip Williams

Against:

Abstained:

Alysa Rollock*

Absent:

Peter Bermel
Ximena Bernal
Susan Watts

*Indicates Advisor

**Indicates Student

<i>Senate Document</i>	<i>Title</i>	<i>Origin</i>	<i>Senate Action</i>
20-01	Senate Document 20-01 Convening During the COVID-19 Pandemic	Presented by Faculty Affairs Committee	*Approved 14 September 2020
20-02	Senate Document 20-02 Nominee for the Equity and Diversity Committee	Presented by Nominating Committee	*Slate Affirmed 14 September 2020
20-03	Senate Document 20-03 Nominee for the University Resources Policy Committee	Presented by Nominating Committee	*Slate Affirmed 14 September 2020
20-04	Senate Document 20-04 Nominee for the Faculty Affairs Committee	Presented by Nominating Committee	*Slate Affirmed 14 September 2020
20-05	Senate Document 20-05 Nominee for the Student Affairs Committee	Presented by Nominating Committee	*Slate Affirmed 14 September 2020
20-06	Senate Document 20-06 Nominees for the Steering Committee	Presented by Nominating Committee	*Nominee Elected 14 September 2020
20-07	Senate Document 20-07 Nominees for Student Members of Standing Committees	Presented by Nominating Committee	*Slate Affirmed 14 September 2020
20-08	Senate Document 20-08 Nominees for Student Members of Grade Appeals Committee	Presented by Nominating Committee	*Slate Affirmed 14 September 2020
20-09	Senate Document 20-09 Commitment to Maintaining an Inclusive Community	Presented by Equity and Diversity Committee	*Approved 14 September 2020
20-10	Senate Document 20-10	Presented by Faculty Affairs Committee	*Closed Session: Confidential
20-11	Senate Document 20-11	Presented by Faculty Affairs Committee	*Closed Session: Confidential

20-12	Senate Document 20-12	Presented by Faculty Affairs Committee	*Closed Session: Confidential
20-13	Senate Document 20-13 Nominee for the Educational Policy Committee	Presented by Nominating Committee	*Slate Affirmed 19 October 2020
20-14	Senate Document 20-14 Student Nominee for the University Resources Policy Committee	Presented by Nominating Committee	*Slate Affirmed 19 October 2020
20-15	Senate Document 20-15 Student Nominee for the Faculty Grade Appeals Committee	Presented by Nominating Committee	*Slate Affirmed 19 October 2020
20-16	Senate Document 20-16 EPC Support for the Spring 2021 Academic Calendar	Presented by Educational Policy Committee	*Approved 19 October 2020
20-17	Senate Document 20-17 Extension of Deadline for Students to “Withdraw/Drop” Fall 2020 Courses	Presented by Educational Policy Committee	*Approved 19 October 2020
20-18	Senate Document 20-18 Extension of Deadline for Students to Switch any Fall 2020 Course from a Letter Grade to P/NP	Presented by Educational Policy Committee	*Approved 19 October 2020
20-20	Senate Document 20-20 Voluntary Reading Day in Fall 2020 Semester	Presented by Educational Policy Committee	*Approved 19 October 2020
20-21	Senate Document 20-21 Nominee for the Steering Committee	Presented by Nominating Committee	*Slate Affirmed 16 November 2020
20-22	Senate Document 20-22 Student Members of Grade Appeals Committee	Presented by Nominating Committee	*Slate Affirmed 16 November 2020
20-23	Senate Document 20-23 Reapportionment of the University Senate	Presented by Steering Committee	*Approved 16 November 2020
20-24	Senate Document 20-24 Commitment to Increasing Representation of Women in the Senate and Maintaining a Safe Work Environment Herein	Presented by Equity and Diversity Committee	*Approved 16 November 2020
20-25	Senate Document 20-25 The impact of the Pandemic on Faculty	Presented by Equity and Diversity Committee	*Approved 16 November 2020

20-26	Senate Document 20-26 Composition of the Visual Arts and Design Committee	Presented by University Resources Policy Committee	*Approved 25 January 2020
20-27	Senate Document 20-27 Student Member of Educational Policy Committee	Presented by Nominating Committee	*Slate affirmed 25 January 2020
20-28	Senate Document 20-28 Nominee for Senate University Resources Policy Committee	Presented by Nominating Committee	*Slate affirmed 25 January 2020
20-29	Senate Document 20-29 Nominee for Senate Equity and Diversity Committee	Presented by Nominating Committee	*Slate affirmed 25 January 2020
20-30	Senate Document 20-30 Extension of Deadline for Students to Switch Spring 2021 Courses from a Letter Grade to P/NP	Presented by Educational Policy Committee	*Approved 25 January 2020
20-31	Senate Document 20-31 Extension of Deadline for Students to Withdraw/Drop Spring 2021 Courses	Presented by Educational Policy Committee	*Approved 25 January 2020
20-32	Senate Document 20-32 Nominee for Senate University Resources Policy Committee	Presented by Nominating Committee	*Slate affirmed 25 January 2020
20-33	Senate Document 20-33 Nominees for Vice Chairperson of the University Senate	Presented by Nominating Committee	*Discussion 15 February 2021
20-34	Senate Document 20-34 Amendment of Bylaws to Add the Executive Director of University Undergraduate Academic Advising as Advisor on the Educational Policy Committee	Presented by Educational Policy Committee	*Discussion 15 February 2021
20-35	Senate Document 20-35 Amendments to the Bylaws of the University Senate	Presented by Faculty Affairs Committee	*Discussion 15 February 2021
20-36	Senate Document 20-36 University Childcare/Jischke Center Closing	Presented by Faculty Affairs Committee and Equity and Diversity Committee	*Withdrawn
20-37	Senate Document 20-37 Principles for On- Campus/Purdue-Affiliated Child Care	Presented by Faculty Affairs Committee and Equity and Diversity Committee	*Discussion 15 February 2021

Memorial resolution for Dr. Bob Montgomery from the School of Engineering Education



Robert "Bob" Elba Montgomery, 74, passed away on January 13, 2021 at University Hospital in Indianapolis. He was born on December 27, 1946, in Columbus, OH, to the late Forrest and Myrtle (Ellis) Montgomery. Bob attended Paris American High School in Fontainebleau, France. After high school, he earned his Bachelor's degree in Civil Engineering from Purdue University, followed by his Master's degree from the University of Maryland, and a PhD from Iowa State University. On December 27, 1968, he married Janice Harden in Indianapolis. Bob was a loving husband to his wife of 52 years, as well as a devoted father and grandfather.

