

First Meeting
Monday, 11 September 2023, 2:30 p.m.

Zoom Meeting

AGENDA

1. Call to order Professor Brian Leung
2. Statement of Land Use Acknowledgement Professor Brian Leung
3. Approval of [Minutes of 17 April 2023](#)
4. Acceptance of Agenda
5. Remarks of the Senate Chair Professor Brian Leung
6. Remarks of the President President Mung Chiang
7. [Question Time](#)
8. Memorial Resolutions
9. [Résumé of Items Under Consideration by Various Committees](#) For Information
Professor Elizabeth A. Richards
10. Consent Agenda For Action
Professor Brian Leung
 - a. Senate Document 23-02 Nominee for the Faculty Affairs Committee
 - b. Senate Document 23-03 Nominee for the Steering Committee
 - c. Senate Document 23-04 Nominee for the Equity, Diversity, and Inclusion Committee
 - d. Senate Document 23-06 Nominee for the Educational Policy Committee
 - e. Senate Document 23-07 Nominee for the Nominating Committee

11. Senate Document 22-40 Proposed
Modification to Faculty Compensation and
Benefits Committee (FCBC) Bylaws

For Action
Professor Eric Waltenburg

12. Senate Document 23-01 Proposed
amendment: Committee for Sustainability
Planning and Assessment

For Discussion
Professor Lori Hoagland

13. Graduate School Update

For Information
Acting Associate Provost for Graduate
Programs Eric Barker; Vice Provost for
Faculty Affairs Sunil Prabhakar

14. Purdue University Indianapolis
Faculty Affairs Update

For Information
Vice Provost for Faculty Affairs Sunil
Prabhakar; Senior Vice Provost for Purdue
University in Indianapolis David Umulis

15. Report of the Athletic Affairs Committee

For Information
Professor Matthew Conaway

16. New Business

17. Adjournment

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Monday, 11 September 2023, 2:30 p.m.

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Present: *Manushag N. Powell (Secretary of Faculties and Parliamentarian), President Mung Chiang, Brian Leung (Chair of the Senate), Susan South (Vice-Chair of the Senate), Patrick Wolfe (Provost), Se'Andra Johnson (Sergeant-at-Arms), Dulcy Abraham, Bradley Alge, Ryan Alan Altman, Burton (Lee) Artz, Paul Asunda, Santokh Badesha, Saurabh Bagchi, Jonathan Bauchet, Ximena Bernal, Colleen Brady, Françoise Brosseau-Lapré, Stephen Cameron, Michael Campion, Min Chen, Yingjie (Victor) Chen, Julia Chester, Matt Conaway, Patricia Davies, Brian Dilkes, Ben Dunford, Jim Dworkin, Ulrike Dydak, Abigail Engelberth, Daniel Frank, Alan Friedman, Geraldine Friedman, Lori Hoagland, Katie Jarriel, Alice Johnson, Nastasha Johnson, Erika Birgit Kaufmann, Yuan (Brad) Kim, Nan Kong, Eric Kvam, Stacy Lindshield, Damon Lisch, Andrew Lu Liu, David Liu, Ann Loomis, David Love, Oana Malis, Stephen Martin, Stephanie Masta, Richard Mattes, Shannon McMullen, Muhsin Menekse, Byung-Cheol (BC) Min, Somosmita Mitra, Patricia (Trish) Morita-Mullaney, Robert Nawrocki, Loring (Larry) Nies, Li Qiao, Padinjaremadhom (PV) Ramachandran, Julio Ramirez, Elizabeth Richards, Brian Richert, Joseph Robinson, Shye Robinson, Torbert Rocheford, Gustavo Rodriguez-Rivera, Timothy Ropp, Chris Ruhl, Mark Russell, Antônio Sá Barreto, David Sanders, Dennis Savaiano, Jennifer Scheuer, Steven Scott, Juan Sesmero, John Sheffield, Qifan Song, Kevin Stainback, Dengfeng Sun, John Sundquist, Howard Sypher, Rusi Taleyarkhan, Robin Tanamachi, Monica Torres, Anish Vanaik, Jeffrey Watt, Ann Weil, Yuan Yao, Howard (Howie) Zelaznik, Mark Zimpfer. **Advisors:** Heather Beasley, Keith Gehres, Cherise Hall, Misty Hein, Lowell Kane, Carl Krieger, Lisa Mauer, Beth McCuskey, Sunil Prabhakar, Jenna Rickus, Alysa Rollock, Katherine Sermersheim, Rendi Tharp.*

Absent: *Arezo Ardekani, Charles Bouman, Sabine Brunswicker, Hyunyoung (Young) Jeong, Angeline Lyon, Zhao Ma, Ajay Malshe, John Morgan, Deborah Nichols, Abdelfattah Nour, Pete Pascuzzi, Irith Pomeranz, Mark Rochat, Leonid Rokhinson, Michael Smith, Ganesh Subbarayan-Shastri, Eric Waltenburg. **Advisors:** Michael Cline, Melanie Morgan.*

Guests: *Eric Barker, Mike Bobinski, Anne (Captioner), Amanda Darbyshire, Patricia Davies, Ed Dunn, Abby Engelberth, John Gipson, Susan Hardy, Edward Howat, Tom Mitchell, Abbey Nickel, Estelle Park, Mitchell Thomas, Marcy Towns, David Umulis, Alyssa Wilcox.*

1. Quorum being established, the meeting was called to order at exactly 2:30pm in an auspicious beginning for the year.
2. Chair Brian Leung read the following Statement of Land Use Acknowledgement, as required by Senate Document 20-55:

The Purdue University Senate acknowledges the traditional homelands of the Indigenous People which Purdue University is built upon. We honor and appreciate the Bodéwadmik (Potawatomi), Lenape (Delaware), Myaamia (Miami), and Shawnee People who are the original Indigenous caretakers.

3. The minutes of the 17 April 2023 Senate meeting were entered with a minor correction by general consent.
4. The agenda was accepted by general consent.
5. Chair Leung began his remarks, which were as follows:

“I welcome you to the 2023-24 Senate academic year. At future meetings, the Chair’s remarks will come later in the agenda. But for this first meeting, I want to share some brief thoughts up front, including that I remained humbled that you invited me to be your Senate chair—I did not seek this office. I begged not to be nominated. But here I am. You trust me, and I am working very, very hard on your behalf.

“I’m aware that some folks are new to the Senate and don’t know who I am. I’ll let you look up my biography on your own. But as corny as it may seem, I want you to know that your University Senate Chair prioritizes joy, humor, and kindness. My heart has to assume the best in people. That makes me a little bit gullible and prone to heartbreak. But overall, it’s offered a satisfying professional pathway. So, for this upcoming year, know that I assume the best in you. And please, don’t break my heart.

“Purdue University is blessed with an amazing talent pool of staff, students, faculty, and administration, and Board of Trustees, all included. Your current Senate leadership teams started June 1. I would like to spotlight for special appreciation and admiration the Secretary of Faculties and our Parliamentarian, Professor Nush Powell. I’ve heard the tales from other universities. By comparison, our Senate is a remarkably efficient and nimble body, and Secretary Powell plays a crucial role in that. Please, let’s also extend appreciation to Vice Chair Susan South. When you get tired of me, just remember that somebody smarter and more competent is ready to step in. And if you’ll allow me to do a record scratch, I’d like to call out with supreme admiration Briggitta August, Director of the Office of Diversity, Inclusion and Belonging Initiatives in the College of Liberal Arts. Her initiatives have had a profound impact on how I view, the present and past of Purdue University history—and the way it’s remembered is important.

“Twenty-two years ago today, I was teaching at the University of Cincinnati. I woke to a National Public Radio report that a plane had struck one of the World Trade Center towers. I hopped out of bed and ran to the television. Within minutes, I witnessed the second plane hit. I called my ex-boyfriend in Los Angeles; I guess with Pacific time it would have been a little bit after 6am for him. He and I had ridden out together the AIDS crisis of the 80s and 90s. There, in New York, was another unexpected attack. Just as with AIDS, I knew that the nation was in for another period of profound grief and hangover. My point: we are post-pandemic Purdue. Nearly everyone on this campus was locked down and severed from some of our most or most important in-person, human connections. If you're feeling a bit of pandemic hangover, trust me:

it's normal. Reach out to loved ones; reach out to university services. To adapt a Purdue phrase, our spirits can be rebuilt, and at least one brick higher.

“On a more formal note, I would share with the Senate and other stakeholders that President Chiang and Provost Wolfe have been since June in frequent contact with me on many of the most pressing issues and opportunities at Purdue. The number one issue brought to me from university constituents over the summer was Diversity, Equity, and Inclusion post-Supreme Court decision. The Provost has encouraged our Equity, Diversity, and Inclusion committee to consider what DEI at Purdue means going forward.

“President Chiang is eager to hear from the Senate on AI policy at Purdue. So I've called together an ad hoc committee on that topic, which will advise the Educational Policy Committee. There's more on this list, but this is just to illustrate that we are indeed engaged in shared governance.

“And finally, I want to say personal thing. I have a husband. We will celebrate 10 years of marriage next September. My father was born in mainland China. All of my books are in some way about diversity and difference. Diversity, equity, and inclusion isn't a theory to me; it is the DNA of my personal and professional life. As you might imagine, it has not been easy to live in Indiana. It is my hope that this Senate and our administration will ensure that Purdue finds a way to expand its diversity, equity, and inclusion efforts. At summer commencement, Governor Holcomb gave an inspiring speech—truly uplifting—in which he implored the new graduates to stay in Indiana. As I applauded this sentiment, I also thought, ‘provide them a reason to stay.’ Building a hard tech corridor is not enough reason to stay. For so many, cultural judgment and discrimination outweighs economic opportunity. I hope our state government, Purdue administration, and Purdue University Senate can agree on an answer to the questions: Why should Purdue University's graduating students of diversity and difference stay in Indiana? Why should graduating women who deserve health care autonomy stay in Indiana? The answer can never be, ‘compromise your values and stay for the paycheck.’

“I love Purdue University. And I think you all know that. I and my family are full of pride and admiration for President Chiang. I'm so appreciative that Provost Wolfe has made himself available to me on a moment's notice. Thank you in advance, University Senators: you make a difference. President Chiang, Provost Wolfe, and this body can raise the bar on the definition of shared governance. I believe in us.”

6. President Mung Chiang thanked Chair Leung, and then acknowledged the 2996 lives lost on 9/11/2001. He said that Chair Leung had sacrificed much in order to serve in the role of Senate Chair, and that he deeply appreciated his leadership and the work of the Senators and leaders of the Senate, as well as the new members of the Senate joining for the first time that day, to whom he extended a warm welcome. He wished to highlight how he looked forward to a year of very collaborative and productive partnership with the Senate on many joint projects that would involve the whole team, including the Provost, the Treasurer, the EVP for Research, and others.

These projects were:

- 1) Developing a policy for the use of AI in teaching and learning, which many of our peer institutions have already done;
- 2) Tending to faculty productivity: the administration was still hoping to save faculty “one hour per week” and had begun implementing some suggestions for doing this;
- 3) Purdue University Indianapolis comes into existence on 1 July 2024, and we must make a home for faculty members whose tenure was originally approved by IU, even if they are not tenured directly in West Lafayette;
- 4) How do we best support graduate student success? The work of the Council on Student Housing and Wellbeing was ongoing;
- 5) How can we help colleagues receive more national and international awards in their fields? President Chiang suggested we were too humble as an institution, and should be advocating for our colleagues.

Finally, President Chiang urged everyone to pay attention to the [recent email on campus-wide public safety](#), and suggested we all needed to devote some thought to emergency preparedness. He also said he was open to suggestions on how we might better train our community and advertise safety and emergency preparedness policies.

Provost Patrick Wolfe reiterated the instruction that in emergencies, community members should look to the established emergency channels (i.e., social media and Purdue’s homepage, not email). He referred to the major recent [cyber attack at the University of Michigan](#) as profoundly concerning.

In reference to the Action Council on Student Housing and Well-Being, he reiterated that the Board of Trustees had now approved construction of enough housing to finally catch us up to student demand. He also indicated that stipend increases for graduate students were being considered, and that that the Council would be looking into graduate student and family housing as well. He added that in a period of many changes, we must remember to be and support a community of scholars. Provost Wolfe said he was always ready to sit down over coffee and hear from anyone in the community.