Bob was a professor at Purdue University for over twenty-two years. Known as "Dr. Bob" to his students, he was part of the Department of Freshman Engineering established in 1953 and precursor to the program now known as First-Year Engineering in the School of Engineering Education. Bob was the first tenure-track faculty member hired directly into Freshman Engineering. Previously, faculty were transferred from the schools of engineering to the department. Bob was the first faculty member dedicated to teaching, advising and recruiting first-year students. He helped lay the groundwork for who we are today as a school with a permanent faculty and a scholarly mindset in engineering education. Bob was active within the American Society for Engineering Education community, serving on committees and publishing on the first-year engineering program, computer programming course, and honors program. As a senior colleague, he collaborated writing papers with many of the new faculty who founded the School of Engineering Education and encouraged them to engage in the larger engineering education community.

Bob will also be remembered for his leadership skills for implementing, directing, and teaching the first-year engineering honors program. What is now part of the Honors College, the first-year engineering honors program began under the Department of Freshman Engineering with Bob leading the way. It was in his persistent pursuit to recruit top engineering students that he created the Seminar for Top Engineering Prospects (STEP). With only a pause due to the COVID-19 pandemic, it is still offered today with the same week-long summer residential opportunity for rising high school seniors to explore the many disciplines of engineering.

Bob was the recipient of numerous Best Counselor and teaching awards at the department and college level during his tenure at Purdue. He was beloved by many students and colleagues alike. His motto "students first, no matter what" inspired our school's mission that can be found on our website, to above all else seek to put students first in all we do.

Bob retired from Purdue and continued to serve the state as the Technical Services Director for the Indiana Department of Transportation in Crawfordsville. He enjoyed mentoring Purdue interns and full-time engineers. Bob was a member of Redeemer Lutheran Church and participated in many of the musical programs there. He had a passion for music, playing guitar, bass, and trombone. In addition, he played in a bluegrass group at St. Andrews United Methodist Church, and was a member of the Lafayette Dulcimers.



Memorial Resolution for Robert Edwin Zink

Robert E. (Bob) Zink joined the Purdue faculty in 1953 upon receiving his PhD from the University of Minnesota, and remained in West Lafayette and Purdue until he passed away July 30, 2020. Bob was native of Minnesota, and attended the University of Minnesota as both undergraduate and graduate, with Bernard Gelbaum as thesis supervisor. While at Minnesota, the strength of his academic accomplishments were recognized by membership in the honorary societies Phi Beta Kappa and Sigma Xi.

He came to Purdue the following fall, and other than a couple of sabbaticals and military service in Washington, DC in 1955-56, remained on our faculty until his 1998 retirement. He was Assistant Department Head in 1965–69 and Assistant Dean of the Graduate School in 1969–72. Even his “retirement” was only in a technical sense, since he maintained his office and teaching (usually pro bono) until as recently as December 2017. His post-retirement work centered on the undergraduate honors mathematics sequence.

Bob was devoted to and immensely popular with students. He regularly served in the university’s Faculty Fellow program, for which he was recognized in 1985 by the university-wide Fredrick L. Hovde award. Ten years later his overall work with students led to him receiving the Charles Murphy Excellence in Undergraduate Teaching Award, Purdue’s highest honor for undergraduate teaching, and his name is permanently enrolled in the Purdue Book of Great Teachers.

Bob’s thesis was in real analysis (Direct Unions of Measure Spaces), which remained the focus of his research activity. At the time of his hiring, Lamberto Cesari was Purdue’s most prominent analyst, but Cesari soon left, and during the next several years, Bob was joined by Caspar Goffman, J.J. Price, Richard Darst, and Harry Pollard, together making Purdue a national center of activity in classical real analysis. This in turn was foundational during the next decade as the department took advantage of a national effort to increase the US profile in science during the Cold War to raise its research impact and become a vigorous center of mathematical research.

Real analysis in those days was influenced by formalizations and generalizations of notions whose origins lay in Fourier analysis, but which today are more commonly introduced in linear algebra or functional analysis courses. While linear algebra deals with finite sums, analysis involves infinite sums, and there are many ways to interpret a representation of an object as an infinite sum. Bob’s most cited work (developed at Purdue with Price, continued several decades later with K. Kazarian) centered on systems of functions $\Phi = \{\varphi_n\}$ being *total in measure* on a measure space X . This means that any measurable function f on X can be represented as the limit, at almost all points of X , of finite linear combinations of elements of Φ . Bob and Price made connections with work of Soviet authors, and wrote a well-known and cited paper in the *Annals of Mathematics* (1965) which showed that being total in measure was equivalent to (in terms introduced earlier by Boas and Pollard) being *multiplicatively complete*. Thus, there exists a fixed function $m(x) \geq 0$ associated to Φ so that any L_2 -function on X may be written as a convergent infinite sum of functions from the system $\{m(x)\varphi_n(x)\}$. Bob’s six PhD students made additional contributions to the subject.