7. The answers to pre-submitted questions were posted to the Senate website [Appendix A]. During Question Time, Professor David Sanders noted that the Senate had passed [SD 19-06](#) Informing Students of Local Transportation Options [Appendix B], which called for the creation of an ad hoc committee that would develop approaches for informing students about transportation options and regulations, but that this had not happened due to the COVID pandemic. However, he said the Student Affairs Committee was working with the Purdue University Police Department to increase student awareness of transportation options and safety regulations.

Professor Sanders also registered what he said was a problem with receiving written answers to Question Time items, because it sometimes meant there was no chance to discuss things. For example, there was a question about clerical and staffing shortages causing delays on what should be routine tasks. The written answer only addressed SPS and research grants, but many faculty were facing challenges where administrative support was insufficient to accomplish tasks in other areas. He asked whether that problem could be discussed. He also stated he had submitted a question about charging stations for electric vehicles; the response had been that details would become available later. However, the Senate had a committee dedicated to issues like this, the University Resources Policy Committee (URPC). Changes to vehicle charging should have been discussed with that committee beforehand, but the URPC had not been kept in the loop on this issue. He stated that these are issues should be raised with the Senate and its committees before they happen, not afterwards.

In response, President Chiang stated that Senior Vice President for Administrative Operations Michael Cline and his team were collecting data and would respond to the question re: EV parking soon. He indicated that staffing had stronger support, and that hiring on the HR front was picking up pace. The exact number of positions still open after a search, and numbers for which positions still needed to be on the market, was not data that was immediately available.

Professor Elizabeth A. Richards asked whether there were any plans to create a quarantine space for students with COVID, and said there were reports of students sleeping in hallways or having to leave campus because their roommates were ill and could not leave. President Chiang agreed that this was a good idea, and said that he would ask Senior VP Cline, Dean Eric Barker, and the Provosts' Office areas of Student Affairs and Teaching and Learning to come up with a plan quickly to address it.

8. A Moment of Silence was observed in honor of Christoph M. Hoffmann, Professor Emeritus of Computer Science.
9. Professor Richards, Chair of the Steering Committee, presented the Résumé of Items Under Consideration by Various Committees [[Appendix C](#)]. Professor Richards reminded the committee chairs that it would be helpful to know anything that the Standing Committees, their Faculty Committees, or any subcommittees were working on, even if no Senate Documents were immediately contemplated. She added that the Steering Committee was actively soliciting suggestions for informational sessions desired by the Senate and Senators' constituents. There were no other updates to the ROI.
10. A consent calendar was presented to the Senate, consisting of:
 - a. [Senate Document 23-02](#) Nominee for the Faculty Affairs Committee
 - b. [Senate Document 23-03](#) Nominee for the Steering Committee
 - c. [Senate Document 23-04](#) Nominee for the Equity, Diversity, and Inclusion Committee

- d. [Senate Document 23-06](#) Nominee for the Educational Policy Committee
- e. [Senate Document 23-07](#) Nominee for the Nominating Committee

Chair Leung reminded the Senate that a consent calendar allows a body to group items together that are likely to be uncontroversial or to require little discussion, and decide on them all at once. If any member requests that an item from the consent calendar be pulled out for individual discussion, that request is granted without debate. There were no nominations from the floor, and no requests to pull an item from the consent calendar. The calendar was approved by general consent.

11. Professor Anish Vanaik presented [Senate Document 22-40](#) Proposed Modification to Faculty Compensation and Benefits Committee (FCBC) Bylaws on behalf of the Faculty Affairs Committee (FAC). After it was moved that the Senate adopt the proposal, Chair Leung invited discussion. Professor Vanaik explained that the FAC was presenting the proposal made by the Faculty Compensation and Benefits Committee, which wanted to address the gap between its original formulation and the resources it needed for its work in the present day. The FAC was supportive of the proposal, and it had been presented to the Senate for discussion in April 2023 and received no opposition on that occasion. There being no further discussion, the question was put, and the motion carried by a vote of 78 in favor to one opposed. There were two formal abstentions.
12. Professor Lori Hoagland, chair of the University Resources Policy Committee (URPC), presented for discussion [Senate Document 23-01](#) Proposed Amendment: Committee for Sustainability Planning and Assessment. Professor Hoagland explained that the proposal came from the Sustainability Committee, which wished to modify its charge and makeup in order to work more efficiently. The URPC was supportive of the proposal.

Professor Amanda Darbyshire, Vice Chair of the Sustainability Committee, explained that the Sustainability Committee had been unable to get its work done because, with a maximum roster of 28 members, scheduling was all but impossible and there was very little group participation. The committee wished to reduce its size to make it easier to convene. Their proposal was to refocus the committee on the West Lafayette campus (as was the de facto case already), and change the roster to ten members, with no more than two student members, and one liaison from the URPC.

MaPSAC Vice Chair Misty Hein stated that MaPSAC and CSSAC were concerned about being removed from the Sustainability Committee. They suggested that Sustainability could consider either changing its quorum rules to a stated quorum, which would make reduction less urgent, or reducing the size of the committee without removing the staff representatives.

Professor Robert Nawrocki asked whether reducing the number of committee members would mean that the student members would have a dramatic increase in proportional presence on the committee. Professor Darbyshire explained that the request included removing the graduate and undergraduate students from the other

campus branches, retaining only the West Lafayette undergraduate and graduate student members—meaning the number of students would drop from eight to two.

Professor Sanders stated that while he had a great deal of sympathy for the desire to make committees smaller and more functional, he also felt the committee should retain its CSSAC and MaPSAC members.

Professor Darbyshire replied that she was willing to take the proposal back to Sustainability with the Senate's recommendation that the staff member representatives be retained. She asked the Senate for input as to whether this meant holding the committee to ten members, or increasing the proposal to twelve. It was suggested that Senators should send feedback on this or other matters related to the proposal to Professor Hoagland prior to the Document being presented to the Senate for action.

Vice Chair Hein noted that SD 22-40, which had just passed, had affirmed the addition of CSSAC and MaPSAC members to the FCBC, thus arguably creating a bit of precedent.

Purdue Student Government President Shye Robinson verified that there was no proposal to remove the West Lafayette student representatives from the committee.

13. Acting Associate Provost for Graduate Programs Eric Barker provided an update to the Senate regarding changes to the Graduate School.

He explained that in May 2023, Provost Wolfe had appointed him as interim leader of the Graduate School. Beginning on 1 July 2023, the Provost's Office had been reviewing the processes and operations of the Graduate School with the graduate staff and Associate Deans. The next step was to begin having conversations with the associate deans from the colleges and the Graduate Council. The major question being pursued was: how can we make our processes around graduate programs and their operations better for students, faculty, and staff; and how to assist units in innovating in graduate and professional degrees.

Associate Provost Barker stated that the project had already had some wins. He said the academic proposal approval process was already under review when he had stepped into the leadership role, and additional improvements had been made in the approval process for new graduate programs and new graduate courses. The new process maintained the commitment to the Graduate Council's ability to set standards, but the Provost's Office estimated that it would save 4000 hours of faculty time in terms of reviewing, and could cut the approval time for new programs and new courses in half.

Other initiatives included examining the process for obtaining a graduate identifier number for new faculty and replacing the requirement of a two-hour workshop with a short online training with assessment focused on mentoring, and reducing the number of approval steps from five to one or two.

They had also been identifying pain points that caused rejection of graduate student plans of study and trying to get better communication to the units and to the students on those, as well as streamlining the approval process.

Also underway was an attempt to unite the two main graduate student databases into a single database.

Professor Jason Cannon was assisting with a plan to encourage both graduate students and postdocs to consider faculty academic careers, which was an area where Purdue lags behind its peers.

Finally, new staff had been added, including someone dedicated to admissions and records for Purdue University in Indianapolis.

Associate Provost Barker characterized his work as looking into the operations of the Graduate School via three buckets: centralized services, graduate-focused specialized services, and personalized activities. He said that specialized and centralized services would continue: Interdisciplinary Graduate Programs, program and curricular approvals, courses sponsored by the Graduate School, the graduate records database, fellowship management, postdoctoral fellow support, admissions management, and professional development for graduate students. He added that graduate assistants and advocacy were also in the category of centralized or specialized functions that would continue into the future form.

Future leadership forms for the graduate school would, he said, follow the functions outlined above. He also stated that the Provost's Office's intent was to be in dialogue with the University Senate about structure, and what structure would support our students and our units maximally. Any structural changes would be made with a view of the importance of graduate, professional, and postdoctoral students on campus, and would be done in dialogue with many across campus.

Another goal was to try to find additional financial resources to get into the pockets of graduate students. Also important was the on-going housing crunch; a study was being concluded of where graduate students live around campus, what access they had to bus routes, and how national and international students differed in their housing needs.

Immediate Past Senate Chair Colleen Brady asked how to direct questions or suggestions relative to these issues. Associate Provost Barker said to address them to him, and emphasized again that he was looking for pain points that could be addressed.

14. Vice Provost for Faculty Affairs Sunil Prabhakar and Senior Vice Provost for Purdue University in Indianapolis David Umulis were invited to update the Senate on the ongoing IUPUI / Purdue University Indianapolis restructuring [[Appendix D](#)].

Vice Provost Prabhakar began with an update on the status of what he characterized as IU faculty who are now transferring to Purdue or will be transferring at the start of the next academic year. He said a number of steps had already been finalized and completed in this process. Non-tenure track faculty and untenured tenure-track faculty had undergone review by primary committees, department heads, and deans, and decisions had now essentially been made with regard to whether or not they would be transferring to a West Lafayette unit or whether they would stay with the Purdue University Indianapolis option. Tenured faculty had been through two stages of review: primary committee (in some cases, parallel independent reviews were performed by primary committees in two different units), including a dean-level check. The next step would be an area-committee review for cases still under consideration; separate area committee meetings for only IUPUI faculty were to be convened to do this in January 2024, and external letters had been requested. Cases that received favorable review from the area committees would be evaluated by Panel A on 24 February 2024, and then potentially be voted on by the Board of Trustees in April 2024. Anyone who was tenure track but not tenured at IUPUI had been informed already that they would either be receiving an offer for a tenure track appointment in West Lafayette, or that their option was going to be to remain on the tenure track with Purdue University Indianapolis.

Senior Vice Provost Umulis spoke to explain Purdue University in Indianapolis University tenure, an option that had been ratified by the Board of Trustees on 4 August 2023. This would provide a place for faculty in the realigning units transferring from IU to Purdue University to maintain their tenure regardless of the continued process under West Lafayette review; it also would provide a place for their promotion and advancement, the ability to conduct research, and a preservation of their disciplinary identity. Such faculty would continue to serve with the same expected salary rank and tenure status as their current positions, and could also seek and alignment for courtesy appointments for graduate students within West Lafayette units. Vice Provost Umulis stated that the Board of Trustees' resolution requested input from the Faculty Affairs Committee for the structure of this new unit of Purdue University in Indianapolis re the proper structure and expectations for their primary and area committees for review for promotion and tenure at Purdue University and Indianapolis tenure. Input was also being sought for faculty in the Purdue University in Indianapolis tenure group to capture proper teaching expectations. Finally, input was needed for the organizational structure of this business unit, and to identify the Senate representation of the unit within Purdue University. It would also be important for this group to have support for grant review, research review, and other ways to promote their success at Purdue University in Indianapolis.

Chair Leung noted that already, departments were actively making plans for 2024 spring and fall teaching, and asked what was being done to assist faculty in making their fall 2024 teaching plans. Vice Provost Umulis referred to the state-mandated teach-out plan for current IUPUI students, as well as incoming students to Purdue University Indianapolis, and stated there would continue to be a need for teaching

within the different disciplinary units, and that faculty and the Faculty Affairs Committee would provide input into mapping and delivering the curriculum.

Professor Howard Zelaznik asked whether any process were in place through which a faculty member could appeal a perceived procedural abnormality in their promotion or tenure process. Vice Provost Umulis responded that appeal was possible in the case of irregularities, but emphasized that tenure was guaranteed for those already holding it, and the question was rather of placement than of tenure. Vice Provost Prabhakar noted that the faculty in question were IU faculty seeking to join Purdue, not Purdue faculty.