Outside the department, Bob had a vigorous presence in community activities, notably performing in university and community theatrical and musical groups. (One of us enjoyed accompanying him when as part of a vocal recital, he sang the famous Mephistopheles aria from Gounod's Faust.) He was a long-standing member of the Bach Chorale. His tall frame and deep voice made him easily noticed. In 1988, the Tippecanoe Arts Foundation honored Bob with the Suzanne Stafford Memorial Award.

Since Purdue has the nation's oldest university-owned airport, Bob was able to indulge another interest to become a credentialed pilot. Bob received his private pilot license in 1967, and later obtained an Airline Transport Pilot certificate, leading him to become a flight instructor and thus provide new venues for his teaching. He enjoyed transporting students, colleagues, friends, and local business figures for many years, as well as piloting some charter flights.

He also was a regular at the golf course, a pastime dating from his Minnesota days, and served as president of the Greater Lafayette Golf Association

He and his wife Gloria were long-standing members of the First United Methodist Church. Gloria passed away eight years ago. They are survived by their three sons, four grandchildren and their families.

To honor his memory and help continue the main focus of his teaching, the Robert E. Zink Fund was established through the Purdue Research Foundation. Its funds will be used to support our undergraduate mathematics programs and students.

Rodrigo Bañuelos
David Drasin
László Lempert
Leonard Lipshitz, November 2020

Good Afternoon, and Happy Presidents' Day.

Today I want to bring everyone's attention to women—more generally—and specifically on this campus.

While Clare Booth Luce was a controversial figure in her later years, during her early career, she wrote many interesting pieces about women. She once stated, ““Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, ‘she doesn't have what it takes.’ They will say, ‘women don't have what it takes.’” As a woman, I am quite familiar with this sentiment and the cultural forces, attitudes, and such that influence perceptions about women in the workforce.

Why must we focus on women Boilermakers in particular?

In 2018, research conducted by Cornelia Lawson and colleagues indicated that women scientists received less funding than their male peers, and citation rates drop for women with young children. In contrast, fatherhood is associated with higher citation rates for male scientists. This "motherhood penalty" and "fatherhood premium" is well established in the sociological literature. Women with children are often perceived as less competent and less committed compared to women without children. But beyond these damaging perceptions, there are economic tolls. Mothers are subject to a wage penalty of 5-7% *per child*. This often leads to getting “mommy-tracked,” where mothers experience fewer opportunities for career advancement and less financial well-being.

Overall, the state of Indiana ranks 44th in terms of the wage gap between men and women. At Purdue, for academics, analyses are conducted yearly to work toward ensuring men and women in similar fields are not experiencing this wage gap; however, there are a number of factors that contribute to a wage gap that aren't reflected in productivity and years in rank, which can affect women's salaries, including how effective women were at first negotiating their salaries and start-up packages, and whether they seek out offers at other institutions to be able to receive a counter-offer here.

Fast forward to the pandemic... economic crises always hit women harder. Why? In report based on work done by the UN Women's Policy and Programme Division finds women are especially vulnerable during crises because they earn less, have less available in savings, tend to work more in the informal economy, have less access to social protections, are more likely to be burdened with unpaid care and domestic work, and are more likely to be single parents.

Academia is not immune to these challenges. Female scientists have been hit hard. Recent research examining COVID and faculty members indicates that the proportion of female authors on preprints, submitted manuscripts, and published papers dropped during the early days of the pandemic.

The National Bureau of Economic Research published a working paper presenting results from 20,000 PhD holders collected between May and July 2020. Mothers' research hours declined by

33% compared with fathers. In addition, their time spent in household and child care duties increased more than for fathers.

In Senate Survey 4, we found that the majority of faculty members experienced substantial declines in the number of hours engaged in research activities per week. Those declines were larger for those with dependents.

As you can see here, both men and women with dependents showed significant declines in research hours per week.

Women, both with and without dependents, evidenced significant increases above those of men in the amount of time they spent in Service and Administrative tasks.

In the next slide, we can see the number of hours faculty men and women with and without dependents worked in November 2020. Women with children are doing nearly 25 hours per week of service work, and just under 6 hours per week of research.

BUT...this does not tell the full story. In fact, it makes it look like fathers are experiencing more negative consequences from the pandemic (they are doing less research, teaching more, and doing more service). And perhaps they are, in terms of their overall declines.

Pre-COVID, men with children reported engaging in research activities over 13 hours per week, compared with women with children, who were doing approximately 7.5 hours per week. Even women without children are spending less time engaging in research activities compared with their male peers.

Among staff, those with dependents are working about one additional hour per week compared to those without dependents: over 43 hours versus under 42 hours.

We are also seeing more well-being concerns for women with dependents compared to men with dependents. About 20% of women find it quite difficult to take care of themselves vs. 13% of men; 22% of women say they feel overwhelmed with caregiving most to every day compared with 16% of men; and 45% of women say they feel always on call most to every day compared with 33% of men.

Finally, men who live with a partner are less likely than those who do not live with a partner to feel always on call. This doesn't matter for women. They report feeling on call with regard to caregiving regardless of partner status.

We must do more to support the women on Purdue's campus, all the women. Faculty, staff, graduate students, undergraduate students. We must recognize the work they do on campus and support them in the work they do in their personal lives. When we lift women up, we lift everyone up.

Amanda Gorman—you may recognize her as the poet who read her amazing poem, "The Hill We Climb," at President Biden's inauguration—wrote another poem that I think captures the

importance of this moment and taking action. This is just an excerpt from that poem, "The Way Forward," written for the Forbes Women's Summit in 2019. I encourage you to look it up and read it all. (<https://www.forbes.com/sites/moiraforbes/2021/01/22/inaugural-poet-amanda-gorman-on-why-the-future-is-female/?sh=1355c4791ad7>)

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Until the world goes still to say:
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Thank you.