Past Chair Brady responded that this was part of the tension and the confusion—faculty in this situation were being managed as people tenured at a different institution, but they felt they had been part of Purdue this entire time. She asked for a more thorough explanation of what university tenure would mean, and whether it would go away once transitioning faculty had all retired or left Purdue. Vice Provost Prabhakar said that there was no expectation that people would be hired into the Purdue Indianapolis tenure system—that it was only for faculty being realigned from IUPUI. As for how promotion, tenure, and teaching assignments would work, he was hoping for Senate input into the question.

Chair Leung shared that he, Senate Vice Chair Susan South, and Chair of the FAC Eric Waltenburg had recently met with IUPUI stakeholders on this topic as well. One problem identified was that for thirteen faculty members, the speed of the process did not match their professional requirements. He also emphasized that there was good will on all sides of the process and a desire to do right by IUPUI faculty.

15. Professor Matthew Conaway presented the Annual Report of the Athletic Affairs Committee [[Appendix E](#)].

While the Secretary fiddled around with some technical issues that were largely her fault, Professor Conaway explained some context for the report. Annually, the athletic Affairs Committee considers any major NCAA rule changes—of late, the biggest one has been name, image, and likeness policy (NIL), which allows student athletes to make money based on those items, which for many years was not permitted within the NCAA. Also considered are major B1G (Big “Ten”) conference issues.

The largest priority for this committee is the academic progress and wellbeing of Purdue student athletes. The university has a responsibility to provide every opportunity to its students athletically, academically, socially, and professionally, both while they are at Purdue and beyond their time at Purdue. Professor Conaway stated that the May 2022 cohort of student athlete graduates had a 100% job placement rate following graduation at Purdue. Across the last three cohorts, that percentage was 99% and 100%, respectively. Other matters reviewed included sports schedules, missed class time, and waivers granted for class time missed beyond the norm. Each coach in such cases was required to submit an academic recovery plan detailing how their teams would stay up with their academic obligations. The committee also votes

on Purdue recipients of any major conference recognition conference honors, including the B1G Medal of Honor.

Professor Conaway explained the current membership of the committee and its functioning. The Athletic Affairs Committee has direct pipelines up to the president's office via the faculty athletic representatives (currently Marcy Townes and Philip Van Fossen), and a direct conduit to the Senate through the Student Affairs Committee. Direct contact with student athletes comes through their committee representatives.

Data tracking where athletes locate their majors also showed a strong number of graduate school enrollees. Professor Conaway explained that it is not uncommon for students to complete their university degree before their athletic eligibility expires, and many do choose to pursue an additional degree from Purdue University following the completion of that undergraduate degree. Data also showed how student athletes performed academically compared to their peers across the campus as a whole. Some slightly lower GPAs and rates of academic honors were said not to be of major concern, and there were fewer student athletes placed on any kind of academic probation or academic watch from the university or being withdrawn from Purdue for academics. Women's cross country and women's swimming were shouted out, as both had cumulative GPAs above a 3.5. The graduation success rate cumulatively across the NCAA was 88%; Purdue, was very slightly above that number, with 100%, cohort graduation rates in volleyball, women's golf, women's tennis, and men's tennis. Men's basketball showed a 75% graduation rate; this was due to the size of the cohort, which was only four students.

In wrapping up the report, Professor Conaway referred the Senate to evidence of Purdue athletes' achievements as detailed in the written report, and stated that Purdue had an athletic department to be very proud of: a program that put many structures in place to support our student athletes in whatever ventures they chose to follow, and did all of this without being a financial burden on the university.

Chair Leung, an avowed Purdue Women's Volleyball fan, asked about the additional burden on the committee and the athletic staff caused by the enlargement of the conference. Director of Athletics Michael Bobinski responded that this was an understandably common question. Geographically, operationally, and logistically it would be a big change. No definitive scheduling plans had yet been put forth by the conference, but much attention was already being paid to minimizing the disruption, particularly for the core members of the B1G. Midwestern and the more Eastern schools would have at most one trip West per sport per year, and some would have none. In many cases, teams had already been traveling West for nonconference competitions; those trips would be replaced with required West Coast conference trips when needed. While travel time would be a bit longer, the consensus was that the expanded B1G would not result in any additional time away from campus, and every effort was being made to avoid putting higher burdens on students and staff.

16. There being no further business, the meeting adjourned at 4:27pm. Chair Leung urged Senators to carry with them joy, kindness, and humor.

Questions

Purdue and AAU Rankings..... 3

Faculty appreciate the importance of continuously improving the Purdue’s rank and reputation, but wish to express concern that a focus only on rankings may compromise the primary goal of the university, which is to educate students and engage in research that is not done in the private sector. How will the president ensure that chasing metrics will not crowd out activities that are important but perhaps not always captured in ranking numbers?3

The initial implementation of the university goal of becoming a top-5 public university has come at a high cost to many of our professional programs, especially those that have accrediting bodies and their own ranking platforms, and are core to the university's land-grant mission. What is the plan for engaging with these impacted areas (e.g., Agriculture, Nursing, Education, Aeronautics, Veterinary) to ensure they are able to meet the expectations of their students and their accrediting bodies?3

Hiring Practices 3

Why was the decision to downplay open tenure-track faculty searches in favor of target hires (i.e., the “Movable Dream Hires” program) made without any consultation of the faculty? Discouraging content-based searches suggests that Purdue wishes to shift away from the teaching mission of its faculty; is that correct?..3

The Provost has indicated that he inherited a \$7 million dollar deficit. It seems that the result of this deficit is a very significant freeze on hiring new faculty to replace retiring faculty. The potential of the “Movable Dream Hires” program in no way comes close to what is needed just to keep up with growing student enrollment AND research activities. How does the University expect to meet its teaching, research, and engagement obligations with this hiring plan?3

There is an enormous amount of concern regarding the limits and specific guidelines for FY24 faculty hires. Many positions that were previously approved are being taken off the table, meaning that programs must reconsider their enrollment projections for next year, and how they will be able to meet the needs of their incoming students. How has the administration decided to balance increasing rankings against the resulting forced reductions in enrollment (and potentially quality) in multiple programs?4

Was an effort made to determine whether academic units would have the capacity to cover start-up funds and other needs (e.g., lab facilities) for new hires starting this academic year? If so, what process was used?.4

How were allocations of hires for 2023-24 determined for each academic unit to ensure the units would be able to meet the needs of their students?.....4

Communication 4

The Office of the Provost has dramatically lengthened the timeline for making offers to new hires. This increased timeline has already resulted in highly desirable faculty taking other offers in units across campus. Is the lengthier timeline a permanent shift in Purdue's processes, or should we expect some mitigation in the coming year?4

Recent hiring memos clarify that “many advertised searches may be at risk and may not eventually result in an offer being made.” Faculty have upheld their end of the bargain and performed search labor on schedule and in good faith, and they feel this good faith is not being returned. Searches require an enormous

investment of time and resources, both from the searching department and from applicants and their referees. Is this policy compatible with Purdue’s wish to burnish its reputation among outside scholars and protect our faculty research time?.....4

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Campus and Physical Facilities 6

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 Faculty are having trouble finding parking spaces in the University Street parking garage. There are plenty of empty spaces, but they are reserved for “UG permits” only. Is it possible for A-permit holders to use these spaces?.....7

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 Is there any consideration about making Purdue University West Lafayette campus completely smoke free? .7

 What efforts are being made to address Purdue’s carbon emissions?8

COVID..... 8

 What is Purdue hearing about the new COVID-19 variants (e.g. EG.5 and BA.2.86)? Are there action plans in place for continuing management of the pandemic if conditions worsen?8

 Will the updated bivalent or Novavax vaccine be available on campus this fall with the flu vaccine?.....8

Purdue and AAU Rankings

Faculty appreciate the importance of continuously improving the Purdue's rank and reputation, but wish to express concern that a focus only on rankings may compromise the primary goal of the university, which is to educate students and engage in research that is not done in the private sector. How will the president ensure that chasing metrics will not crowd out activities that are important but perhaps not always captured in ranking numbers?

1. Our focus is not only on rankings. 2. Considering an aggregate of multiple national rankings, collectively covering dozens of metrics on student educational experience, fundamental research and more, produces one input to a balanced assessment across multiple aspects of our university.

The initial implementation of the university goal of becoming a top-5 public university has come at a high cost to many of our professional programs, especially those that have accrediting bodies and their own ranking platforms, and are core to the university's land-grant mission. What is the plan for engaging with these impacted areas (e.g., Agriculture, Nursing, Education, Aeronautics, Veterinary) to ensure they are able to meet the expectations of their students and their accrediting bodies?

1. See above response. 2. Each discipline, serving its students following its own accreditation, has its own ranking. We aim at one brick higher in each discipline's own ranking. 3. The extraordinary efforts of our faculty members and leaders in Purdue's professional programs have also been reflected in significant facilities investments, such as the just-approved new \$160M Nursing and Pharmacy Education Building as well as the recent \$108M State and University investment in the David and Bonnie Brunner Purdue Veterinary Medical Hospital Complex.

Hiring Practices

Why was the decision to downplay open tenure-track faculty searches in favor of target hires (i.e., the "Movable Dream Hires" program) made without any consultation of the faculty? Discouraging content-based searches suggests that Purdue wishes to shift away from the teaching mission of its faculty; is that correct?

1. Talent-based hiring is a broad inclusive practice to complement topic-fixed hiring, and elevates the possibility of teaching a broader range of topics. 2. The number of tenure-track faculty includes both those in topic-fixed and talent-based approach. Broadening the hiring range gives scope and flexibility to deans and departments to pursue a wide range of top scholars and teachers across areas and career stages; provides greater opportunity for individual faculty involvement in identifying and recruiting the best candidates to Purdue; helps us to be open through an inclusive process to candidates from any particular sub-field in any discipline; and ensures that advertised searches net the largest possible applicant pools.

The Provost has indicated that he inherited a \$7 million dollar deficit. It seems that the result of this deficit is a very significant freeze on hiring new faculty to replace retiring faculty. The potential of the "Movable Dream Hires" program in no way comes close to what is needed just to keep up with growing student enrollment AND research activities. How does the University expect to meet its teaching, research, and engagement obligations with this hiring plan?

1. There is no freeze whatsoever. Quite the contrary, we have unfrozen the numbers of potential superstar hires. 2. The number of tenure-track faculty includes both those in topic-fixed and talent-based approach.

There is an enormous amount of concern regarding the limits and specific guidelines for FY24 faculty hires. Many positions that were previously approved are being taken off the table, meaning that programs must reconsider their enrollment projections for next year, and how they will be able to meet the needs of their incoming students. How has the administration decided to balance increasing rankings against the resulting forced reductions in enrollment (and potentially quality) in multiple programs?

1. See above responses. We are broadening the pathways for all areas and programs at Purdue to recruit top talent. 2. Thanks to input from many faculty and students over recent years, overall West Lafayette enrollment is now plateauing. Applicant numbers and yield rates vary from program to program, but there is no forced reduction in enrollment.

Was an effort made to determine whether academic units would have the capacity to cover start-up funds and other needs (e.g., lab facilities) for new hires starting this academic year? If so, what process was used?

The process is exactly the same as in past years.

How were allocations of hires for 2023-24 determined for each academic unit to ensure the units would be able to meet the needs of their students?

1. See above responses. 2. As stated in the hiring memo: "Central funds may be used, on a case-by-case basis, to fill gaps that cannot be covered from unit funds."

Communication

The Office of the Provost has dramatically lengthened the timeline for making offers to new hires. This increased timeline has already resulted in highly desirable faculty taking other offers in units across campus. Is the lengthier timeline a permanent shift in Purdue's processes, or should we expect some mitigation in the coming year?

With a new Vice Provost for Faculty Affairs onboarded, we expect an agile timeline this coming season.

Recent hiring memos clarify that "many advertised searches may be at risk and may not eventually result in an offer being made." Faculty have upheld their end of the bargain and performed search labor on schedule and in good faith, and they feel this good faith is not being returned. Searches require an enormous investment of time and resources, both from the searching department and from applicants and their referees. Is this policy compatible with Purdue's wish to burnish its reputation among outside scholars and protect our faculty research time?

The number of advertised searches is fully in the hands of each dean. Here is the complete paragraph in the hiring memo: "Deans are empowered to make the most judicious allocation of searches, with the constraint of yielding no more than the approved limits. This means that many advertised searches may be 'at risk' and may not eventually result in an offer being made."