PURDUE UNIVERSITY SENATE

**Prepared by Deborah L. Nichols, Ph.D.
University Senate Chair
15 February 2021**

Happy Presidents' Day!

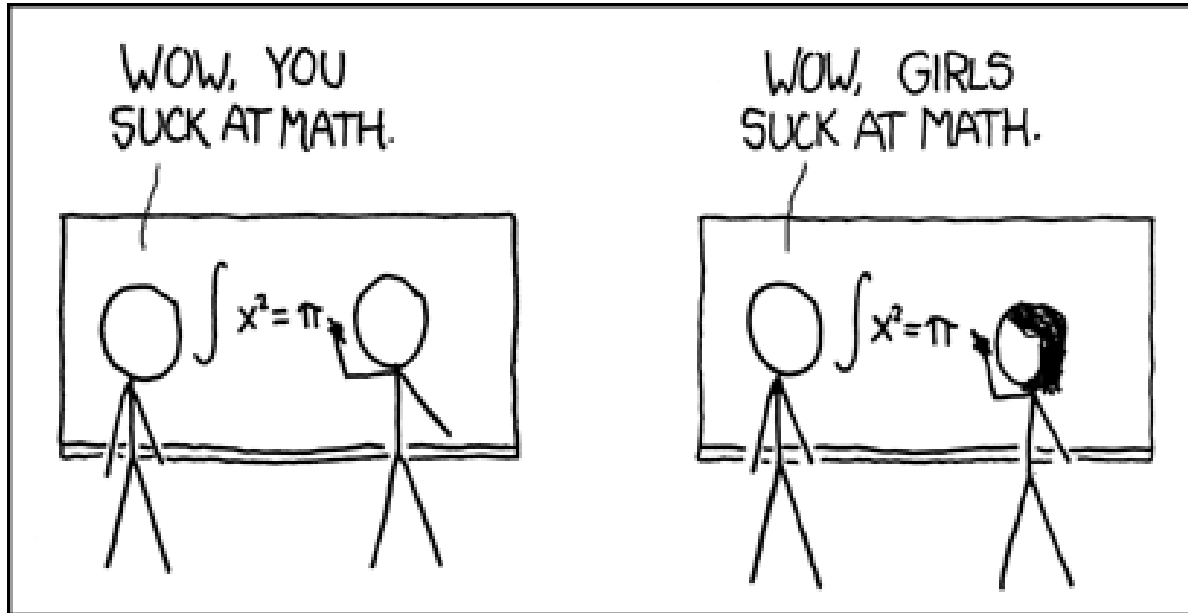


JOHN ADAMS. When George Washington declined to serve a third term, it left a giant hole in the heart of America. A hole John Adams tried desperately to fill with karaoke.



ABRAHAM LINCOLN. Putting America back together wasn't nearly as hard as keeping the peace in Abe's Monday Night Bowling League.

Women in the Workforce



<https://xkcd.com/385/>

“Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, ‘she doesn’t have what it takes.’ They will say, ‘women don’t have what it takes.’”

--Clare Booth Luce



Working with Dependents



“Career track or mommy track?”

SOURCE. Donald Reilly, The New Yorker collection, 12/03/1990

Indiana ranks

44th

**In the nation in the wage gap.
Women Hoosiers make 75 cents
for every \$1.00 men make.**

<https://www.insideindianabusiness.com/story/41901835/indiana-ranks-low-for-gender-pay-gap>

Women and Crises

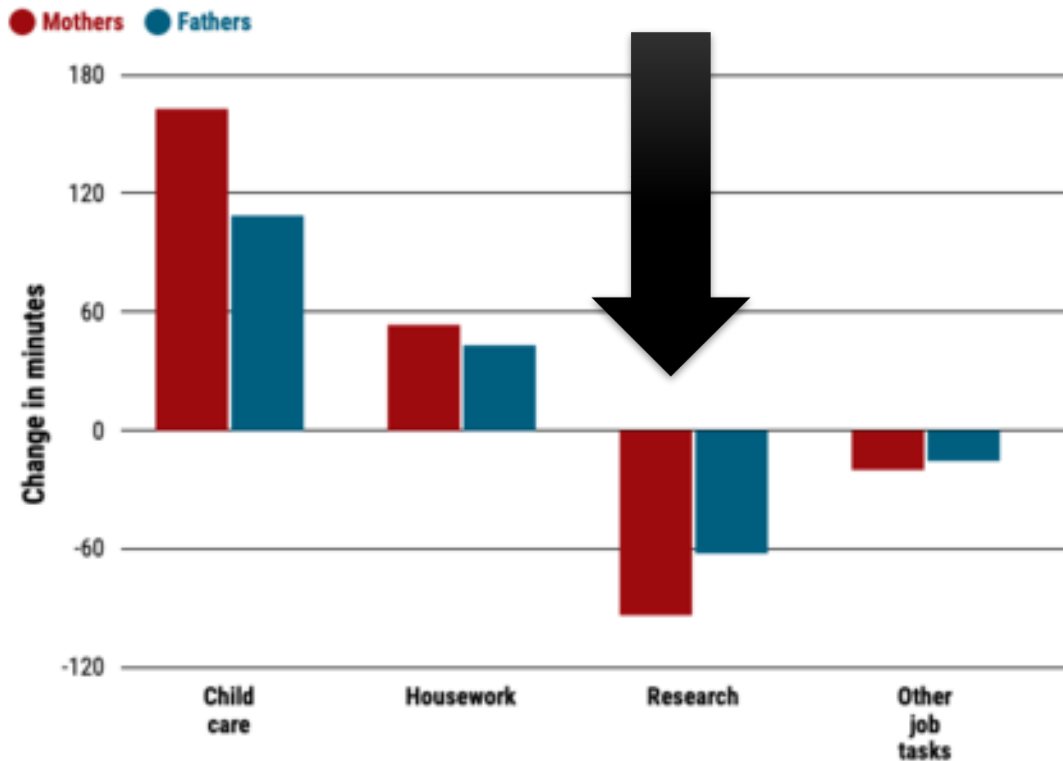
Economic Crises Hit Women Harder

- Women tend to earn less
- Women have less available in savings
- Women are disproportionately more in the informal economy
- Women have less access to social protections
- Women are more likely to be burdened with unpaid care and domestic work, and therefore have to drop out of the labor force
- Women make up the majority of single-parent households

<https://www.unwomen.org/en/digital-library/publications/2020/09/gender-equality-in-the-wake-of-covid-19>

Motherhood Penalty

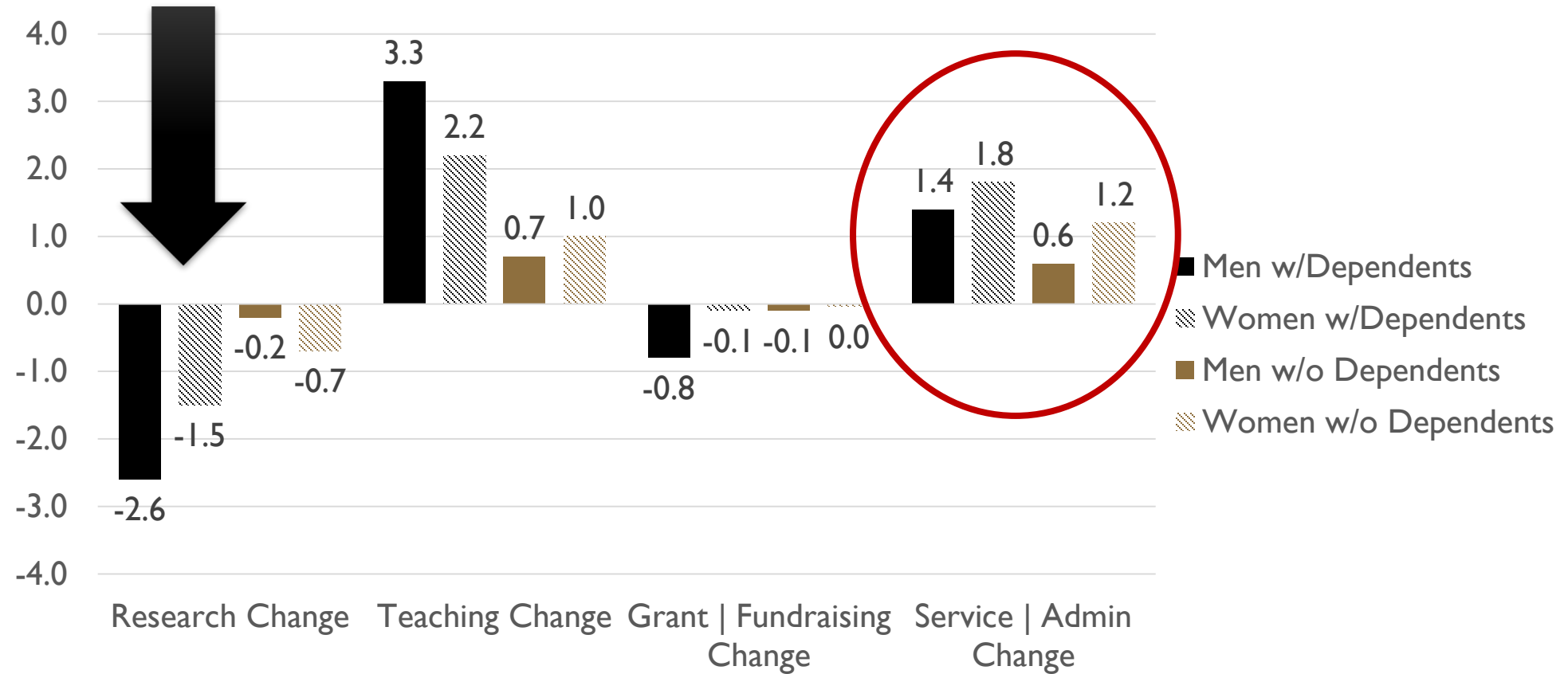
From the National Bureau of Economic Research...