What is the reason the administration has removed permission from OVPR and the Graduate School to contact faculty directly, instead requiring communications to go through departmental representatives (and therefore increasing bottlenecks and restricting faculty speech)?

Communications meant for all faculty and staff are directed to Purdue Today, the official communication channel for the university.

Purdue has guidelines in place for mass email and all-campus communication. At times there is a need for all-campus communication, and communications for certain segments of faculty and staff (i.e., all faculty, research faculty, instructors, hiring managers, those who handle budget and finance direction, benefits updates, operations and others). All-campus messages may be sent to Purdue faculty, staff and graduate students regarding:

- Important information from the president, provost, executive vice president for research, treasurer, chief marketing officer, and/or their designees.
- Situations about health and safety risks, as defined in the [PurdueALERT: Emergency Warning Notification System procedures](#).
- Information essential to the operation or execution of business.

Each college and department is responsible for communication within its area and among its faculty, staff, and students.

Mass email guidelines are intended to cover communication that is central to the university and essential for the majority of faculty and staff on the West Lafayette campus and, at times, systemwide.

These guidelines streamline communication and eliminate excessive email traffic in faculty inboxes, helping our faculty to save time every day.

Does Purdue's decision to cut funding for the Faculty of Color Network (see Exponent story on 11 August) signal a broad retreat from support for diversity initiatives?

There is no such funding cut.

Presidential Initiatives

President Chiang, now that you've been in the job for 8-9 months, how do you envision the Senate assisting you and the campus in moving major initiatives forward? Which initiatives are you particularly interested in having the Senate collaborate with you on in the near term?

As I have indicated in discussions with Chair Leung, there are five key areas this semester where we have collaborative and productive joint "homework".

1. Policies regarding the use of AI in teaching and learning.
2. Help support faculty productivity and "Save an Hour a Day".
3. Operating parameters of University Tenure in Indianapolis (see presentation at this meeting by Senior Vice Provost Umulis).
4. Further elevate masters and doctoral student success (see presentation at this meeting by Dean and Associate Provost Barker).
5. Help our faculty receive national awards.

Can you please provide an update on implementation of the "Save an Hour a Day" suggestions from last spring? Thank you.

We continue to explore suggestions from the Senate. Recent enhancements range from small-scale approaches such as expanding our Spring pilot of credit card usage, to large-scale approaches such as a recently Board-approved multi-million-dollar investment in a new grants system.

Recent Academic Proposal Process streamlining and Transformative Education 2.0 streamlining:

- Fewer Forms

- Reduced **29** distinct course and curricula proposals down to **10 (65% reduction)** through streamlining requirements and improving conditional workflows
- Faster, more efficient reviews
- Reduced all the curricula workflows by **over 50%** (see Table 4), eliminating between **7** and **13** steps through consolidating serial to parallel reviews and eliminating redundancy. The new curricula workflows **eliminate 78 total steps**
- Predictable undergraduate and graduate approval timelines; monitoring continues to ensure efficient processing
-
- Faculty Time Saved
 - Two design elements specifically save faculty time: an estimated **1500 hours** each academic year (see Table 5)
 - New Academic Proposals website launched, saving faculty time during proposal development with comprehensive proposal guidance, common reviewer questions, and resources

Estimated Faculty Time Saved

Type	Faculty Time Saved Per Proposal	Completed Proposals Counts (AY)	Estimated Faculty Time Saved in AY
Graduate			
New Curricula	8 hours	2021-2022 AY: 25 2022-2023 AY: 16	128 to 200 hours saved
New Course	8 hours	2021-2022 AY: 186 2022-2023 AY: 149	1192 to 1488 hours saved
Undergraduate			
New Curricula	4 hours	2021-2022 AY: 25 2022-2023 AY: 17	68 to 100 hours saved

Note: Graduate includes PWL and Regional Campuses; design choices impact ~8 faculty members per proposal. Graduate Area Committees previously convened for all proposals – now referral only. Assumes 1 hour per member in prep and meetings. Undergraduate includes PWL only and design choices impact ~14 faculty members per proposal. Eliminated “intent to propose” which removed the double review by the following roles: department head, academic dean, and UEAC (x12 faculty). Assumes 30 minutes per head and dean in review and meetings, and 15 minutes for UEAC member in prep and meetings.

Reports persist that clerical and other staffing shortages continue to cause delays in what should be routine tasks. What is the administration doing to sufficiently support not just the new big research efforts, but the existing efforts that need smaller scale support?

SPS is increasing its headcount by 25% this year, and much of that goes to existing efforts that need smaller scale support.

Campus and Physical Facilities

While undergraduate housing is being expanded, the lack of safe, affordable housing for graduate students remains an urgent problem. What is the administration’s plan to improve graduate student housing affordability and access in the short and long terms?

As noted in President Chiang’s response above, graduate student success is a key area where we hope to work together with the Senate. As noted in a recent message updating faculty on our university-wide Action Council on Student Housing and

Well-being, a key priority for the Council this semester is to define the next steps related to graduate student housing, safety and transportation.

Additional related priorities include:

- Working across the Big Ten Academic Alliance to enhance data collection and sharing, to continually assess our competitive position on graduate student stipends
- Considering recommendations from student representatives on the council to add a student well-being day and list two student-run mental health action weeks (one per semester) on the academic calendar
- Exploring allowing graduate students to utilize Purdue employee travel contracts and preferred rates
- Collaborating with a move by the Purdue Graduate Student Government to send a team of students through mental health first-aid training to assist others

Faculty are having trouble finding parking spaces in the University Street parking garage. There are plenty of empty spaces, but they are reserved for “UG permits” only. Is it possible for A-permit holders to use these spaces?

The use of “UG” spaces is restricted to students with that type of parking permit. Daily vehicle counts are conducted with spaces generally still available for “A” permits on the ramps leading up to the roof level and on the roof level. Parking enforcement is routinely performed in the University Street Parking Garage. Parking Facilities will continue to monitor garage utilization and we are open to the Senate’s wish to considering converting some empty space to “A” permits if that should become a Senate priority at any point.

It is apparent that the University has a new plan concerning charging stations for electric vehicles. What is that plan?

The installation of new electric vehicle charging stations is underway, and a communication detailing their locations and use is forthcoming upon completion of the installations.

Now that the undergraduate student government, the graduate student government, and the University Senate have passed resolutions calling on Purdue to develop a climate action plan, when can we expect the initiation of such a plan?

Purdue Physical Facilities has developed the Sustainability Master Plan and has been working diligently with the state and DOE to continue to refine renewable energy approaches. The university is always open to new conversations and ideas. Progress has been made in reducing emissions and water use despite a growing campus population and an expanded research presence. Recycling efforts, high-performing facilities, tree plantings and sustainable landscaping are also advancing. Additionally, Purdue was one of only four universities in the nation recognized by the U.S. Department of Education as a Green Ribbon School in 2023. The award acknowledges Purdue’s leadership in a holistic approach to sustainability with a commitment to a sustainable campus through a comprehensive master plan, improved health and wellness, and effective environmental education.

Is there any consideration about making Purdue University West Lafayette campus completely smoke free?

According to the Smoke-Free Policy, last updated in spring 2023, the use of smoking materials is prohibited on the West Lafayette Campus, except in designated smoking areas. Removal of the designated smoking areas has not previously been under consideration. This is something that could be discussed with Purdue Human Resources colleagues should the Senate wish to do so.

What efforts are being made to address Purdue's carbon emissions?

Between FY11 and FY22, Purdue decreased greenhouse gas emissions by 15% despite a 13% increase in university-owned square feet and a 28% growth in student enrollment, translating to a 33% per-capita reduction in one decade. This decrease is due to several activities, which includes but are not limited to transitioning two boilers from coal to natural gas, updating controls and equipment, and constructing new facilities to LEED standards, which reduces the energy intensity of buildings. Purdue partnered with Duke Energy to construct a new, natural gas-fueled combined heat and power plant that generates energy while capturing and utilizing heat that would otherwise be wasted during the production of electricity. Combined heat and power plants require less fuel to produce the same amount of total energy. This translates into reduced environmental emissions.

More recently, Purdue partnered with Duke Energy to jointly explore the feasibility of using advanced nuclear energy to achieve zero emissions at Purdue University's West Lafayette campus. Advanced nuclear energy has the potential to further our decarbonization efforts while maintaining the reliability of our energy service. This study is ongoing, and the campus community can find more information on the [study website](#).

COVID

What is Purdue hearing about the new COVID-19 variants (e.g. EG.5 and BA.2.86)? Are there action plans in place for continuing management of the pandemic if conditions worsen?

As an ongoing practice, members of the Purdue community should always be vigilant with regards to their health. As we enter flu season as well as with the ongoing spread of COVID-19 variants and other viral diseases, everyone should assess their own health risks and take necessary personal precautions as advised by their healthcare providers. We strongly encourage everyone to get the flu shot when it comes available.

Purdue medical professionals continue to monitor all infectious disease for threats to the campus community. The general guidance for all infectious upper respiratory illnesses such as colds and flu is to stay home when sick. It remains important for those that are most vulnerable to follow CDC guidance on any recommended precautions and vaccinations.

Students seeking primary care for acute and chronic medical conditions should schedule an appointment through the Purdue University Student Health Services Patient Portal or by calling 765-494-1700. Employees should seek advice from their own healthcare providers or the Center for Healthy Living.

Specifically with regards to COVID-19, there is nothing particularly remarkable from healthcare authorities about the latest set of variants. Purdue no longer requires students or employees to report their positive COVID tests. Instead, if you test positive using an at-home COVID-19 test, you should execute your personal isolation plan and avoid contact with others as much as possible. If you must be around others, wear a face mask. You can calculate your isolation period using the [CDC isolation calculator](#). If students need assistance managing their symptoms or scheduling a test, they should schedule an appointment through the PUSH patient portal or call 765-494-1700 or contact their healthcare provider.

Will the updated bivalent or Novavax vaccine be available on campus this fall with the flu vaccine?

The Center for Healthy Living has inquired with Pfizer about availability of the new booster. It appears that the Indiana Department of Health will have some say in the distribution of vaccine, and it remains unclear when CHL will have the booster. CHL has created a waitlist for those who would like to be contacted when the booster is available. Our community pharmacy partners CVS and Walgreens expect to have the Pfizer, Moderna, and Novavax boosters sometime on or after 9/18. The CDC has not yet issued guidance on who will be eligible for these boosters. Those who are interested in receiving a booster should monitor the state and federal communications regarding eligibility.

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

Steering CommitteeLibby Richards, erichards@purdue.edu

1. Soliciting reports and informational sessions in response to faculty and committee requests

Advisory CommitteeBrian J. Leung, senate-chair@purdue.edu**Nominating Committee**Richard D. Mattes, mattes@purdue.edu

1. Managing new committee vacancies
2. Studying number and disposition of Senate advisors

Educational Policy CommitteeEric P. Kvam, kvam@purdue.edu

1. Working with Chair's ad hoc committee on AI and instruction
2. Evaluating whether updates are needed to Medically Excused Absences Policy (MEAPS)

Equity, Diversity, and Inclusion CommitteeBrian Dilkes, bdilkes@purdue.edu / Geraldine Friedman, friedman@purdue.edu

1. DEI efforts in the wake of the SFFA v. Harvard and SFFA v. UNC decision

Faculty Affairs CommitteeEric N. Waltenburg, ewaltenb@purdue.edu

1. Faculty Benefits and Compensation Committee bylaws revision
2. Evaluating Senate size; apportionment; quorum rules
3. Request for MaPSAC and CSSAC to have voting members on Senate

Student Affairs CommitteeDavid Sanders, retrovir@purdue.edu

1. Graduate Student Compensation

University Resources Policy CommitteeLori Hoagland, lhoaglan@purdue.edu

1. Sustainability Committee proposed reorganization

To: The University Senate
From: David A. Sanders, Andrew Hirsch, the Senate Student Affairs Committee, and the Parking and Traffic Committee
Subject: Informing Students of Local Transportation Options
Disposition: University Senate for Discussion and Approval

WHEREAS: There are many modes of transportation available to and around Purdue University; and

WHEREAS: Many Purdue University students are not aware of all the transportation options and rules; and

WHEREAS: Many Purdue University students originate from jurisdictions outside Indiana, where there may be different regulations;

THEREFORE, BE IT RESOLVED THAT:

The University Senate supports the creation of an ad hoc Committee consisting of a representative from the Purdue University Police Department, the Purdue University Senate Student Affairs Committee, Purdue Student Government, the Purdue Graduate Student government, and the Purdue University Parking and Traffic Faculty Committee, whose responsibility is to develop approaches to informing Purdue University students of transportation options and regulations and measuring their comprehension of them. The University Senate furthermore strongly urges the Purdue University administration to implement the developed educational approaches for all Purdue University students.