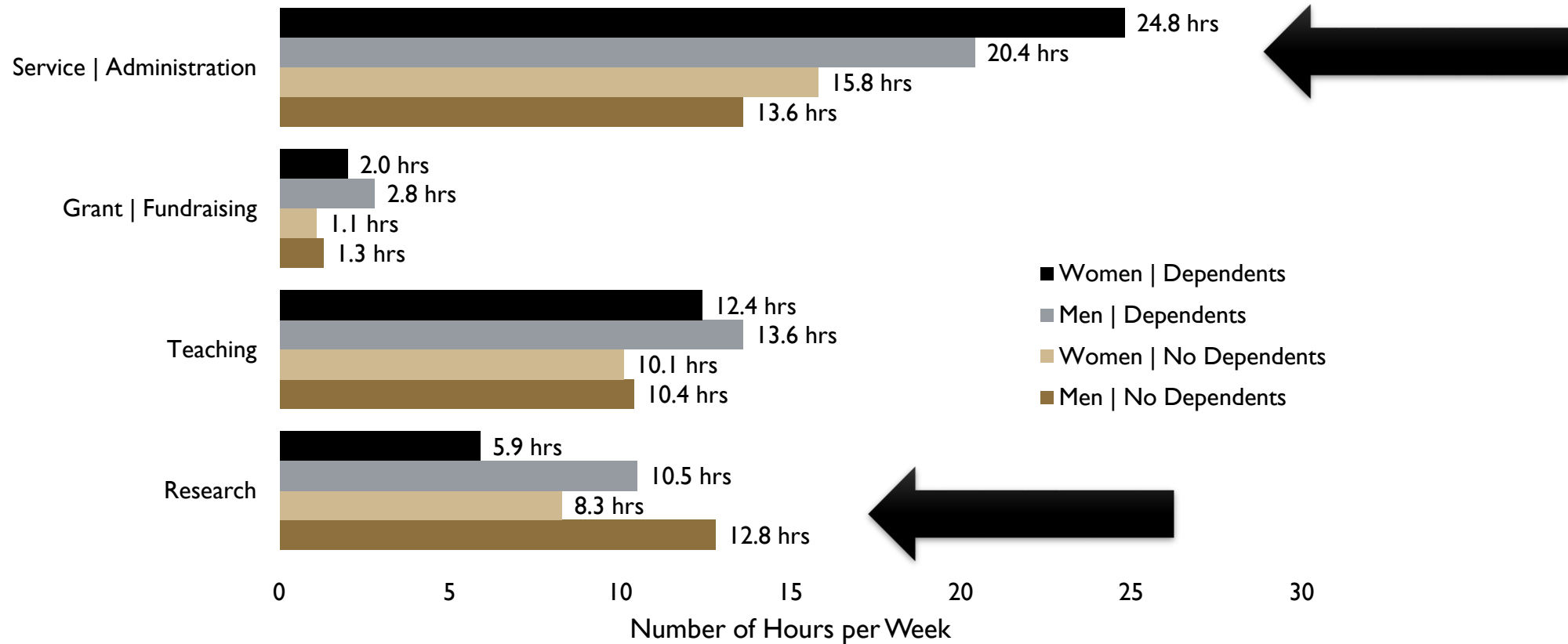
<https://science.sciencemag.org/content/368/6492/724.1>
DERYUGINA ET AL., NATIONAL BUREAU OF
ECONOMIC RESEARCH, 10.3386/W28360 (2021)

Parenthood Penalty

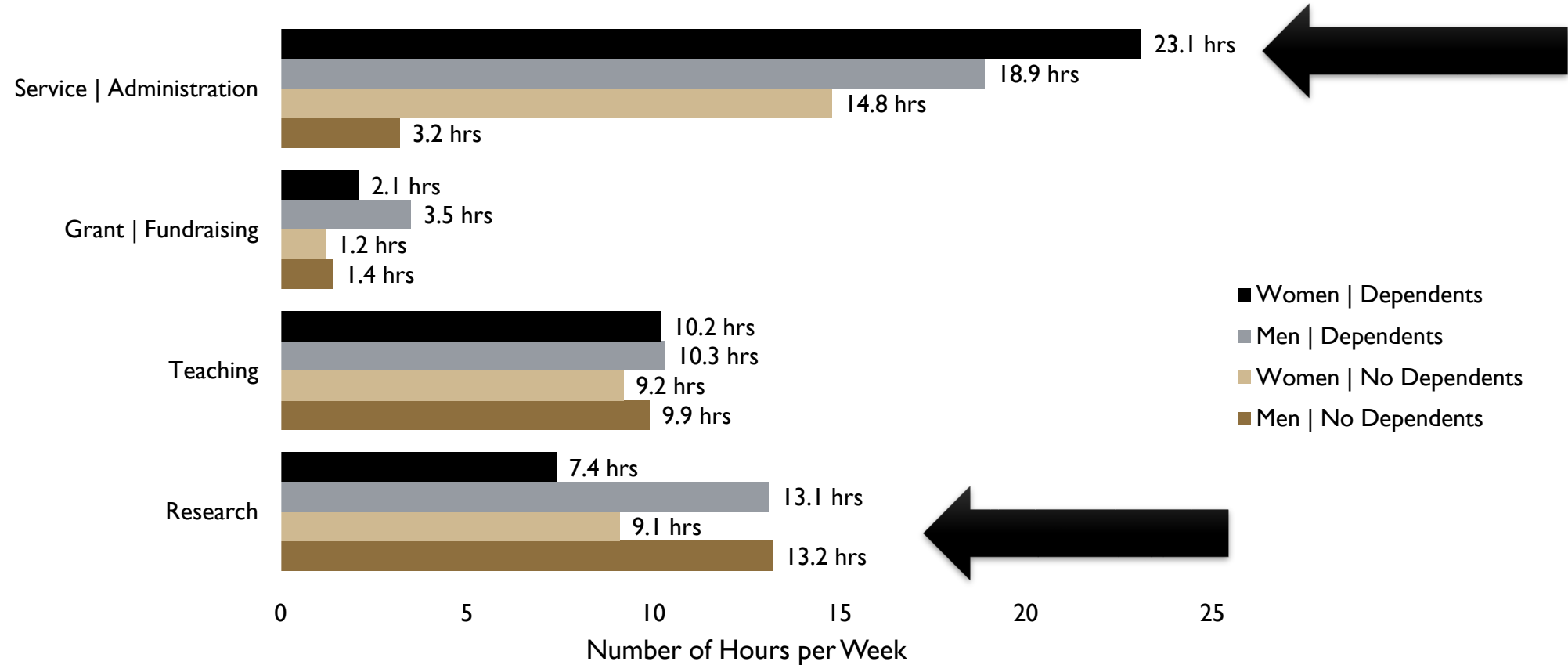
From Our Senate Survey 4: Change in Hours Worked PreCOVID to November 2020



Faculty Work Hours by Gender and Dependent Status – November 2020



Faculty Work Hours by Gender and Dependent Status – PreCOVID



Caregiving Concerns and Well-Being

Differences by Gender

Variable	Men			Women		
How difficult is it to take care of yourself due to CG responsibilities?	33% not at all	55% a little bit	13% quite a bit	27% not at all	53% a little bit	20% quite a bit
How often have you felt overwhelmed by your CG responsibilities	37% never	48% some days	16% most/ every day	25% never	52% some days	22% most/ every day
How often have you felt always on call due to your caregiving responsibilities?	35% never	32% some days	33% most/ every day	25% never	29% some days	45% most/ every day

Caregiving Needs and Second Shift

- Women with dependents who live with partners tend to take on more “second shift” work (domestic labor) compared with men with dependents who live with partners.