Respectfully submitted by David A. Sanders and Andrew Hirsch

Committee Votes

Student Affairs Committee

In Favor

Opposed

Dennis Savaiano
Signe Kastberg
Beth McCuskey
Steven Scott
Tom Atkinson
Rayvon Fouche
Rusi P Taleyarkhan
Jane Yacilla
David Sanders

Parking and Traffic Committee

Nicholas Dib
Ryan Gallagher
Leslie Charters
John Cox
Adam Keyster
Andy Pruitt
Zachary Stewart
Stephanie Winder
Kristi Brown
Steven Carn
Xingshuo Chen
Ben Dispennett
David Montgomery
Sun Dengfeng
Rick Walker

To: The University Senate
From: Faculty Affairs Committee
Faculty Compensation and Benefits Committee
Subject: Proposed Modification to FCBC Bylaws
Reference: Senate Document 91-06
Disposition: University Senate for Discussion and Adoption

Rationale: A change to the Faculty Compensation and Benefits Committee bylaws is proposed to align the document with current practices regarding membership and to define the quorum.

Proposal: Bylaws will be modified as follows:

Present Faculty Compensation and Benefits Committee	Proposed Faculty Compensation and Benefits Committee
<p data-bbox="250 1100 464 1131">A. Membership</p> <p data-bbox="298 1178 781 1472">Eight members: five faculty members will constitute the voting membership, one liaison member to represent the Faculty Affairs Committee (FAC), one liaison member to represent faculty retirees, and one liaison member to represent the staff Benefits Office.</p> <p data-bbox="250 1787 708 1850">B. Nomination, Appointment, and Tenure</p>	<p data-bbox="873 1100 1084 1131">A. Membership</p> <p data-bbox="922 1178 1390 1738">Ten members: five faculty members will constitute the voting membership, one liaison member to represent the Faculty Affairs Committee (FAC), one liaison member to represent the Purdue University Retirees Association (PURA), one liaison member to represent the Campus Support Staff Advisory Committee (CSSAC), one liaison member to represent the Management and Professional Staff Advisory Committee (MaPSAC), and one liaison member to represent Human Resources (HR).</p> <p data-bbox="873 1787 1325 1850">B. Nomination, Appointment, and Tenure</p>

The University Senate Nominating Committee shall nominate one faculty member in March or April of each year to be appointed by the President for a five year term beginning June 1.

To maintain good communication with all interested constituencies, three liaison representatives to the Committee should be nominated; one by the FAC chairman to represent the FAC, one by retired faculty to represent retirees, and one by the President to represent the Staff Benefits office.

C. Chair

The Chair shall be a voting member of the committee. In April or May of each year, the outgoing Chair shall: a) arrange for the continuing and newly-elected members of the committee to elect a Chair for the succeeding year, and b) report the name of the individual elected to the Secretary of Faculties and to the Faculty Affairs Committee.

D. Area of Responsibility

The Committee shall undertake a continuing study of the policies relating to both direct and indirect compensation and benefits of the faculty. Indirect compensation shall be understood to include, but not be limited to: retirement and insurance, faculty housing, educational

The University Senate Nominating Committee shall nominate one faculty member in March or April of each year to be appointed by the President for a five-year term beginning June 1.

To maintain good communication with all interested constituencies, three liaison representatives to the Committee should be nominated; one by the FAC chair to represent the FAC, one by PURA to represent retirees, one by CSSAC to represent campus support staff, one by MaPSAC to represent management and professional staff, and one by the President to represent HR.

C. Chair

The Chair shall be a voting member of the committee. In April or May of each year, the outgoing Chair shall: a) arrange for the continuing and newly-elected members of the committee to elect a Chair for the succeeding year, and b) report the name of the individual elected to the Secretary of Faculties and to the Faculty Affairs Committee.

D. Quorum

Three voting members shall constitute a quorum.

E. Area of Responsibility

The Committee shall undertake a continuing study of the policies relating to both direct and indirect compensation and benefits of the faculty. Indirect compensation shall be understood to include, but not be limited to: retirement and insurance, faculty housing, educational

<p>privileges, leaves, travel expense, and recreational athletic facilities. The committee shall report to the President through the FAC and the Senate.</p> <p>E. Meetings and Reports</p> <p>The committee, following each meeting held, will forward minutes to the Faculty Affairs Committee and to the Secretary of the Faculties, Chair of the Senate, Chair of APSAC, and Chair of CSSAC.</p> <p>The Committee shall present a brief annual report of its activities to the Faculty Affairs Committee. Among the subcommittees that may be established there will be some, in which the membership may include retired faculty and staff.</p>	<p>privileges, leaves, travel expense, and recreational athletic facilities. The committee shall report to the President through the FAC and the Senate.</p> <p>F. Meetings and Reports</p> <p>The committee, following each meeting held, will forward minutes to the Faculty Affairs Committee and to the Secretary of the Faculties, Chair of the Senate, Chair of MaPSAC, and Chair of CSSAC.</p> <p>The Committee shall present a brief annual report of its activities to the Faculty Affairs Committee. Among the subcommittees that may be established there will be some, in which the membership may include retired faculty and staff.</p>
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Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
<p>Faculty Patricia Davis Stephen Hooser Nastasha Johnson David Koltick Brian Richert Jennifer Scheuer Susan South John Springer Anish Vanaik Eric Waltenberg (chair)</p>	<p>N/A</p>	<p>Faculty Charles Bouman Françoise Brousseau-Lapr�e Angeline Lyon</p>	<p>N/A</p>
<p>Advisors Peter Hollenbeck Lisa Mauer</p>			

To: The University Senate
From: University Resources Policy Committee
 Sustainability Committee
Subject: Proposed amendment: Committee for Sustainability Planning and Assessment
Reference: Senate Document 11-15
Disposition: University Senate for Discussion and Adoption

Rationale: The Committee for Sustainability Planning and Assessment (Sustainability Committee) was formed in 2011, and its foundational document has not been revised since. In the years following its creation, it has become apparent that the committee as originally envisioned is too large to function effectively: meetings are exceedingly difficult to schedule, and because the committee therefore struggles to meet quorum, it is difficult to take actions or be responsive. As part of this, the actions taken by this committee apply only to PWL campus, therefore it is proposed to remove regional campus participation from the committee.

Proposal: The composition and function of the Sustainability Committee will be altered as follows:

Original	Proposed
<p style="text-align: center;">University Senate Document 11-15</p> <p>WHEREAS, the Purdue University Board of Trustees authorized the completion of a Comprehensive Energy Master Plan (CEMP) to look at the production, distribution, and demand of the campus going forward to meet the university's energy needs through 2035, and</p> <p>WHEREAS, Purdue received a cumulative grade of "B-" on the 2011 College Sustainability Report Card, which evaluates the progress universities have made in the area of sustainability based</p>	<p style="text-align: center;">University Senate Document 11-15</p> <p>WHEREAS, the Purdue University Board of Trustees authorized the completion of a Comprehensive Energy Master Plan (CEMP) to look at the production, distribution, and demand of the campus going forward to meet the university's energy needs through 2035, and</p> <p>WHEREAS, Purdue received a cumulative grade of "B-" on the 2011 College Sustainability Report Card, which evaluates the progress universities have made in the area of sustainability based</p>

on information provided by university administrators¹, and

WHEREAS, Purdue has been ranked 8th in the Big Ten for sustainability, falling behind universities such as Michigan State University, University of Michigan, Pennsylvania State, University of Minnesota, University of Wisconsin-Madison and Indiana University, which all performed better than Purdue in the Sustainability Report Card rankings, and

WHEREAS, data from the Office of Sustainability indicates that Purdue's total campus energy usage has increased year after year and will continue to do so², and

WHEREAS, Michigan State University, an institution of comparable size and energy demands as Purdue and current home to the largest coal-burning plant on a college campus, has formed a taskforce made up of students and faculty to develop that university's "Energy Transition Plan" with a goal to have 40% of energy come from renewable sources by 2030³, and

WHEREAS, the Purdue University Sustainability Strategic Plan, adopted in April 2010, established a goal to "source renewable energy for 10 percent of the campus's total energy demand" by 2025⁴, but concrete, university-wide objectives have not been set to achieve this goal, and

WHEREAS, the University Resources Policy Committee of the University Senate is concerned with "planning optimal utilization of the physical facilities of the University, including buildings, the library, scientific and equipment and educational aids" and has subcommittees including Architectural and Landscape Design and Planning and

on information provided by university administrators¹, and

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WHEREAS, the Purdue University Sustainability Strategic Plan, adopted in April 2010, established a goal to "source renewable energy for 10 percent of the campus's total energy demand" by 2025⁴, but concrete, university-wide objectives have not been set to achieve this goal, and

WHEREAS, the University Resources Policy Committee of the University Senate is concerned with "planning optimal utilization of the physical facilities of the University, including buildings, the library, scientific and equipment and educational aids" and has subcommittees including Architectural and Landscape Design and Planning and

<p>Budget Interpretation, Evaluation and Review, and</p> <p>WHEREAS, this committee has the opportunity to engage stakeholders across the university in setting goals for the sustainability future of Purdue and evaluate institutional progress in achieving these goals, and</p> <p>WHEREAS, progress towards greater utilization of alternative and renewable sources of energy would provide opportunities to utilize the campus as a "living laboratory" to evaluate new energy technologies and energy saving strategies, producing innovative research in the growing field of energy systems and policy and providing possibilities for new coursework and student experiences in these areas, and</p> <p>WHEREAS, such a commitment will benefit Purdue's long-term sustainability, economic wellbeing, and prestige as well as advance the objectives of the Innovative Purdue section of the Decadal Funding Plan⁵ and thus contribute to the economic prosperity of the State of Indiana;</p> <p>THEREFORE, be it RECOMMENDED by the Purdue University Senate Resources Policy Committee that Purdue University Senate establish a new committee with the following parameters:</p> <p>A. The committee shall report to the University Resources Policy Committee (URPC).</p> <p>B. The committee shall be composed of representatives of the student body as appointed by Purdue Student Government; one graduate student as appointed by the Purdue Graduate Student Government; one member of the</p>	<p>Budget Interpretation, Evaluation and Review, and</p> <p>WHEREAS, this committee has the opportunity to engage stakeholders across the university in setting goals for the sustainability future of Purdue and evaluate institutional progress in achieving these goals, and</p> <p>WHEREAS, progress towards greater utilization of alternative and renewable sources of energy would provide opportunities to utilize the campus as a "living laboratory" to evaluate new energy technologies and energy saving strategies, producing innovative research in the growing field of energy systems and policy and providing possibilities for new coursework and student experiences in these areas, and</p> <p>WHEREAS, such a commitment will benefit Purdue's long-term sustainability, economic wellbeing, and prestige as well as advance the objectives of the Innovative Purdue section of the Decadal Funding Plan⁵ and thus contribute to the economic prosperity of the State of Indiana;</p> <p>THEREFORE, be it RECOMMENDED by the Purdue University Senate Resources Policy Committee that Purdue University Senate establish a new committee with the following parameters:</p> <p>A. The committee shall report to the University Resources Policy Committee (URPC).</p> <p>B. The committee shall be composed of representatives of the student body as appointed by Purdue Student Government; one graduate student as appointed by the Purdue Graduate Student Government; and members of</p>
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~~faculty and one student from each Purdue Regional Campus; and members of the Purdue faculty as appointed by the University Senate Nominating Committee; one member of the clerical staff as appointed by the Clerical and Service Staff Advisory Committee; and one member of the Administrative and Professional Staff as appointed by the Administrative and Professional Staff Advisory Committee. Membership will have a maximum of 28 members with no less than 8 student members and two faculty members from URPC.~~

C. The purpose of the committee shall be to set five-year goals to advance the sustainability of the university, guided by Purdue University's Sustainability Strategic Plan including but not limited to reducing overall energy consumption and transitioning to greater utilization of clean and renewable sources of energy, determine measurable objectives for achieving these goals, and evaluate progress in meeting the objectives.

D. Recommendations developed by the committee shall include a comparative economic analysis including life cycle cost including cost of capital, operations, maintenance and integration into the existing grid and distribution systems.

E. The committee shall submit a report of its findings to the University Senate at least one time each academic year.

Respectfully submitted on behalf of the Purdue Faculty Sustainability Committee.

References:

1 Sustainable Endowments Institute (2011), "College Sustainability Report Card - Purdue University," found at

the Purdue faculty as appointed by the University Senate Nominating Committee. Membership will have a maximum of 10 members with no fewer than 2 student members and one faculty member from URPC.

C. The purpose of the committee shall be to set five-year goals to advance the sustainability of the university, guided by Purdue University's Sustainability Strategic Plan including but not limited to reducing overall energy consumption and transitioning to greater utilization of clean and renewable sources of energy, determine measurable objectives for achieving these goals, and evaluate progress in meeting the objectives.

D. Recommendations developed by the committee shall include a comparative economic analysis including life cycle cost including cost of capital, operations, maintenance and integration into the existing grid and distribution systems.

E. The committee shall submit a report of its findings to the University Senate at least one time each academic year.

Respectfully submitted on behalf of the Purdue Faculty Sustainability Committee.

References:

1 Sustainable Endowments Institute (2011), "College Sustainability Report Card - Purdue University," found at

<p>http://www.greenreportcard.org/report-card-2011/schools/purdue-university 2 Energy Stewardship (2010). Purdue University: Electricity Multiyear comparison, http://www.purdue.edu/sustainability/energy.htm 3 Energy Transition Plan (2012). Michigan State University: http://president.msu.edu/energy-transition-plan/energy-transition-plan.pdf 4 Purdue University (2010), Sustainability Strategic Plan, http://www.purdue.edu/sustainability/pdf/Purdue_University_Sustainability_Strategic_Plan_April_2010.pdf 5 Purdue University, Decadal Funding Plan, http://www.purdue.edu/provost/documents/Senate-DecadalUpdate-23Jan12.pdf</p>	<p>http://www.greenreportcard.org/report-card-2011/schools/purdue-university 2 Energy Stewardship (2010). Purdue University: Electricity Multiyear comparison, http://www.purdue.edu/sustainability/energy.htm 3 Energy Transition Plan (2012). Michigan State University: http://president.msu.edu/energy-transition-plan/energy-transition-plan.pdf 4 Purdue University (2010), Sustainability Strategic Plan, http://www.purdue.edu/sustainability/pdf/Purdue_University_Sustainability_Strategic_Plan_April_2010.pdf 5 Purdue University, Decadal Funding Plan, http://www.purdue.edu/provost/documents/Senate-DecadalUpdate-23Jan12.pdf</p>
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Committee Votes (Sustainability):

For:

Andrea DeMaria
Cody Mullen
Jon Rienstra-Kiracofe
Jaylene Nichols
Ernesto Marinero
Aaron Lottes
Sean Peng
Bruce Kingsbury
Ann Weil
Amanda Darbyshire

Against:

Mark McNalley

Abstained:

Absent:

Jonathan Bauchet
Matthew Bearden
Fabricio d'Almeida
Sumon Datta
Anna Hampton
Kendrick Hardaway
Alex Kildishev
Vilas Pol
Zhiwei Zhu

Committee Votes (URPC):

For:

Jonathan Bauchet
Min Chen
Yingie Chen
Benjamin Dunforth
Lori Hoagland (Chair)
Julio Ramirez
John Sundquist
Ann Weil
Mike Zimmerman

Against:

Howard Zelaznik

Abstained:

N/A

Absent:

Mike Cline
Carl Krieger
Juan Sesmero
Yuan Yao

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for the Faculty Affairs Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate

Proposal: For the opening on the Faculty Affairs Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/School
J. Paul Robinson	2	Basic Medical Sciences / VET

Committee Votes:**For:**

Dulcy Abraham
Andrew Liu
Rick Mattes (chair)
Abdelfattah Nour
Qifan Song
Mark Zimpfer

Against:

N/A

Abstained:

N/A

Absent:

Sabine Brunswick
Damon Lisch

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for the Steering Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate

Proposal: For the opening on the Steering Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/School
Zhao Ma	3	Forestry and Natural Resources / AG

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Andrew Liu Rick Mattes (chair) Abdelfattah Nour Qifan Song Mark Zimpfer	N/A	N/A	Sabine Brunswick Damon Lisch

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for the Equity, Diversity, and Inclusion Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate

Proposal: For the opening on the Equity, Diversity, and Inclusion Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/School
Alice Johnson	1	Educational Studies / COE

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Andrew Liu Rick Mattes (chair) Abdelfattah Nour Qifan Song Mark Zimpfer	N/A	N/A	Sabine Brunswick Damon Lisch

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for the Educational Policy Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate

Proposal: For the opening on the Educational Policy Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/School
Mark Russell	3	Agricultural Education / AG

Committee Votes:

<u>For:</u>	<u>Against:</u>	<u>Abstained:</u>	<u>Absent:</u>
Dulcy Abraham Andrew Liu Rick Mattes (chair) Abdelfattah Nour Qifan Song Mark Zimpfer	N/A	N/A	Sabine Brunswick Damon Lisch

To: The University Senate
From: University Senate Nominating Committee
Subject: Nominee for the Nominating Committee
Reference: Bylaws of the University Senate
Disposition: Election by the University Senate

Proposal: For the opening on the Nominating Committee, the Nominating Committee proposes the following nominee:

Name	Term Years	Department/School
Charles Bouman	1	ECE / ENG

Committee Votes:

For:

Dulcy Abraham
Andrew Liu
Rick Mattes (chair)
Abdelfattah Nour
Qifan Song
Mark Zimpfer

Against:

N/A

Abstained:

N/A

Absent:

Sabine Brunswick
Damon Lisch

IU FACULTY TRANSFERRING TO PURDUE

Continued review for PWL Appointment

- Area Committees to meet early spring
- Letters requested
- Final determination April 2024

Purdue University in Indianapolis Tenure (all transitioning faculty)

- Ability to select this option immediately
- Preservation of Tenure
- Opportunity for Promotion and Advancement
- Ability to conduct research
- Ability to support graduate students

Both options guarantee salary, rank, and tenure status and allow for courtesy appointments to other Purdue departments

Faculty Affairs Committee

Input Opportunities:

- Committee Review Structures for Purdue University in Indianapolis Tenure (PIN-Tenure and Promotion)
 - Primary Committee Structure
 - Area Committee Structure
- Expectations for Faculty in the PIN-Tenure Faculty
 - Promotion and Tenure
 - Teaching
- Organizational Structure of the Business Area
- Senate representation

TO: The University Senate
FROM: Athletic Affairs Committee
SUBJECT: Athletic Affairs Committee Report to the University Senate, 2022-23 AY
REFERENCES: University Senate Document 90-31, 22 April 1991
DISPOSITION: University Senate for Information

Purdue University's commitment to the academic and social well-being of its student-athletes is focused through the activities of the Athletic Affairs Committee (AAC) and Intercollegiate Athletics (ICA). This report covers the two regular semesters in the year that has passed since the last report from the AAC: the Fall 2022 Semester and the Spring 2023 Semester.

FACULTY OVERSIGHT OF ATHLETICS

Faculty oversight of ICA continues to be exercised through the AAC. The 2022-23 and 2023-24 membership of the AAC, listed in *Appendix 1* of this report, includes representation from faculty, an appointed liaison from the Student Affairs Committee of the University Senate, a liaison to the President, alumni, citizens from the local community, Purdue University students, and ICA senior staff. The AAC monitors the academic progress of the student-athletes and the efforts of ICA to provide outstanding opportunities to learn, compete, and develop personally. The AAC was briefed on the academic status of each sport program and received updates on the primary NCAA academic metrics, the Graduation Success Rate and the Academic Progress Rate.

At monthly meetings of the AAC, the members hear reports and participate in discussions pertinent to their mandate. All minutes and supporting documents are filed with the University Senate, and thus are readily available for review. The AAC may be asked to study, review and approve changes in Purdue rules and regulations affecting intercollegiate athletics programs, and to formulate positions with regard to legislation pending before the NCAA. The AAC also discusses diverse topics related to Big Ten or NCAA matters, or national news/trends that may affect the status of both university sports programs and the eligibility of student-athletes. A characteristic agenda and a partial list of topics discussed during the current academic year are provided in *Appendix 2*.

The Vice President and Director of Athletics provides additional information related to the strategic plans of the department, including current goals, key progress measures, facilities projects, etc. Elements of the current plan, especially those that pertain to the development and welfare of the students are presented in brief below.

In addition to the AAC meetings, the senior associate athletics director for student services conducts an academic planning meeting each year at which plans and outcomes over a three-year period are discussed. The two faculty athletic representatives (FAR) participate in this meeting, along with members of the senior athletics administrative staff and the athletics student services staff. The purpose of the meeting is to update the FARs on the plans for the academic areas for the next three years. Academic information for the athletics department and for each sports program is reviewed. Information from this meeting is conveyed to the AAC as appropriate.

OVERVIEW OF STUDENT-ATHLETE ACADEMIC DATA

Each semester the pattern of student-athlete choice of major, course selection and academic performance is assessed through data reported by the Office of Institutional Effectiveness and compared to comparable data for the remainder of the student body. This report is/will be sent to the President, Provost, Vice-Provost for Learning and Teaching, the Athletic Affairs Committee, FARs and Athletics Director for review. Data for the fall 2022 and spring 2023 is included in Appendix 3.

OVERVIEW OF THE STRATEGIC PLAN FOR INTERCOLLEGIATE ATHLETICS

The Director of Athletics and others from the department often share goals and metrics from the department's strategic plan with the AAC. Some elements of the plan, especially those related to the academic success of the students are reported for the Senate's review. Words in brackets replace personal pronouns that might be misunderstood in the context of this report.

The foundation of the plan lies in the Vision, Mission and Goals of the department.

Vision: A championship-caliber athletics organization that is excellent in all respects and is a consistent member of the “25/85 Club.”

The "25/85 Club" refers to a very small number of elite NCAA Division I institutions that consistently have their teams ranked in the top 25 while graduating their student-athletes at an 85 percent rate as measured by the NCAA Graduation Success Rate (GSR). The GSR is similar to the Federal Graduation Rate, but the yearly cohorts are adjusted as students transfer in or out of the university.

Mission: Developing Champions / Scholars / Citizens

[The department] will engage and inspire all constituencies to support the broader university pursuit of preeminence by attracting and retaining the very best student-athletes, coaches and staff while engaging former student-athletes in an effort to maintain their identity as part of the Purdue athletics family.

The very best [student-athletes] will execute this mission sharing a common set of values – integrity, mutual respect, a belief in hard work and team work, a commitment to inclusiveness – and the courage to lead. They will be the Purdue Athletics’ brand and continue to enhance our reputation while being pleased with every aspect of their experience at the university.

It is expected that [the department] will be a financially self-supporting enterprise that provides the resources for coaches and staff to develop championship programs.

Goals in support of the Departmental Vision and Mission

Athletic

All sports will place in the top 25 nationally. Consistent performance at this level will see us competing for Big Ten and NCAA championships.

[The department] will deliver exceptional support services throughout the athletics department to all student-athletes to ensure they are mentally and physically prepared to absorb the skill development necessary to maximize their potential as students, leaders, and athletes.

Student Athlete Development and Welfare

Student-athletes will maintain a cumulative grade-point average of 3.0 or above each semester while competing to perform at or above the all-campus cumulative grade-point average; all Purdue teams will have a graduation success rate (GSR) equal to or better than sport specific Division I-A GSR while striving to achieve a department-wide GSR of 85 percent or higher.

The athletics academic support services unit operates with a rolling three-year plan. Each year, the athletics academic support services staff reviews and updates the plan to ensure it is meeting the academic needs of the student-athletes and that it helps create the atmosphere and expectation for academic success. The three-year plan provides the opportunity for the staff to modify and update current practices in an organized manner. The three-year plan objectives are reviewed once a year with both faculty athletic representatives (FARs) and the athletics senior staff to ensure progress is being made. These meetings provide the opportunity for input by the FARs and sport administrators.