Variable	Men with dependents		Women with dependents	
Live with a partner	92%		83%	
Feel always on call in relation to CG responsibilities	41% who do not live w/partner	32% who live w/partner	43% who do not live w/partner	46% who live w/partner

The Way Forward

A Poem Presented at the Forbes Women's Summit in 2019

Forged forth by a future that is female.
We will not be slowed, come the loads,
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<https://www.forbes.com/sites/moiraforges/2021/01/22/inaugural-poet-amanda-gorman-on-why-the-future-is-female/?sh=441722531ad7>



Amanda Gorman on 1/20/21 at President Biden's inauguration

AP Photo/Patrick Semansky, Pool

THANK YOU!
STAY SAFE AND HEALTHY

To: The University Senate
From: Libby Richards, Chairperson of the Steering Committee
Subject: Résumé of Items under Consideration by the Various Standing Committees

Steering Committee

Libby Richards, erichards@purdue.edu

1. Steering is working on sending Document 19-30 to the Nominating, Faculty Affairs, and Equity & Diversity Committee for their evaluation and recommendations.

Advisory Committee

Deborah Nichols, deborahnichols@purdue.edu

Nominating Committee

Robert Nowack, nowack@purdue.edu

1. Populating Standing Committees
2. Accepting Vice-Chair nominations

Educational Policy Committee

Erik Otárola-Castillo, eoc@purdue.edu

Following the 2020-2021 winter break, the EPC has been proactively working to adapt academic policies to alleviate potential adverse effects on students and instructors brought on by the COVID-19 pandemic. We are also considering other policy adaptations and revisions, which EPC will bring to Senate in the February meeting.

Equity and Diversity Committee

Audrey Ruple, aruple@purdue.edu

1. Closing of Patty Jischke Early Care and Education Center
2. COVID-19: focus on the disproportionate impacts on faculty, staff, and students
3. Racial justice
4. Amplifying black scholars
5. Purdue police – use of racial profiling and representation on the force
6. School of Interdisciplinary Studies (SIS) funding
7. Land Acknowledgement statement resolution
8. Continuing education pertaining to diversity and inclusion for educators at Purdue
9. Lactation spaces for students and staff

Faculty Affairs Committee

Alexander Francis, francis@purdue.edu

Student Affairs Committee

David Sanders, retrovir@purdue.edu

1. SARS-CoV-2 testing
2. Mental Health
3. Standardized Tests
4. January Term

University Resources Policy Committee

Janice Kritchevsky, sojkaje@purdue.edu

CAMPUS MENTAL HEALTH AND WELL-BEING

Faculty Senate - February 15, 2021

Dr. Beth McCuskey,
Vice Provost for Student Life






Dr. Katie Sermersheim,
Associate Vice Provost and Dean of Students

Today's Presentation

- Historical information
- CAPS adapts to change
- Additions in ODOS
- Steps to Leaps: Towards a holistic approach



Mental Health in Higher Education: 2010 - 2020

CCAPS-34					
Depression	+0.18		1.55	1.74	1.73
Generalized Anxiety	+0.28		1.77	2.05	2.05
Social Anxiety	+0.27		1.77	2.05	2.05
Academic Distress	+0.01		1.92	1.97	1.93
Eating Concerns	+0.06		0.94	1.00	1.00
Hostility	-0.12		0.81	0.93	0.81
Alcohol Use	-0.19		0.54	0.73	0.54
Distress Index	+0.15		1.65	1.80	1.80

All data is from the following report:

Center for Collegiate Mental Health. (2020). [Center for collegiate mental health 2020 annual report.](#)

Snapshot of Mental Health at Purdue University

DEMAND

	2015	2016	2017	2018	2019	2020	2021*
Total Unique Clients	2,678	3,167	3,509	3,872	4,284	3,784	1,701
%of Student Body Served	7.00%	8.03%	8.67%	9.31%	9.86%	8.49%	3.68%
Total Appointments	13,311	14,451	18,233	21,766	24,416	20,744	7,762
Hospitalizations		45	45	34	33	47	8
# of calls to ProtoCall (After Hours Service)		85 *	200	217	343	315	266

TRIAGE

	2017	2018	2019	2020	2021*
Students of Concern	781	1,537	2,372	2,629	1,831
Behavioral Intervention Team	288	444	604	586	263
Student Coaching and Support Appointments		2471	5,454	7,207	10,925