Fiscal

All financial resources will be allocated in pursuit of the vision and managed to ensure that [the department recognizes] the expectation to remain self-supporting while providing scholarships, quality academic support services, competitive operating budgets, and comprehensive facilities. Marketing and development plans will be designed and executed to generate revenue.

Equity and Integrity

To promote an atmosphere that upholds and embraces inclusiveness among all constituencies, [the department] will provide champion-caliber participation opportunities that recognize and reinforce gender and ethnic equality for all coaches, staff and student-athletes.

Image

The student-athletes, coaches, and staff will live their shared values as the role models that they are, so that people “experience” Purdue Athletics with respect, admiration, and pride. All decisions will be communicated in a manner to create, project and enhance this strong intercollegiate athletic brand.

Appendix 1: Members of the Athletic Affairs Committee for 2022-23

Kathy Abrahamson – CO-CHAIR (*University Senate Appointment, Associate Professor of Nursing*)

Kip Williams – CO-CHAIR (*University Senate Appointment, Distinguished Professor of Psychological Sciences*)

Tony Albrecht (*Alumni Representative*)

TBA (*Student Affairs Liaison*)

Chip Blatchley (*University Senate Appointment, Professor of Civil Engineering*)

Mike Bobinski (*Vice President and Director of Intercollegiate Athletics*)

Matt Conaway (*University Senate Appointment, Associate Professor of PU Bands & Orchestras*)

Kiara Dillon (*Student-Athlete Representative – Softball*)

Tiffini Grimes (*Deputy Athletics Director/SWA*)

Ken Halpin (*Deputy Athletics Director/COO*)

Kyle Haynes (*University Senate Appointment, Associate Professor of Political Science*)

Gary Henriott (*Alumni Representative*)

Sue Holder Price (*Community Liaison*)

Ed Howat (*Senior Associate Athletics Director for Student Services – Sports*)

Becca Jennings (*Campus Student Representative*)

Beth McCuskey (*Presidential Liaison, Vice Provost for Student Life*)

Tom Mitchell (*ex-officio, Senior Associate Athletics Director – Compliance*)

Peyton Stovall (*Associate Athletics Director – Student-Athlete Development*)

Marcy Towns (*Faculty Athletic Representative, Bodner-Honig Professor of Chemistry*)

Philip VanFossen (*Faculty Athletic Representative, Interim Dean, Director & James F. Ackerman Distinguished Professor of Social Studies Education*)

Calvin Williams (*Associate Athletics Director – Sports*)

Members of the Athletic Affairs Committee for 2023-24

Kip Williams – CHAIR (*University Senate Appointment, Distinguished Professor of Psychological Sciences*)

Tony Albrecht (*Alumni Representative*)

Chip Blatchley (*University Senate Appointment, Professor of Civil Engineering*)

Mike Bobinski (*Vice President and Director of Intercollegiate Athletics*)

Rachel Clark (*University Senate Appointment, Clinical Assistant Professor, Nutrition Science*)

Matt Conaway (*University Senate Appointment, Associate Professor of PU Bands & Orchestras*)

Kiara Dillon (*Student-Athlete Representative – Softball*)

Tiffini Grimes (*Deputy Athletics Director/SWA*)

Ken Halpin (*Deputy Athletics Director/COO*)

Kyle Haynes (*University Senate Appointment, Associate Professor of Political Science*)

Gary Henriott (*Alumni Representative*)

Sue Holder Price (*Community Liaison*)

Ed Howat (*Senior Associate Athletics Director for Student Services – Sports*)

Becca Jennings (*Campus Student Representative*)

Beth McCuskey (*Presidential Liaison, Vice Provost for Student Life*)

Tom Mitchell (*ex-officio, Senior Associate Athletics Director – Compliance*)

David Sanders (*Student Affairs Liaison, Associate Professor of Biological Sciences*)

Peyton Stovall (*Associate Athletics Director – Student-Athlete Development*)

Marcy Towns (*Faculty Athletic Representative, Bodner-Honig Professor of Chemistry*)

Philip VanFossen (*Faculty Athletic Representative, Interim Dean, Director & James F. Ackerman Distinguished Professor of Social Studies Education*)

Calvin Williams (*Associate Athletics Director – Sports*)

Appendix 2: A typical agenda for a meeting and representative topics of discussion

**First 2022-2023 Meeting, August 26, 2022
3:30-5:00 p.m. Spurgeon Club, Mackey Arena**

- | | |
|---|---------------|
| 1. Call to Order | K. Abrahamson |
| 2. Approval of the April 2022 Minutes | Committee |
| 3. Waiver Petitions, Schedule, Approvals | K. Abrahamson |
| 4. Remarks from the Director | M. Bobinski |
| 5. Student-Athlete Success Initiatives | P. Stovall |
| 6. Remarks from Deputy Athletics Director/SWA | T. Grimes |
| Remarks from Deputy Athletics Director | K. Halpin |
| Associate AD-Sports | C. Williams |
| Sr. Associate AD-Academics and Sports | E. Howat |
| 7. Compliance Issue of the Month from Associate AD – Compliance | T. Mitchell |
| 8. Report from the Student Affairs Liaison | TBD |
| 9. Report from Student Members | K. Dillon |
| | B. Jennings |
| 10. Report from the Faculty Representatives | M. Towns |
| | P. VanFossen |
| 11. Other Business | Committee |
| 12. Adjournment | |

Examples of Topics Discussed at 2022-23 AAC Meetings

- Presentation to the University Senate in Fall 2022 on student success
- Approval of competition schedules (and revisions) along with waivers for missed classes beyond the allowable limit
- Discussion of student athlete success initiatives
- Discussion of legislation affecting student athletes (name, image, and likeness legislation and implementation, changes to NCAA and Big 10 governance, anti-trust legislation)
- Discussion of financial standing of the athletics department with emphasis on student scholarships and support
- Discussion of the potential impact of the Big 10 expansion on student schedules and missed class time
- Discussion of Ross-Ade renovations in regards to costs and student impact, particularly in the provision of a more secure path for athletes to enter the stadium on game days
- Discussion of IUPUI re-alignment and possible implications for student athletes on the Indianapolis campus
- Discussion of the efficiency of the class scheduling process (batch scheduling) for student athletes
- Selection of recipients of Big 10 scholarships and distinguished awards

Appendix 3: Academic Metrics and Enrollment Data by College and Course

Student-Athlete Academic Profile Contrasted to Student Body		
Academic Performance Measures:	Fall 2022	Spring 2023
<u>Cumulative GPA</u>		
Student-athletes	3.16	3.16
All-campus	3.27	3.28
<u>Semester GPA</u>		
Student-athletes	3.07	3.12
All-campus	3.19	3.22
<u>Achievement of Semester GPA of 3.0 or higher</u>		
Student-athletes	59.9% (311)	59.9% (299)
All-campus	69.7%	70.1%
<u>Achievement of Academic Honors</u>		
Student-athletes	35.7% (185)	34.9% (174)
Dean's List and Semester Honors	(124)	(112)
Semester Honors only	(38)	(41)
Dean's List only	(23)	(21)
All-campus	48%	48.6%
<u>Achievement of perfect 4.0 Semester GPA</u>		
Student-athletes	9.1% (47)	6.4% (32)
All-campus	11.6%	12.3%
<u>Placement on probation</u>		
Student-athletes	8.9% (46)	4.2% (21)
All-campus	7.4%	6.2%
<u>Dropped from the University</u>		
Student-athletes	0.2% (1)	0.4% (2)
All-campus	0.62%	1.1%

Cumulative Grade Point Average by Team

Fall 2022 - Team	CGPA
Baseball	3.00
Football	2.88
Men's Basketball	3.13
Men's Cross Country	3.49
Men's Golf	3.13
Men's Swimming	3.39
Men's Tennis	2.84
Men's Track	3.24
Soccer	3.42
Softball	3.06
Volleyball	3.41
Women's Basketball	3.09
Women's Cross Country	3.65
Women's Golf	3.24
Women's Swimming	3.51
Women's Tennis	3.28
Women's Track	3.24
Wrestling	3.05
Student-Athlete Totals	3.16
Student Body Totals	3.27

Spring 2023 - Team	CGPA
Baseball	2.99
Football	2.92
Men's Basketball	3.18
Men's Cross Country	3.38
Men's Golf	3.11
Men's Swimming	3.39
Men's Tennis	2.89
Men's Track	3.13
Soccer	3.39
Softball	3.03
Volleyball	3.39
Women's Basketball	3.04
Women's Cross Country	3.58
Women's Golf	3.41
Women's Swimming	3.51
Women's Tennis	3.23
Women's Track	3.23
Wrestling	3.05
Student-Athlete Totals	3.16
Student Body Totals	3.28

NCAA Graduation Success Rate (GSR) Data

The Graduation Success Rate (GSR) serves a purpose similar to the Federal Graduation rate. Both measure graduation within six years for annual cohorts of students. The federal rate does not account for students who transfer from one institution to another and graduate. The GSR does account for these, which provides a more inclusive calculation of academic success.

STUDENT-ATHLETE GRADUATION SUCCESS RATES (GSR)*

Graduation Rates for 2012-2015 Cohorts (Published November 2022)

() Prior Year

	Purdue	NCAA Division I
	-----%-----	
Overall	88 (89)	89
Baseball	93 (97)	87
Men's Basketball	75 (78)	84
Football (FBS)	81 (82)	80
Men's Golf	88 (86)	90
Men's Swimming	90 (89)	91
Men's Tennis	100 (100)	93
Men's Track/CC	80 (82)	84
Men's Wrestling	84 (83)	84
Women's Basketball	82 (100)	93
Women's Golf	100 (100)	96
Women's Soccer	95 (95)	95
Women's Softball	87 (94)	94
Women's Swimming	96 (92)	96
Women's Tennis	100 (100)	97
Women's Track/CC	87 (88)	91
Women's Volleyball	100 (100)	95

* The GSR permits institutions to subtract student-athletes who leave their institutions prior to graduation as long as the student-athlete would have been academically eligible to compete at Purdue University had he or she remained.

The Academic Progress Rate (APR)

The APR is an NCAA semester-by-semester assessment of academic progress. It is calculated by allocating one point per student for eligibility and one for retention—the two factors that research identifies as the best predictors of graduation. The data are presented on the basis of four-year rolling averages for each team. Teams must achieve an APR score of 930 to avoid NCAA penalties. Teams below 930 are ineligible for NCAA post-season competition and are required to develop and execute an academic improvement plan.

Each student on a roster who is receiving an athletics scholarship earns a maximum of two points per term, one for being academically eligible and one returning to the institution. A team's APR is the total points of a team's roster at a given time divided by the total points possible. The number is then multiplied by 1,000. Thus, a raw APR score of 0.930 is reported as 930 and reflects an approximate 50 percent Graduation Success Rate (NCAA website).

PURDUE UNIVERSITY ACADEMIC PROGRESS RATE INSTITUTIONAL REPORT NCAA DIVISION I 2021-22

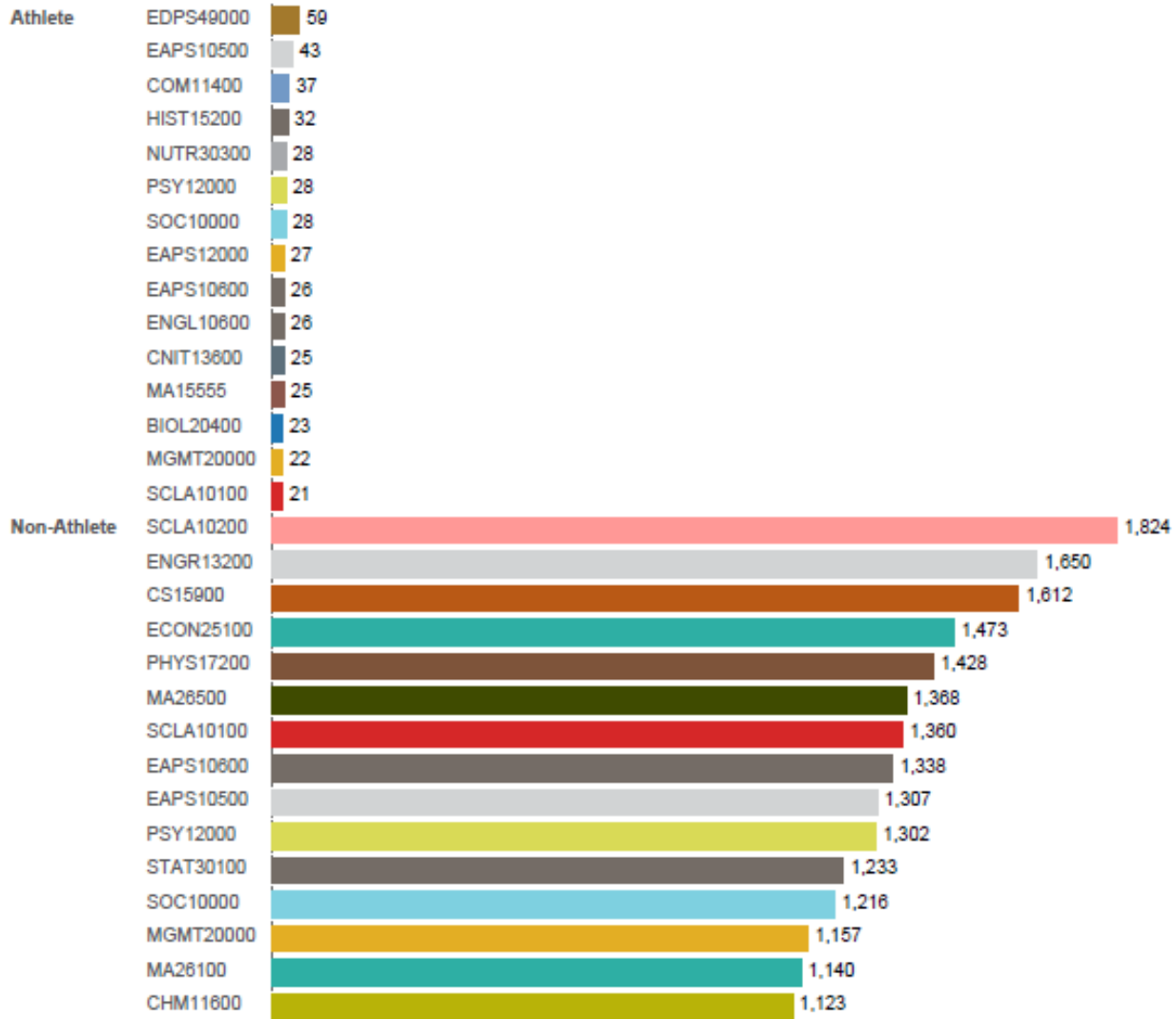
	Multiyear APR Rate
Baseball	976
Men's Basketball	979
Men's Cross Country	1000
Football	974
Men's Golf	1000
Men's Swimming	994
Men's Tennis	986
Men's Track	962
Men's Wrestling	981
Women's Basketball	1000
Women's Cross Country	1000
Women's Golf	984
Women's Soccer	993
Women's Softball	986
Women's Swimming	998
Women's Tennis	992
Women's Track	978
Women's Volleyball	1000

Enrollment Data

NUMBER OF STUDENT-ATHLETES BY COLLEGE OR SCHOOL

College or School	Number of student-athletes	
	<u>Fall 2022</u>	<u>Spring 2023</u>
Agriculture	20	19
Education	12	10
Engineering	64	62
Health and Human Sciences	149	145
Liberal Arts	71	69
Management	77	73
Pre-Pharmacy/Pharm. Sciences	3	3
Pharmacy (Pharm. D.)	1	1
Science	21	20
Polytechnic Institute	48	44
Graduate School	35	27
Exploratory Studies	29	24

Course Enrollment Review: Top 15 Courses Spring 2023, Office of Institutional Effectiveness

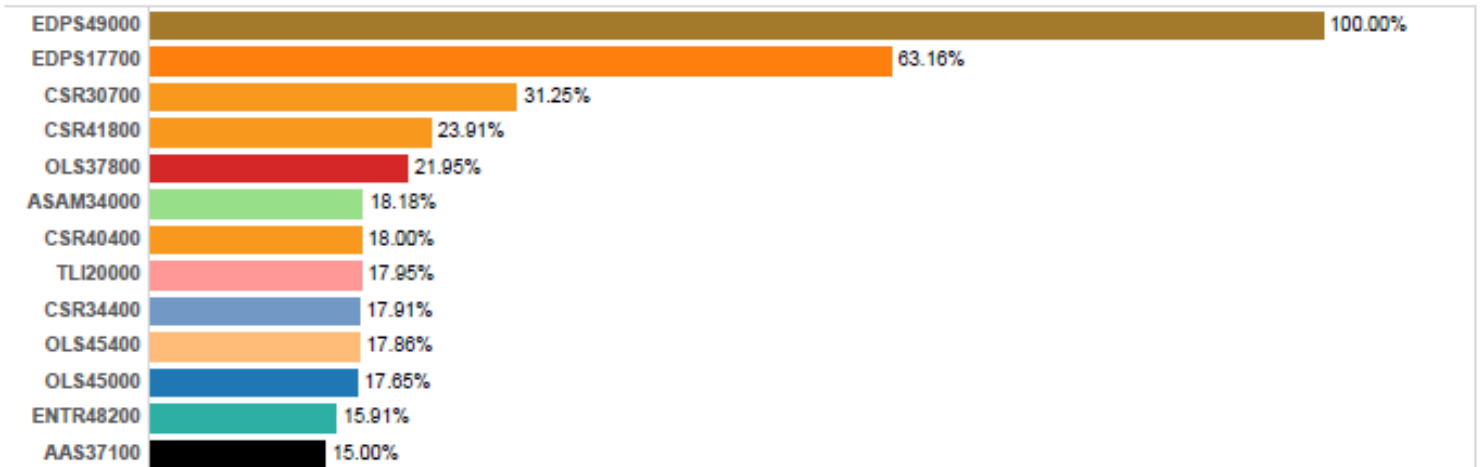


Course Enrollment Review: Grade Distributions in Top 15 Courses
Spring 2023, Office of Institutional Effectiveness

		A, A-, A+	B, B-, B+	C, C-, C+	D, D-, D+	F	Other: Withdrawl, Audit, Pass/No ...
SCLA10100	Athlete	28.82%	47.05%	24.13%			
	Non-Athlete	51.24%	32.14%	8.96%	1.62%	4.70%	3.34%
EAPS10600	Athlete	65.44%	15.46%	11.10%	8.00%		
	Non-Athlete	86.91%	7.71%	2.64%	0.75%	1.05%	0.94%
EAPS10500	Athlete	41.05%	35.45%	21.13%	2.37%		
	Non-Athlete	74.58%	17.21%	4.67%	0.68%	1.57%	1.29%
PSY12000	Athlete	56.62%	6.92%	18.31%	11.09%		7.06%
	Non-Athlete	62.33%	17.96%	7.12%	1.98%	2.51%	8.11%
SOC10000	Athlete	35.17%	42.95%	10.74%	7.45%	3.69%	
	Non-Athlete	50.76%	33.73%	9.51%	2.08%	1.50%	2.43%
MGMT20000	Athlete	22.59%	31.65%	36.95%	4.39%	4.41%	
	Non-Athlete	40.45%	33.92%	18.05%	3.70%	2.58%	1.30%
BIOL20400	Athlete	8.65%	65.38%	13.10%	4.51%	4.43%	3.93%
	Non-Athlete	25.01%	38.09%	26.86%	6.95%	0.93%	2.17%
COM11400	Athlete	18.87%	54.14%	16.09%	2.74%		8.16%
	Non-Athlete	63.99%	25.79%	5.95%	0.76%	1.56%	1.95%
ENGL10600	Athlete	38.49%	26.65%	15.48%	3.84%		15.54%
	Non-Athlete	47.50%	30.37%	8.28%	2.86%	5.28%	5.71%
NUTR30300	Athlete	67.52%	28.87%	3.61%			
	Non-Athlete	80.52%	12.74%	3.03%	0.84%	1.67%	1.20%
HIST15200	Athlete	49.28%	38.20%	12.51%			
	Non-Athlete	66.91%	24.02%	3.19%	0.62%	2.95%	2.30%
EAPS12000	Athlete	60.12%	21.82%	14.21%	3.86%		
	Non-Athlete	73.91%	7.09%	4.24%	4.22%	8.43%	2.09%
CNIT13600	Athlete	48.19%	39.88%	11.93%			
	Non-Athlete	57.62%	23.99%	7.53%	1.45%	3.24%	6.17%
MA15555	Athlete	28.27%	27.75%	20.00%	20.03%		3.95%
	Non-Athlete	67.67%	18.14%	7.80%	3.56%	1.39%	1.45%
EDPS49000	Athlete	98.34%					1.66%
	Non-Athlete		100.00%				

High Enrollment Courses for Participants in Intercollegiate Athletics
(Courses with > 15% enrollment by participants in ICA)

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Grade Distributions for High Enrollment Courses
(Courses with > 15% enrollment by participants in ICA)

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		A, A-, A+	B, B-, B+	C, C-, C+	D, D-, D+	F	Other: Withdrawl, Audit, Pass/No Pass, etc.
EDPS49000	Athlete	98.31%					1.69%
	Non-Athlete		100.00%				
EDPS17700	Athlete	75.00%	16.67%	8.33%			
	Non-Athlete	87.50%	12.50%				
CSR30700	Athlete	40.00%	20.00%	40.00%			
	Non-Athlete	83.33%		8.33%	8.33%		
CSR41800	Athlete	25.00%	41.67%	33.33%			
	Non-Athlete	50.00%	38.24%	8.82%			2.94%
OLS37800	Athlete	66.67%	33.33%				
	Non-Athlete	96.88%				3.13%	
CSR40400	Athlete	10.00%	80.00%	10.00%			
	Non-Athlete	37.50%	50.00%	10.00%			2.50%
ASAM34000	Athlete	100.00%					
	Non-Athlete	77.78%	11.11%				11.11%
TLI20000	Athlete	28.57%	57.14%	14.29%			
	Non-Athlete	56.25%	25.00%	12.50%	6.25%		
CSR34400	Athlete	33.33%	25.00%	33.33%	8.33%		
	Non-Athlete	81.82%	12.73%	3.64%	1.82%		
OLS45400	Athlete	80.00%	20.00%				
	Non-Athlete	56.52%	26.09%	8.70%	8.70%		
OLS45000	Athlete	33.33%	50.00%	16.67%			
	Non-Athlete	67.86%	28.57%	3.57%			
ENTR48200	Athlete	14.29%	71.43%	14.29%			
	Non-Athlete	56.76%	29.73%	5.41%		2.70%	5.41%
AAS37100	Athlete	66.67%	33.33%				
	Non-Athlete	76.47%		5.88%	5.88%	5.88%	5.88%

Appendix 4: Examples of Student Involvement in Community Service during 2022-23

TEAM	TIME
Boiler SAAC Executive Board	60H
M/W Track & Field/XC	106H
Men's Baseball	574h
Men's Basketball	90H
Men's Football	41H
Men's Golf	5H
Men's Swimming and Diving	42H
Men's Tennis	15H
Men's Wrestling	32H
Spirit Squad	26H
Women's Basketball	76H
Women's Golf	2H
Women's Soccer	38H
Women's Softball	130H
Women's Swimming and Diving	31H
Women's Tennis	2H
Women's Volleyball	4H

EXAMPLES OF AGENCIES/ORGANIZATIONS SERVED

Boys and Girls Club	6h 00m
Burnett Creek Elementary	11h 00m
Carrol County Promise	1h 00m
Equality Coalition United As One Reading Week	9h 00m
Food Finders	176h 45m
Klondike Elementary School	27h 30m
Lafayette Transitional Housing	1h 00m
Mintonye Elementary School	10h 30m
Northend Community Center	84h 00m
Purdue Athletics	12h 00m
Purdue Dance Marathon	24h 00m
Salvation Army	9h 00m
Special Olympics	3h 00m
Tippy Stars	105h 00m
Franciscan Health	11h 00m
Natalie's Second Chance	8h 00m
Purdue Physics Department	2h 00m
Purdue Sustainability Counsel	0h 30m