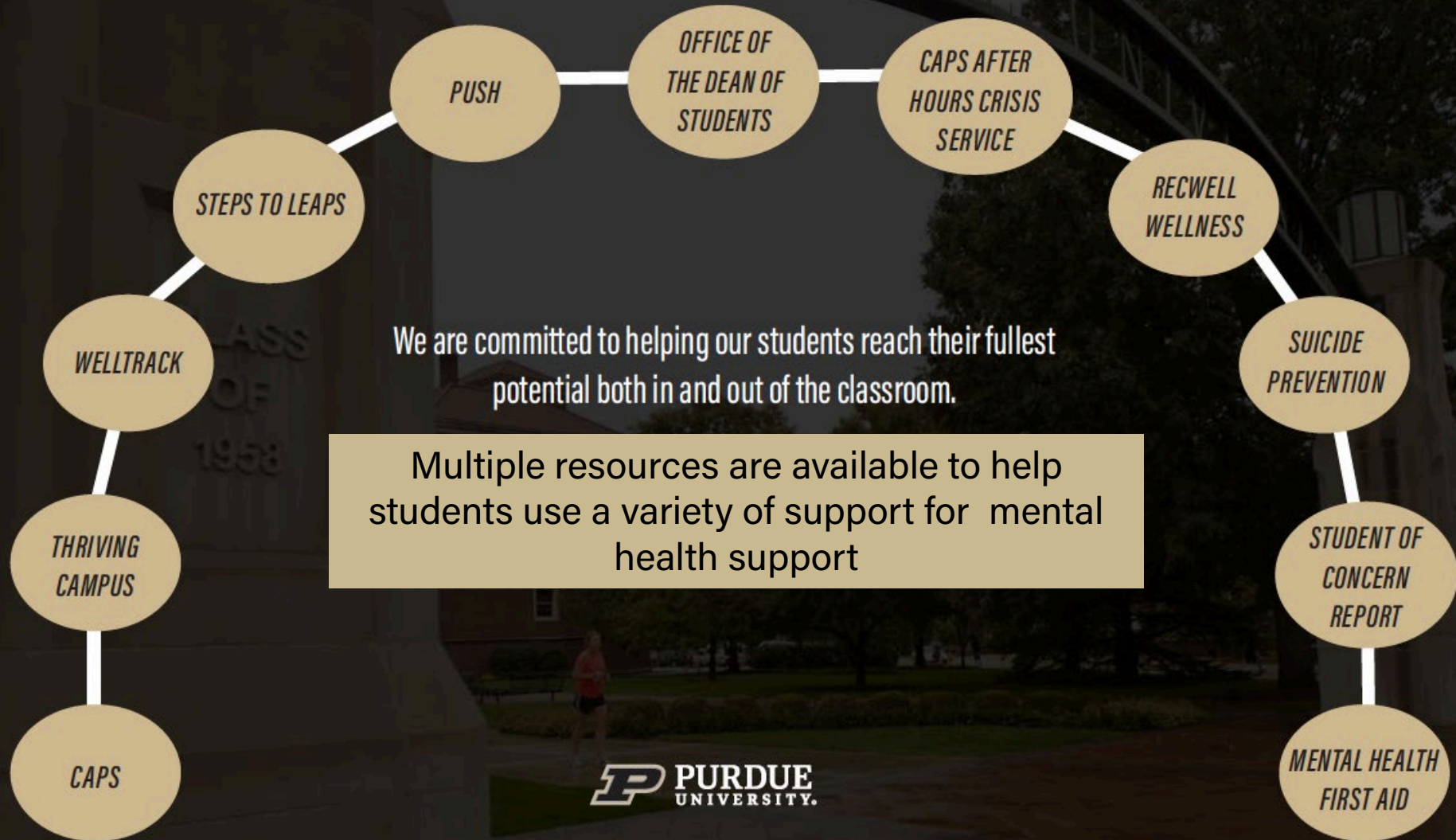
Introducing Stepped Care Model

YOUR NETWORK OF COMMUNITY SUPPORT



CAPS offers multiple services beyond what is listed here. Emergency services are and still will be offered by CAPS.

Building a Campus Network of Support



For more information about the Protect Purdue Plan please visit protect.purdue.edu

Mental Health Resources at Purdue during COVID

- CAPS staff have been providing remote telehealth services to assist in meeting students' mental health needs throughout each semester, including the fall 2020.
- **Demand for service has slowed during the pandemic by approximately 20%**



Introducing Steps to Leaps

- 1. Enhance student success and build lifelong habits in areas such as self-advocacy, resiliency, network building, financial literacy, and the Growth Mindset**
- 2. Prepare faculty and staff to cultivate and support resiliency in their engagement with students**
- 3. Create a repository of resources to make it easier for students to connect to programs**
- 4. Maximize the use of technology to assist in this effort**
- 5. Overall focus on Well-Being**



Steps to Leaps Pillars



Well-Being — Staying healthy in body, brain, and spirit is a life-long journey. Learn strategies to improve your own well-being with steps to security, health and prosperity.



Leadership and Professional Development — Boilermakers have a strong tradition of leadership in their careers and communities. Learn how to tap into your own strengths as you become the next generation of leaders with steps to initiative, guidance and direction.



Impact — Every Boilermaker strives to leave their footprint, and world-changing examples can be found throughout Purdue's rich history. Learn the importance of creating an impact through your everyday actions with steps to modify, touch and influence.



Networks — A strong network serves as a resource throughout your life. The tightest networks are created by connections with individuals and require active participation. Learn how to build your network with steps to making connections and bonds.



Grit — Life is full of ups and downs. Learn strategies to tap into your inner fortitude to overcome challenges and become your best Boilermaker with steps to resolve and character.

Steps to Leaps Deployment Model



Steps to Leaps Wins to Date

- Growth Mindset
- Student Engagement
 - Modules in Brightspace
 - Soon-to-be student organization
- Faculty Fellowship—Louis Tay
 - Well-being course
- Assessment Pilot
 - Research Collaborative
 - Advisory role
- Chemistry TA Training
- Embedded Dialogue around pillars
- Collaborations: PSG, PGSG, Healthy Boiler—MHAW Shout-out

Looking Forward

- Continue to be flexible
- Marathon and not a sprint
- Pace and take time for our selves
- Honoring reading day - catch up and recharge

